



SPECIAL APPOINTMENTS COMMITTEE

2.30 PM - MONDAY, 27 NOVEMBER 2023

***MULTI-LOCATION MEETING - COUNCIL CHAMBER, PORT TALBOT
& MICROSOFT TEAMS***

**ALL MOBILE TELEPHONES TO BE SWITCHED TO SILENT FOR THE
DURATION OF THE MEETING**

Webcasting/Hybrid Meetings:

This meeting may be filmed for live or subsequent broadcast via the Council's Internet Site. By participating you are consenting to be filmed and the possible use of those images and sound recordings for webcasting and/or training purposes.

PART 1

1. Chairpersons Announcements
2. Declarations of Interest
3. Job Description and Person Specification (*Pages 3 - 14*)
4. Access to Meetings - Exclusion of the Public
To resolve to exclude the public for the following item pursuant to Section 100A (4) and (5) of the Local Government Act 1972, and Paragraphs 12 and 13 of Part 4 of Schedule 12A to the above Act.

PART 2

5. Shortlisting for the post of Head of Housing and Communities
(*Pages 15 - 130*)
6. Assessment Centre Feedback (*Pages 131 - 146*)

K.Jones
Chief Executive

Civic Centre
Port Talbot

Tuesday, 21 November 2023

Committee Membership:

Chairperson: **Councillor S.A.Knoyle**

Vice
Chairperson: **Councillor A.J.Richards**

Members: Councillors C.Galsworthy, M.Harvey, J.Hurley,
R.G.Jones, R.Phillips, S.Purse, S.H.Reynolds
and J.Henton

Invitee: Councillor A.Llewelyn (Voting Member)
Relevant Cabinet Member



Our Values

Connected

What matters to you matters to us

Collaborative

We work with our citizens and our partners because together we can achieve more

Caring

We care about you, your life and the future of our county borough

Confident

We are optimistic and confident about the future

JOB DESCRIPTION

Job title	Head of Housing and Communities
Directorate	Social Services, Health and Housing
Section	N/A
Reporting to	Director Of Social Services Health And Housing
Salary and grade	£81,966 - £89,958 per annum
Hours per week	37
Contract type	Permanent
Location of post	Neath Civic Centre
Benefits	25 days holiday entitlement, rising to 32 after 5 years' service 8 bank holidays plus one extra statutory day Local Government Pension Scheme Cycle to Work Salary Sacrifice Scheme Relocation Scheme (subject to conditions) Hybrid Working (for some roles) See our 'Reasons to work for NPT' document in the attachments
Date reviewed	18.09.2023

Number of staff directly supervised by post holder	
Main purpose of the post	<ol style="list-style-type: none"> 1. As a member of the Council's Corporate Management Team, to contribute to the corporate leadership of the Council, ensuring the achievement of the Council's key objectives and strategies. 2. Provide strategic and inspiring leadership to the Council as a whole developing the Council's strategy for housing and

	<p>community development to deliver on the Council’s purpose, vision and strategic objectives as detailed in the Corporate Plan 2022-27.</p> <ol style="list-style-type: none"> 3. Ensure that housing and community development services are both provided and commissioned to meet statutory requirements and to achieve the highest possible standards of service delivery and constantly scrutinise and monitor performance to ensure the best possible outcomes for residents. To work with external and internal stakeholders to leverage investment that will make NPT an attractive place for people to live, work, learn and spend recreational time. 4. To establish effective working relationships with portfolio holders, Cabinet and other Elected Members in developing and implementing the Council’s corporate and service objectives for the people of Neath Port Talbot. 5. To maximise opportunities through international, national, regional and local collaboration and service integration to deliver a sustainable and positive impact for current and future generations.
<p>Main duties and responsibilities</p>	<p>PORTFOLIO LEAD:</p> <ol style="list-style-type: none"> 1. To be the corporate lead officer responsible for the following functions: Strategic Housing, Housing Needs, Homelessness, Housing Support Grant/Supporting People, Housing Renewals and Adaptations; Wellbeing; Poverty; Community Development, Community Safety, Substance Misuse; Community Hubs, Community Cohesion, Vulnerable People Relocation Scheme and ; other refugee and asylum seeker programmes; 2. To lead on shaping and refining the vision for the County Borough’s housing strategy objectives through partnerships and enabling, and to communicate and promote this vision, working with the Planning, Regeneration, Property, Economic Development, Housing Options and Social Services teams to ensure the strategic objectives are delivered. 3. To lead Neath Port Talbot’s strategic housing approach, and facilitating the provision of affordable housing in the area to meet housing need. 4. To develop a detailed Housing Strategy with key stakeholders, to include a rigorous assessment of local housing markets, housing need and housing demand across all tenures.

5. To facilitate an active partnership with planning, regeneration, economic development and private sector housing teams within the authority, and with housing associations and developers. Acting as the lead for the County Borough in terms of facilitating place-making and housing supply, including s106 delivery set out in the Local Development Plan (LDP), and land led development.
6. To lead on developing effective and collaborative partnerships with housing associations to ensure that social housing grant, and other resources, are invested to develop new social housing and low cost home ownership schemes. Working in partnership to get more homes built and to share risk, resources, skills and capacity.
7. To take an overview of specialist housing such as supported housing and care schemes, working with commissioners who commission support for a range of client groups to ensure the housing and support needs of the more vulnerable members of the community are met.
8. To work with the Housing Options team to find housing based solutions for homeless people reflecting the Welsh Government's guidance to reduce temporary housing and to develop permanent homes and move-on from supported housing.
9. To use planning powers to ensure that housing developers assist with the provision of affordable private housing, meeting the Council's strategic plans for location, tenure, numbers, sustainability and design.
10. To support the Council's empty homes strategies to ensure that existing homes can be brought into use to meet housing needs and to promote vibrant communities.
11. To develop policies and initiatives to support the improvement of private housing stock in the area, ensuring standards are raised. Improve partnerships with the private rented sector to support private landlords to meet housing need.
12. To monitor and report on agreed project objectives and Key Performance Indicators to ensure progress to delivery is tracked in a transparent and accountable manner.
13. To work with Welsh Government and its agencies to influence, agree and implement plans of investment that contribute to the achievement of the council's ambitions.
14. To act as an interface with the key stakeholders and partners to ensure that the objectives set out within the Housing Strategy and other key strategic agreements, are delivered. Work with partner organisations to review best practice and

measure the impact of the initiatives underway in order to understand how to resolve challenges, provide effective services and maximise the impact of limited resources.

- 15.To work corporately to capitalise on opportunities, using the council's assets to stimulate innovative solutions to the county borough's housing challenge.
- 16.To lead the Council's work in the field of community safety and community cohesion, ensuring that the whole of the Council embraces the need to consider how we can prevent and reduce crime and disorder across all of the Council's functions.
- 17.To be the Chief Executive's representative in the Council's work with community safety and community cohesion partners – locally, regionally and nationally. This will include sharing leadership of the local and regional community safety, CONTEST, Substance Misuse and related partnerships.
- 18.To lead the development of the Council's work on poverty and wellbeing.

LEADERSHIP AND MANAGEMENT:

- 19.To ensure that accountable managers are aware of their Health and Safety Responsibilities and that mechanisms are in place across services to deliver health and safety requirements.
- 20.To meet the Council's statutory obligations under the Civil Contingencies Act 2004 by putting in place and keeping 'fit for purpose' business continuity plans.
- 21.To provide clear and visible leadership to all staff within the Division so as to establish and deliver clear strategies and programmes for service improvement
- 22.To provide personal leadership in ensuring high levels of motivation amongst all staff within the Division and actively encourage a culture of openness
- 23.To work with other members of the Council's Senior Management Team and contribute to Authority-wide policy, decision making and project management.

CORPORATE AND PARTNERSHIP WORKING:

- 24.To sustain by personal example the ethos of partnership working that characterises the Council's relationships with other service providers and the housing and voluntary sectors, locally, regionally, nationally and internationally.

25.To liaise and work with other agencies/partners and services across the Council to meet service objectives and maximise service delivery

RESOURCE MANAGEMENT/FORWARD FINANCIAL PLANNING:

26.To ensure cost-effective, higher quality services by effective challenge and on-going support

27.To implement and keep under annual review the Council's Forward Financial Plan, including rolling forward the Plan on an annual basis and annual budget routines, taking account of Welsh Assembly Government financial projections and the Council's priorities

28.To maximise external investment in the communities of NPT and services within the portfolio.

CHANGE MANAGEMENT, TRANSFORMATION AND INNOVATION:

29.To champion the management of change and effective corporate and collaborative working

OTHER KEY PRIORITIES:

30.To proactively implement the Council's Strategic Equality Scheme and Welsh Language Standards

31.To ensure that good governance principles are followed in respect of the Division's actions and services

32.To represent the Council and its interests on such external bodies as may be appropriate.

33.To cultivate a culture of "continuous learning" across the Division, open communication and the personal development of individuals

OTHER:

34.To undertake other related duties and responsibilities as they arise, including deputising for the Director of Social Services, Health and Housing, as appropriate

Standards of performance	
Authority	
Additional information	<p>This is an outline description of the job as it presently exists. The job description will be examined periodically and updated to ensure that it relates to the job as then being performed or to incorporate any changes that are proposed by the Authority. Any such changes will be subject to consultation with the post holder. It will be the Authority's aim to reach agreement to reasonable changes. If agreement is not possible, the Authority reserves the right to insist on changes, following consultation.</p>





Our Values	
<p>Connected</p> <p>What matters to you matters to us</p>	<p>Collaborative</p> <p>We work with our citizens and our partners because together we can achieve more</p>
<p>Caring</p> <p>We care about you, your life and the future of our county borough</p>	<p>Confident</p> <p>We are optimistic and confident about the future</p>

PERSON SPECIFICATION

Job title	Head of Housing and Community Development
Directorate	Social Services, Health and Housing
Section	N/A

Introduction

The purpose of this document is to enable you, as a candidate, to consider whether or not you have the attributes, which are required for appointment to this post. Please note that this document indicates those attributes that are considered to be **essential** to undertake the duties and responsibilities of this post and those that are merely **desirable**. If you do not possess any of the attributes that are **desirable**, this does not mean that you will not be considered for interview or subsequent appointment.

ATTRIBUTES		ESSENTIAL/ DESIRABLE	METHOD OF EVALUATION
Work experience	Experience of working in a housing strategy and enabling role	ESSENTIAL	Application form, assessment centre and interview
	Significant senior management experience in a local authority working across a range of diverse services (particularly housing).	ESSENTIAL	
	Considerable proven experience of engaging with stakeholders and partners to drive improvement for communities and/or business.	ESSENTIAL	

	Experience of working corporately on organisation-wide priorities.	ESSENTIAL	
	Significant strategic and operational experience managing and achieving service delivery and performance.	ESSENTIAL	
	Experience of working with or in housing associations, in particular their development services.	ESSENTIAL	
	Experience of managing significant resources to achieve outcomes.	ESSENTIAL	
	Experience managing service delivery transformation across people, finance, systems, processes, relationships and resources.	ESSENTIAL	
	Experience of leading staff and services in a time of change by being flexible, creative, responsive and high performing.	ESSENTIAL	
	Experience of developing innovative service models, working within a commissioning approach.	ESSENTIAL	
	In depth knowledge around organisational design, change and transformation to improve efficiency and effectiveness.	ESSENTIAL	
	Evidence of a deep understanding of the current legislation, regulatory requirements, and wider practice in relation to housing.	ESSENTIAL	
	Knowledge of community safety and community cohesion at a strategic level	ESSENTIAL	
	Experienced at managing refugee and asylum seeker programmes	DESIRABLE	

Knowledge			
Education and training	<p>Degree or equivalent</p> <p>RTPI, Chartered Institute of Housing or RICS membership</p> <p>An appropriate management qualification or demonstrable experience</p>	<p>ESSENTIAL</p> <p>DESIRABLE</p> <p>ESSENTIAL</p>	<p>Application form, assessment centre and interview</p>
General skills/abilities	<p>Personal resilience and energy and the ability to work to tight time-scales</p> <p>High motivation with an innovative, creative approach to problem solving and delivering change</p> <p>A high degree of personal probity, honesty and integrity and commitment to the values of public service</p> <p>An empowering style, valuing the contributions of others, with a personal commitment to encouraging continuous learning and a “can do” outlook</p> <p>The ability to take difficult decisions when required to manage conflict positively</p> <p>Ability to travel throughout the County Borough area and more widely for work purposes</p>	<p>ESSENTIAL</p> <p>ESSENTIAL</p> <p>ESSENTIAL</p> <p>ESSENTIAL</p> <p>ESSENTIAL</p> <p>ESSENTIAL</p>	<p>Application form, assessment centre and interview</p>

	The ability to work outside normal office hours when required in a range of formal and less formal settings – hybrid working will apply to this post	ESSENTIAL	
Other requirements	<p>Equal Opportunities</p> <p>A clear understanding of equal opportunities and a personal commitment to proactively promote the Council’s service delivery and employment equal opportunities policies as well as demonstrating a commitment to the Council’ Welsh language objectives</p>	ESSENTIAL	Application form, assessment centre and interview
Welsh language	Welsh language skills are	desirable	Application form
DBS requirement	This post is subject to an enhanced DBS disclosure		



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