

Director General for Infrastructure, Housing and Environment

Department: Infrastructure, Housing and Environment

Reports to: Chief Executive Officer

Grade: Tier 1

Job purpose

Focusing on ensuring the continued success of Jersey's development in a rapidly changing external environment, this role oversees the strategic development of Jersey's capital programme and is operationally responsible for a range of key services. This role has oversight for the long term strategy for infrastructure across the island and for ensuring inclusive growth – the role includes a strong emphasis on joint working with the education system to ensure that the capability of young people is aligned with predicted areas of skills in infrastructure, building, planning and engineering and utilities.

With responsibility for the natural environment, this post is required to work with communities and businesses to find the right balance between maintaining our environmental resources and protecting the sustainability of the Island along with supporting the natural and marine environment.

The role oversees both operational sport and the broader regulation and enforcement of key environmental protection legislation.

Job-specific outcomes

- To lead on the long term strategy for the Island's infrastructure and operational services, to ensure the efficient and effective delivery of technical operations in accordance with States of Jersey legislation, policies and procedures to a standard that is appropriate to the needs of the community; though the accountability of your senior management team, allocation of resources, management of risks, and strong, inspirational leadership;
- To oversee the provision of a high quality environmental and animal science capability, delivering professional advice and services to all Departments across the States of Jersey and the Island as a whole;
- To oversee the delivery of public regulatory functions in line with legal requirements to ensure the safety and protection of the community, businesses, natural and built environment (including planning and building control); food safety and animal welfare.
- Develop an innovative, integrated and commercial approach to all capital projects undertaken across the organisation;
- To support colleagues in OCE in developing strategic partnerships / intelligent clienting between the States of Jersey and the relevant States owned Entities and its arm's length bodies (e.g. Jersey Water, Jersey Electricity, Andium Homes, SoJDC), together with other relevant organisations to ensure the delivery of services in line with island and government strategy.
- To work with other services across team Jersey – principally the education and skills teams – to ensure inclusive growth that creates meaningful, sustainable jobs and careers
- To work with internal and external departments and agencies, to create accessible sport

for all, linked to off island collaborative opportunities

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time. This may include but is not limited to the:

- As the senior States' employee in a Ministerial department, holds legal accountabilities under the States of Jersey Law 2005, Public Finances (Jersey) Law 2005 and the Employment of States of Jersey Employees (Jersey) Law 2005
- Accounting officer of a States funded body who is personally accountable for the proper financial management of the resources of the body in accordance with the Public Finances (Jersey) Law.
- Specific Health and Safety responsibilities relating to construction,
- Carrying out specific duties under the Highways (Jersey) Law, Road Traffic (Jersey) Law and Drainage (Jersey) Law
- All relevant Jersey regulation legislation (e.g. Planning and Building, Trading, the Environment, Animal, Plant and Fisheries, Parks and Beaches, Communications, Utility Services, Shipping, Roads and Vehicles etc.);

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Assembly or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Services

- To work with communities and businesses to find ways to balance the desire for the island to progress with adequate safeguards for the natural environment
- Natural Environment
- Operations and Transport
- Regulation
- Capital Projects
- Sports

Organisational structure



Core leadership accountabilities

Ministerial relationships	Provide guidance and support to Ministers, translating their political visions and priorities into coherent initiatives that will deliver their intended outcomes
Finance and performance	Be responsible for significant delegated budget and resources ensuring that they are allocated effectively for the delivery of intended outcomes in a manner which demonstrates values for money and compliance with relevant policies and guidelines
Corporate parent	Be responsible for providing the best possible care and safeguarding of children and vulnerable adults in the Island, by creating collaborative, efficient, and joined up public services where children and vulnerable adults can flourish in a healthy, safe educational and social environment.
Customers and Islanders	Ensure that there is a clear and consistent focus across the organisation and its partners on delivering inclusive and an outstanding customer service experience to all customer and Islanders
People management	Provide strong and inspirational leadership, promoting a culture of high performance, continuous improvement and innovation. Be responsible for optimising workforce capability, ensuring fair and transparent approaches to support talent management and resourcing decisions that promotes diversity and inclusivity. Develop workforce plans that deliver the capability and its capacity required to meet current and future business requirements

Jersey Standard	To be responsible for creating the Jersey Standard. A performance and service excellence framework for the Government of Jersey
Partnership	Develop effective internal and external partnerships and collaborative working to achieve the strategic vision of One Island, One Community, One Government, One Future. Act as a positive ambassador for the Island and the Government of Jersey.
Governance, compliance and organisational reputation	Provide assurance that strategic decisions are being made in accordance with governance arrangements, relevant legislation with particular reference to Jersey Laws, statutory requirements and policy and operate within an acceptable level of risk. Lead by example and behave in accordance with the code of conduct, carrying out duties within profession good practice and legal standards.

Executive traits and behaviours

Make the right impact	Inspires others, is visible, adaptive, authentic and engenders trust
See things through	Demonstrates courage, takes responsibility, is resilient and tenacious
Move at pace	Learns quickly, is curious, agile and innovative
Makes things happen	Thinks strategically, acts tactically, creates social value through commercial approach

Creating conditions for success

Builds powerful relationships	Achieves through influence not control, promotes teamwork and partnership
Builds and sustains effective alliances	Forges dynamic alliances with others to provide world class services
Creates capability	Successfully leads team, realises potential, creating a learning environment where talent thrives
Creates a successful team Jersey culture	Works corporately to create cohesion, breaks down silos and achieves through common goals
Generates ambition	Sets the highest performance and ethical standards, hold people to account
Delivers transformation	Articulates a clear vision, wins hearts and minds and takes balanced risks

Person Specification

Specific to the role

- This role is an organisation-wide leadership role as part of the **OneGov** ethos, ensuring governmental services work together for the benefit of Islanders, including owning our commitment to 'put children first'.
- Demonstrable experience of working in a senior role in a highly sensitive political environment and evidence of the ability to challenge and negotiate with a wide range of stakeholders to enable the delivery of actions and results that support the strategic direction required by the Chief Executive, and Council of Ministers.
- Experience of improving services to vulnerable children including support for improved safeguarding for young people.
- Engagement with key stakeholders will include Ministers, elected Members of the States Assembly (Parliament) including scrutiny panels, business leaders, headteachers, higher and further education institutions, as well as a clear ability to include key stakeholders in decision-making.
- Be the primary policy adviser to the Ministers for Housing, Infrastructure, Environment and Regulation.
- Experienced to deliver a strategic and long-term plan for the Department with a clear focus on structured delivery. Focused on the quality and provision of the education and skills agenda, particularly linked to the success and changes in the economy of the Island

Generic to senior leaders

Demonstrate significant experience of working in a senior role in a political environment and evidence of the ability to challenge and negotiate with a wide range of stakeholders.

Demonstrate knowledge and understanding of the challenges that the Government of Jersey faces, matched with an understanding of the policy and governance requirements for the department accountabilities within the role.

Demonstrate a proactive, credible and authoritative voice on behalf of the Island with evidence of successful lobbying of senior government figures and counterparts, and other influential stakeholders.

Ability to build and develop strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes.

Demonstrable track record of leading, motivating and managing teams to achieve high-performing and significant sustainable service improvements and outstanding results, within agreed budgets to meet agreed targets and strategic objectives, within an organisation of a comparable scope and complexity.

Experience of developing and sustaining a culture that meets the needs of and engages with customers and staff within an inclusive, open and high-performing environment.

Demonstrable evidence of applying creative and business-like approaches to managing demand for services to deliver cost-effective and efficient outcomes.

Demonstrate the capability and capacity for critical thinking and ability to apply this insight in a practical and engaging manner.

Qualified to degree level or equivalent qualification or relevant experience.