



ROYAL BOROUGH OF KINGSTON UPON THAMES - ROLE PROFILE

2 X Project Managers, Cambridge Road Estate Regeneration

Fixed term (2 years), based in Kingston

Grade K - £49,464 - £54,597 (a market supplement will be considered for exceptional candidates)

Role purpose

Cambridge Road Estate (CRE) is the borough's largest regeneration programme. It aims to deliver approximately 2000 new homes over the next 10-12 years, including more affordable housing, better community facilities and outdoor spaces and deliver a positive social and economic legacy for residents in Kingston for years to come. The Council is looking for excellent expert professionals who can be part of a once in a generation opportunity to positively transform people's lives by improving their quality of life by delivering new homes, community facilities, job opportunities, better educational attainment and improve their overall health outcomes.

Kingston has appointed its preferred Joint Venture development partner, Countryside Properties UK, who we will work with closely to completely regenerate the Cambridge Road estate. Kingston is committed to following the Mayors guidance for estate regeneration and will put proposals to a resident ballot in the Autumn of 2019. This is a flagship project for the council that will upgrade our housing stock, providing hundreds of affordable homes whilst delivering value back to our Housing Revenue Account as a joint venture partner to betterment of the Norbiton neighbourhood and borough as a whole.

Kingston is a successful place because throughout its history it has adapted and changed. It has built on its past by embracing the future. The Council wants to continue that journey and has identified the outcomes it wants to strive for with its communities:

- People achieve wellbeing independence and healthy lives
- People prosper and reach their full potential
- A safe and resilient community where everyone is welcome and which supports the most vulnerable
- A network of engaged communities where everyone has a voice and does their bit



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- A borough that embraces growth and attracts investment for a stronger and more diverse economy
- A borough of choice and opportunity that has broken the mould to increase housing and jobs
- A sustainable borough with a diverse transport network and quality environment for all to enjoy

Why Kingston?

This special place in South West London between the capital and the country has been a Royal Borough longer than anywhere else - it is where the first Kings of England were crowned. Kingston is set to be one of the fastest growing parts of London; and with the arrival of new infrastructure such as Crossrail 2, as well as its award winning Go Cycle scheme is at the forefront of the changing face of our City's transport.

So Kingston is changing with new commercial and residential developments, not just in Kingston Town Centre but in all parts of the Borough; in Surbiton, New Malden, Tolworth and Chessington in the rural south of the Borough. Kingston is a great environment. Kingston itself which has the River, the historic market place and Church, parks and gardens but in all its town centres has something unique to offer.

Kingston's people are well educated, innovative and entrepreneurial; the Borough has been home to great industry and creativity for many years; reflected in assets such as the Rose Theatre, the International Youth Arts Festival, and Kingston University; which boasts the more new graduate business start ups than any other.

The communities of the Borough are in the most part strong, healthy and prosperous. That said, there are people who rely on the Council and other public services to enable them to reach their potential. Like most places, our population is ageing and more people are living longer and so some people need more support to stay independent, safe and well. Kingston is a diverse Borough, not just because of this range of need, but because it is home to people from diverse and interesting cultures and backgrounds. Kingston has a large Sri Lankan Tamil community and is home to more people from Korea than any other part of the UK.

Key activities

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Leadership

- Provides inspirational and constructive leadership to the CRE delivery team to ensure high performance within a networked operating model
- Facilitates change and innovation, building a team culture that encourages innovative, smart and collaborative working
- Listens to, and works with colleagues to develop team goals in line with corporate strategy, and influences and motivates others to achieve this

Commissioning and Performance Management

- Commissions services and activities to secure the best outcomes for service users and deliver optimum value for money, in line with the Council's commissioning and contract management frameworks
- Translates internal and external intelligence in order to continually adapt and improve the services in line with demand
- Manages the performance of the team, working with colleagues to define outcomes, set targets and monitor performance, within a culture of continual improvement
- Develops operational plans to ensure that the resources within the teams are used to best effect and impact
- Ensures that the best use is made of financial resources and achieves balanced budgets and income and savings targets, as required.

Customers and Partners

- Builds strong working partnerships across the public, private and voluntary sectors to enable the service to be delivered in an outcome-focused and efficient way
- Promotes community cohesion and Kingston's commitment to valuing diversity, ensuring the development and implementation of effective social inclusion

Digital/New Ways of Working

- Continually looks for ways to improve and modernise our service to customers, including developing and implementing digital/automated processes and eliminating paper wherever possible.
- Champions the use of new technologies, particularly Google, to enable modern working practices to thrive.

Programme Delivery

- To lead and project manage key work streams of the CRE development programme that meet key project milestones on time and

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budget while ensuring successful project outcomes are delivered.

- To take the lead and responsibility for effective programme management, design, strategic policy, implementation, and project monitoring ensuring a coherent consistent 'one council approach' to regeneration and growth on the estate and wider Norbiton neighbourhood.
- To facilitate effective community consultation and engagement towards the ballot and throughout the masterplanning period towards planning consent, developing excellent working relationships with the JV partners, key stakeholders, the community and elected members while ensuring social value is promoted and embedded at each stage.
- To work directly with closely with strategic stakeholder partners including the GLA to coordinate and ensure the estate masterplan is deliverable over the next 15 years.
- To support the Programme Development Director and across services by optimising the widest community benefit, value for money and property in which the Council has an interest.
- To lead on commissioning and managing consultants on broad range of development work including valuation, feasibility studies, site assembly including CPO and development appraisals.
- To promote corporate working, undertake corporate projects as required and undertake any other duties that are consistent with the Council's expectations of a manager at this level.
- To work as part of a multi disciplinary team of professionals to deliver successful project outcomes
- To secure inward investment through internal and external bidding processes.
- To write committee papers and report to senior officers, elected members for the purposes of internal briefing, public decision making and reporting.
- To lead and be responsible for GLA funding returns, new bids for regeneration monies to related projects that attract inward investment into the estate, neighbourhood and wider borough a collaborative corporate working environment
- To take responsibility for ensuring website is up to date with relevant information and communications are effective.
- To support colleagues in building relationships with businesses and stakeholders
- To research and highlight best practice in strategic policy, design, implementation and delivery, ensuring a coherent consistent 'one council approach' to economic growth.
- To be an effective team player undertaking team projects as required and undertake any other duties that are consistent with the Council's expectations of an officer at this level.

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- Embeds equity, equality, fairness and diversity into all aspects of team management and service delivery

Corporate responsibilities

Kingston Council requires managers to undertake and support a range of important corporate responsibilities including:

- GDPR
- Election duties
- Emergency planning and business continuity
- Engagement & Collaboration
- Health and Safety
- Safeguarding – protection of vulnerable adults and children
- Volunteering/social impact
- Complaints handling and investigation

NB. The requirements of this post could include attending meetings and other events outside normal hours as expected with a post of this nature and the postholder will need to manage their work life balance flexibly to meet the needs of the role.

The person

In order to successfully deliver the responsibilities of the role, you will need to:

- Have strong programme and project management skills, modelling a performance culture and constructively building achievement, confidence and skills in others
- Have relevant masters/degree qualifications in planning, regeneration, property and/or associated built environment sectors with professional accreditation eg. RTPI, RICS, RIBA as preferable.
- Postgraduate or recognised skills and significant experience in project and programme management ie. PRINCE 2
- Demonstrate significant experience and track record in delivering successful regeneration projects and programmes
- To effectively manage staff and lead a multi disciplinary team of professionals to deliver successful project outcomes
- Question and challenge conventional thinking, with a continual eye on the bigger picture in terms of the corporate context and external environment
- Role model agility and adaptability in mindset and ways of working

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- Works collaboratively and successfully with key stakeholders including Members, residents, businesses, communities, partner organisations and other public services
- Demonstrate commitment to own personal and professional development to meet the changing demands of the role
- Demonstrate a high level of innovation and creativity.

Our leadership competencies

Leadership

- Ability to demonstrate successful leadership and build a strong, capable and highly motivated team

Partnering for Excellence

- Ability to apply commercial judgement to make decisions that will deliver cost efficient and effective results for Kingston Council and the Kingston community

Communication and Influencing

- An ability to understand and respond to the evolving economic and social environment within which Kingston Council operates
- Seeks, listens to and responds to the views and ideas of staff and customers
- Keeps staff informed of information that affects them

Putting the Customer First

- Demonstrate a strong commitment to service excellence, customer care and continuous improvement
- Identify and understand the needs of both internal and external customers by providing excellent customer service in all areas of Council business

Being the Best

- Support performance improvement by challenging the status quo and providing enough scope for staff to experiment with new or innovative solutions

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Our Values

Being an enabling council is a key principle that runs through our organisational development and is embedded in everything we do. Underpinning this are the following values:

Innovative:

- Promote a culture that encourages creativity
- Embrace new ideas and ways of working
- Ambitious to push the boundaries to realise potential

Open:

- Respect and recognition - everyone has a voice that is heard and we are all valued
- Collaborative - working together with new and existing partners
- Empowering staff and residents to encourage informed decision-making
- Inspire trust by acting with integrity in all we do

Smart:

- Commercial acumen to find solutions and best value
- Agile working
- Customer driven, listening and responding to consistently deliver excellence