

Job Title	Waste Strategy Manager, Waste & Recycling Service, StreetScene
Barnet Band and scale range	S C Pt 52 - 55
Reports to	Head of Waste & Recycling
Service area	Street Scene
Number of staff responsible for	TBC
Budget responsibility (£)	Up to £15 million per annum

Purpose of Job:

The Waste Strategy Manager plays a lead role in overseeing the strategic direction of all waste issues across the StreetScene service and is the service expert for dealing with any and all waste strategy issues.

The post holder will be the key liaison officer for StreetScene with the North London Waste Authority (NLWA) and its contractor(s), managing the NLWA account ensuring that payments, budgeting and monitoring are adequately controlled, audited and risks mitigated and highlighted to relevant Members and Senior Officers. The post holder will lead on the council's relations with NLWA informing Members and Senior Officers of relevant issues and decisions to be made through attendance at meetings and the provision of briefings and reports.

To take full strategic, responsibility for Waste Strategy, providing strategic direction and engendering a culture of continuous improvement to meet present and future Streetscene service needs.

Work closely with the Lead Member and Ward Councillors to communicate the waste strategy in order to gain understanding and increase Member engagement.

Develop relationships with the public, independent, social enterprise and third-sector providers to shape and develop Barnet's waste strategy for the benefit of Barnet residents.

Role Specific Responsibilities

Waste Strategy Manager will:

- To take full strategic, responsibility for Waste Strategy, providing strategic direction and engendering a culture of continuous improvement to meet present and future Streetscene service needs.
- To work with the Streetscene Director and Heads of Service in meeting all strategic developmental demands on the service and to work outside of one's area of specialism in contributing to the management of the service as whole. To ensure that waste requirements are strategically managed for the Streetscene service and aligned with Corporate Plan priorities.
- To be the lead officer for waste strategy, exercising all professional and management skills necessary to deliver service outcomes. To provide strong, visible leadership and professional expertise for service staff and/or external partners to ensure a high quality of service provision within professional guidelines and standards
- To explore alternative plans and strategies in order to continuously develop Service quality and productivity through developing and maintaining relevant performance indicators and comparative benchmarking data.

- Be fully conversant with Corporate and National strategies and policies and share and impart this knowledge to Heads of Service and other officers.
- To be pro-active in aligning waste strategies and policies to operational service plans. To ensure that operational plans deliver strategic aims but also that strategies have a real focus and link to practical application within the operational services.
- To provide strategic leadership on waste to the Streetscene Service to ensure that a culture of continuous improvement delivers ongoing development of the service within the principles of Best Value.
- Contribute to the development and implementation of Service and Corporate policy and strategy.
- To contribute to Corporate and Service plans and reviews insofar as they relate to the broad responsibilities of this post. This may include the Corporate Plan, Best Value reviews, Equalities Plan etc.
- To be the lead individual to network with other external bodies and professional associations and keep up to date with Best Practice and legislation in the relevant field and, where practical in the context of Barnet, liaising with Heads of Service to ensure these are built into service development plans.
- Together with the Streetscene Director and Heads of Service develop and implement initiatives to promote and communicate waste services ensuring equal access for all of Barnet's residents, reaching out to Barnet's diverse range of communities and also those most vulnerable in our society.
- Participate in or lead wider project teams within the Service as directed by the Director.
- To attend appropriate council committee meetings, corporate officer groups and external meetings and to prepare reports for such meetings, as appropriate.
- To contribute to the development and implementation of corporate strategies to secure the achievement of wider cross-service council aims and objectives.
- To ensure a prompt and thorough response to complaints and enquiries, including from residents, elected Members, Members of Parliament and the Local Government Ombudsman.
- Lead on the council's relations with NLWA, including attendance at relevant meetings, provision of briefings to Members and Senior Officers, and negotiation of the council's position with NLWA.

Financial Responsibilities

- Manage the NLWA account ensuring that payments, budgeting and monitoring are adequately controlled, audited and risk mitigated and highlighted to relevant Members and Senior Officers
- Ensure that financial and budgetary controls are exercised in accordance the Council's standing orders and any financial regulations.
- To promote a culture of value for money.
- To achieve performance management targets within budget and on time, ensuring compliance with council's financial procedures, statutory duties and standards in financial management
- Develop and manage a risk management for waste strategy and identify any mitigation needed to minimise or remove risk on strategy

Strategy & Policy Development

- To take full strategic, responsibility for Waste Strategy, providing strategic direction and engendering a culture of continuous improvement to meet present and future Streetscene service needs.
- To work with the Streetscene Director and Heads of Service in meeting all strategic developmental demands on the service and to work outside of one's area of specialism in contributing to the management of the service as whole. To ensure that waste requirements are strategically managed for the Streetscene service and aligned with Corporate Plan priorities.

- Develop relationships with the public, independent, social enterprise and third-sector providers to shape and develop Barnet's waste strategy for the benefit of Barnet residents
- Identify opportunities and innovative solutions that could be used in Barnet to deliver wider waste outcomes including potential joint work opportunities
- Retain an up to date knowledge of developments in waste management and provide briefings on any current or upcoming waste issues and the impact on the council and its services
- Research new strategies and policies and their impact on the waste strategy and Barnet's environment.
- To provide strategic leadership on waste to the Streetscene Service to ensure that a culture of continuous improvement delivers ongoing development of the service within the principles of Best Value.

Performance and Customer Focus

- Work closely with the Lead Member and Ward Councillors to communicate the waste strategy in order to gain understanding and increase Member engagement.
- Lead and manage new relationships with citizens including the consultation and adoption of the new Waste Strategy.
- Ensure the service meets the requirements of the Street Scene Service performance plan and related department objectives
- Work closely with Heads of Service and colleagues across other service areas to develop sustainable solutions that provide resolution to street issues.
- Ensure outcomes are underpinned by building a new relationship with citizens; having a one public sector approach and having a relentless drive for efficiency
- Liaise and attend meeting with other sections, the public, external organisations and other stakeholders regarding the completion of works to the required standard, within the time specified.
- Be responsible for assessing the strategy and performance against industry good practice and benchmarks and developing and monitoring improvement plans.

Leadership and Management

- Provide strong, visible leadership and professional supervision to ensure a high quality of service provision within professional guidelines and standards
- Lead by example by having a customer focused approach to the service
- Develop good working relationships with other services within the council, the council's partners and the third-sector to deliver better services with less money, share opportunities and share responsibilities and make Barnet a successful London suburb.

Flexibility

- Work with a degree of flexibility required to perform work not specifically referred to above although falling within the scope of the post at the appropriate grade

Health and Safety

- Ensure safe and efficient delivery of service by achieving high standards of health and safety and reducing risk

The Council's Commitment To Equality

- Deliver the council's commitment to equality of opportunity both in the provision of services and as an employer. Promote equality in the work place and in the services the council delivers

PERSONAL SPECIFICATION

Qualifications Required

Type	Level required
Professional qualifications/memberships	<ul style="list-style-type: none"> • Minimum 5 years' experience working in a management role within a waste based environment service • Chartered Waste Manager -Chartered Institute of Wastes Management (desirable)
Management	<ul style="list-style-type: none"> • Experience of operating at senior management level in a complex organisation. • Strong complex project management skills and experience. • Experience in managing successful change. • Strong networking, influencing, negotiation and partnership development skills. • Industry recognised management qualification (desirable)
Education and special requirements	<ul style="list-style-type: none"> • GCSE Maths and English (or equivalent) • Full Driving License • Educated to degree level or equivalent by experience.

Technical / Knowledge Requirements

Type	Description
Legislation / Regulations	<ul style="list-style-type: none"> • Knowledge of legislation, regulation, guidance and standards • Knowledge of current developmental and research issues in relation to waste management • Detailed knowledge of the waste field including relevant legislation and statutory frameworks.
Contracts and Purchasing	<ul style="list-style-type: none"> • Experience of managing external commercial contracts in an outsourcing environment and SLAs within a Local Authority context • Knowledge of and commitment to Best Value principles and performance management
Local Government	<ul style="list-style-type: none"> • An understanding of local authorities and the context in which they operate. • Extensive knowledge of waste regulations as they apply to local authorities • Extensive knowledge of the London Borough of Barnet (desirable) • Knowledge of Industry Best Practise
IT skills	<ul style="list-style-type: none"> • Able to fully utilise standard Microsoft Office products • Willingness to adapt and learn software

Behavioural Competencies

This role is expected to perform at Level 3 of the Barnet Competency Framework – the competencies below are selected as being illustrative but not exhaustive of the behaviours required for success.

Competency	Key Requirements
PERSONAL EFFECTIVENESS	
Communicating and Influencing	<ul style="list-style-type: none"> • Delivers professional and persuasive presentations to large internal and external groups • Strong interpersonal skills and able to challenge, support, influence and engage senior management and peers. • Strong influencing and negotiation tools and techniques to achieve positive outcomes for the Council.
Respecting Others	<ul style="list-style-type: none"> • Champions a culture that values equality and diversity, and ensures these are built into the delivery of services
Striving for Excellence	<ul style="list-style-type: none"> • Demonstrates a high level of personal drive and energy that sets an example to others • Fosters a dynamic, achievement orientated culture
Political awareness	<ul style="list-style-type: none"> • Ability to work effectively in a political environment and establish positive relationships with councillors, senior managers, staff, external partners and interest groups in a way that establishes confidence, credibility and trust. • Ability to represent StreetScene Services at committee level
Analytical skills	<ul style="list-style-type: none"> • Highly developed problem solving and analytical skills. • Ability to analyse data/identify current and future trends to integrate into strategies and continuous improvement. • Ability to critique reports in order to drive strategic change
LEADERSHIP	
Setting Direction	<ul style="list-style-type: none"> • Ensures there is a culture of continuous improvement and responsiveness to change • Promotes a vision for the future that inspires others
Managing Performance	<ul style="list-style-type: none"> • Significant managerial experience with a track record of high performing teams • Experience of developing and contributing to commissioning frameworks in a multi-disciplinary and partnership environment.
Developing Talent	<ul style="list-style-type: none"> • Promotes a culture that values continuous personal and professional development
Change management	<ul style="list-style-type: none"> • Track record of supporting transformational change in a complex organisational environment.
WORKING IN PARTNERSHIP	
Team Working	<ul style="list-style-type: none"> • Creates a positive team spirit where team members work together to achieve shared goals • Constructively uses conflict as an opportunity to generate innovative solutions
Cross-Barnet Working	<ul style="list-style-type: none"> • Identifies opportunities for co-operation and interdependency across groups and delivery units • A solid understanding of the relevant legal, commercial, political, operational and social community aspects of a similar diverse and complex environment.

External Partnership Working	<ul style="list-style-type: none"> • Practical evidence of developing and maintaining good working relationships with a wide range of customers/stakeholders, developing a positive personal and organisational profile and building partnerships
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