



## 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

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

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| <b>Number of staff directly supervised by post holder</b> |  |
| <b>Main purpose of the post</b>                           | <ol style="list-style-type: none"> <li>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.</li> <li>2. Provide strategic and inspiring leadership to the Council as a whole developing the Council's strategy for housing and</li> </ol> |

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|  | <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"> <li>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.</li> <li>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.</li> <li>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.</li> </ol>   |
| <p><b>Main duties and responsibilities</b></p> | <p><b>PORTFOLIO LEAD:</b></p> <ol style="list-style-type: none"> <li>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;</li> <li>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.</li> <li>3. To lead Neath Port Talbot’s strategic housing approach, and facilitating the provision of affordable housing in the area to meet housing need.</li> <li>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.</li> </ol> |

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

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|---------------------------------|--|
| <b>Standards of performance</b> |  |
| <b>Authority</b>                |  |
| <b>Additional information</b>   | <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> |





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|---|--|
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## PERSON SPECIFICATION

|                    |   |
|--------------------|---|
| <b>Job title</b>   | Head of Housing and Community Development |
| <b>Directorate</b> | Social Services, Health and Housing       |
| <b>Section</b>     | 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                              |
|------------------------|--|----------------------|---|
| <b>Work experience</b> | 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            |   |



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|--|--|-----------|--|
|  | 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  |           |  |

|                                 |  |   |  |
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|                                 |  |   |  |
| <b>Knowledge</b>                |  |   |  |
| <b>Education and training</b>   | <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> |
| <b>General skills/abilities</b> | <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 |   |
| <b>Other requirements</b> | <p><b><u>Equal Opportunities</u></b><br/> 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 |
| <b>Welsh language</b>     | Welsh language skills are  | desirable | Application form                                  |
| <b>DBS requirement</b>    | This post is subject to an enhanced DBS disclosure   |           |   |

