

Assistant Director – Development Management and Environment

Grade:	SMR C	Date:	June 2026
Post No.		Evaluation No.	LBN 888
Directorate:	Inclusive Economy, Housing and Culture		
Reports to:	Director of Placemaking		

Budget Responsibility	No. of Direct Reports
£5m	Up to 6

Overall Purpose of this Role

To define and lead how development, regulation and environmental protection operate across Newham, ensuring that growth is effectively managed, development is delivered to a high standard, and residents, communities and the environment are protected.

The role is accountable for ensuring that the borough's significant development pipeline is supported by a planning and regulatory system that is robust, consistent and capable of operating at pace, while maintaining confidence in the quality, safety and integrity of outcomes.

This includes addressing the core challenge of balancing the scale and complexity of growth in Newham with the need for strong regulatory control, ensuring that development is enabled through effective decision-making, while non-compliance, environmental risk and safety issues are proactively managed.

The role ensures that Development Management, planning enforcement, environmental regulation and building control operate as a coordinated and effective system, aligned to the Council's Growth Plan, Local Plan and wider placemaking priorities, and capable of responding to demand, risk and growth pressures across the borough.

You will be operating across a high-profile and complex portfolio, the role sets the strategic direction for how development is assessed, approved, regulated and enforced, ensuring that planning decisions are sound, regulatory frameworks are applied consistently, and services work together to support delivery while protecting public interest. You will provide strategic oversight of governance, assurance and service performance across the portfolio.

Working at a senior level across the Council and with developers, regulators, government and partners, the role will influence policy, manage risk and shape how development is

controlled and delivered, ensuring Newham is a confident, credible and effective planning and regulatory authority.

The role provides strategic leadership across multiple services, ensuring clear accountability for performance, risk and delivery, and acting as a key advisor to Members and Corporate Leadership on development, regulation and environmental matters.

Key Responsibilities

Key responsibilities below are intended to be a guide to the range and level of work expected of the post holder. This is not an exhaustive list of all tasks that may fall to the post holder and employees will be expected to carry out such other reasonable duties which may be required from time to time

1	Provide strategic leadership and direction for Development Management and environment, setting a clear long-term vision that supports inclusive growth, regeneration, place-making and the Council's wider corporate priorities.
2	Shape and influence the Council's approach to development, regulation and enforcement, ensuring that planning, building control and associated regulatory functions operate as integrated systems that deliver high-quality, consistent and timely outcomes
3	Lead strategic engagement with the development industry, statutory bodies, Members and key partners, positioning the Council as a confident, solutions-focused planning authority that enables investment while safeguarding community, environmental and design quality.
4	Provide authoritative, politically astute advice to Members and senior officers on complex, high-risk and high-profile development and regulatory matters, managing corporate risk, reputational issues and appeal exposure.
5	Set the strategic framework for decision-making, ensuring governance, delegation, performance and quality assurance arrangements support robust, transparent and legally sound regulatory outcomes.
6	Drive continuous service improvement and transformation, including digital innovation, policy development and process reform, to improve customer experience, performance, resilience and value for money across regulatory service
7	Hold strategic accountability for resources and investment, ensuring budgets, capacity and capability are aligned to service demand, future growth pressures and organisational priorities
8	Provide senior corporate leadership on place, growth and regulation, shaping cross-Council priorities and ensuring development activity aligns with the Council's long-term social, economic and environmental ambitions.

Areas of Knowledge and Understanding Required from Senior Managers

Strategy

Effective strategy formulation is crucial for achieving organisational goals and ensuring long-term success. It involves setting clear objectives, analysing internal and external environments, and developing actionable plans to navigate challenges and seize opportunities. A well-defined strategy aligns the organisation's resources and efforts towards a common vision, fostering coherence and direction across all levels. By continuously

monitoring and adjusting the strategy in response to changing circumstances, organisations can maintain their competitive edge and drive sustainable growth.

Service Quality

Service quality is the cornerstone of customer satisfaction and loyalty. It encompasses the consistent delivery of reliable, responsive, and empathetic services that meet or exceed customer expectations. High service quality is achieved through well-trained staff, efficient processes, and a customer-centric culture. By actively seeking feedback and continuously improving service delivery, organisations can build strong relationships with their customers, enhance their reputation, and differentiate themselves in the marketplace.

Performance

Performance management is essential for maximising organisational efficiency and effectiveness. It involves setting performance standards, monitoring progress, and providing feedback to ensure that employees and teams are meeting their objectives. By fostering a culture of accountability and continuous improvement, performance management helps identify areas for development and recognise achievements. This process not only enhances individual and team performance but also contributes to the overall success of the organisation.

Resource Management

Resource management is the strategic allocation and utilisation of an organisation's assets, including human, financial, and physical resources. Effective resource management ensures that resources are used efficiently and effectively to achieve organisational goals. This involves planning, monitoring, and controlling resources to avoid waste and maximise value. By optimising resource allocation, organisations can improve productivity, reduce costs, and enhance their ability to respond to changing demands and opportunities.

Leadership and Culture

Leadership and culture are fundamental to shaping an organisation's identity and driving its success. Effective leadership inspires and motivates employees, fosters innovation, and guides the organisation through change. A positive organisational culture, characterised by shared values, trust, and collaboration, enhances employee engagement and performance. By cultivating strong leadership and a supportive culture, organisations can create an environment where employees thrive, and collective goals are achieved.

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People at the Heart of Everything We Do

You must be committed to putting people – Newham residents and Council staff – at the heart of everything you do. Our approach is a collaborative joint enterprise between residents, the Mayor, Members, Council staff and the Corporate Management Team.

Equality and Diversity

We are committed to and champion equality and diversity in all aspects of employment with the London Borough of Newham. All employees are expected to understand and promote our Equality and Diversity policy in the course of their work.

Protecting our Staff and Services

Adherence to health and safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good health and safety practices and manage risks appropriately.

Corporate Parent

Every member of staff working for Newham Council should understand and fulfil our corporate parenting responsibilities for our looked after children that we have under the Children and Social Work Act 2017.

H.E.A.R.T Values

All employees should familiarise themselves with and fully embrace our HEART values. These core values and behaviours of Honesty, Equality, Ambition, Respect and Together belong to everyone at the council and we all have a responsibility to practise them and make sure they are visible in everything we do.

Personal Specification

IMPORTANT INFORMATION FOR APPLICANTS

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.

Person Specification Requirements	Assessment Method (A/I/T)
Qualification Requirement	
Relevant professional qualification (e.g. planning, building control or related discipline) or equivalent senior leadership experience.	Application
Knowledge	
Extensive knowledge of development management, planning, building control and environmental regulation, and how these operate together within a local authority context	Interview/Test
Strong understanding of statutory planning and regulatory frameworks, including decision-making, enforcement and compliance	Interview/Test
Deep understanding of how regulatory services enable and manage growth, balancing delivery with risk, safety and environmental protection	Interview/Test

Understanding of development viability, external market pressures and how these impact planning and regulatory outcomes		Interview/Test
Skills		
Ability to operate at a strategic system level, defining how development and regulatory functions align to manage growth effectively		Interview/Test
Excellent influencing and advisory skills, including the ability to work with Members, developers, regulators and senior stakeholders		Interview/Test
Strong leadership capability, able to manage complexity, competing pressures and organisational risk		Interview/Test
Ability to ensure consistency, quality and defensibility in decision-making across a high-demand regulatory environment		Interview/Test
Experience		
Significant senior management experience leading development management, planning or regulatory services		Interview/Test
Proven track record managing complex caseloads, appeals and high-risk decisions		Interview/Test
Experience of managing budgets, performance and service delivery within a high-demand, regulated environment		Interview/Test
Experience of leading services with statutory responsibilities, including managing legal risk, appeals and enforcement action		Interview/Test
Additional Requirements		
DBS	No	Level (Basic / Enhanced) – N/A
Politically Restricted Post	No	
Participate in monthly on call rota	No	