

## Assistant Director – Regeneration, Growth and Infrastructure

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|---------------------|----------------------------------------|-----------------------|------------------|
| <b>Grade:</b>       | <b>SMR D</b>                           | <b>Date:</b>          | <b>June 2026</b> |
| <b>Post No.</b>     |                                        | <b>Evaluation No.</b> | <b>LBN 8884</b>  |
| <b>Directorate:</b> | Inclusive Economy, Housing and Culture |                       |                  |
| <b>Reports to:</b>  | Director of Place Making               |                       |                  |

| Budget Responsibility | No. of Direct Reports |
|-----------------------|-----------------------|
| Up to £100m           | Up to 6               |

### Overall Purpose of this Role

The post holder operates at a corporate level, shaping and influencing cross-Council priorities investment decisions and delivery across multiple services and the wider system.

To define and lead how growth, regeneration and infrastructure are planned, aligned and delivered across Newham, ensuring that the borough's scale of growth translates into real, measurable improvements in housing delivery, economic opportunity and place quality for residents.

The role is accountable for addressing the key challenges facing the borough, including unlocking stalled or complex development, ensuring infrastructure keeps pace with growth, and making sure that investment and regeneration activity deliver tangible benefits for local communities.

This role ensures that the Council's Growth Plan, Local Plan, statutory plan-making responsibilities and developer contribution functions operate as a coherent and deliverable system, bringing together regeneration, planning policy, housing delivery and infrastructure into a single, coordinated approach that is capable of delivering at pace and at scale.

Operating across a complex portfolio, the role sets the strategic direction for how development is enabled and delivered, ensuring that land, funding, infrastructure and partnerships are aligned to unlock opportunities, accelerate delivery and maximise long-term value for the borough. This includes ensuring that regeneration programmes, planning frameworks and housing delivery approaches are not only policy-compliant, but viable, funded and capable of delivery in practice.

You will be working at a senior level across the Council and with regional and national partners, the role will influence policy, secure investment and shape delivery models, positioning Newham to respond effectively to growth pressures, attract funding and deliver coordinated, place-based outcomes across its neighbourhoods.

The role provides strategic leadership across multiple services and programmes, ensuring clear accountability for performance, investment and delivery, and acting as a key advisor to Members and Corporate Leadership on how growth is shaped, managed and translated into outcomes across the borough.

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| Key Responsibilities                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                             |
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| 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                                                                                                                                                                                                                                                                                                               | Lead on creation of and own the Council's long-term growth and infrastructure vision, translating Newham Mayor, national and regional policy into a coherent borough-wide strategy that enables inclusive, sustainable place-based growth   |
| 2                                                                                                                                                                                                                                                                                                               | Provide single-point strategic leadership for the growth and infrastructure portfolio, ensuring priorities, programmes and resources are aligned to deliver agreed corporate, regeneration and housing outcomes.                            |
| 3                                                                                                                                                                                                                                                                                                               | Lead the design, governance and assurance of major growth, regeneration and infrastructure programmes, ensuring delivery is integrated, timely and responsive to the borough's evolving needs..                                             |
| 4                                                                                                                                                                                                                                                                                                               | Act as the Council's strategic authority and principal external interface for growth and infrastructure, shaping partnerships and influencing developers, infrastructure providers and public bodies to secure optimal outcomes for Newham. |
| 5                                                                                                                                                                                                                                                                                                               | Be ultimately accountable for capital investment, funding streams and developer contributions within the portfolio, setting the strategic framework for financial stewardship, prioritisation and value for money.                          |
| 6                                                                                                                                                                                                                                                                                                               | Lead the Council's strategic approach to investment and funding, determining where and how external resources are secured and deployed to maximise long-term infrastructure capacity and economic impact.                                   |
| 7                                                                                                                                                                                                                                                                                                               | Provide authoritative, politically astute advice on growth and infrastructure matters, enabling Members and Corporate Leadership to take informed decisions on risk, opportunity and delivery trade-offs.                                   |
| 8                                                                                                                                                                                                                                                                                                               | Lead, champion and sponsor portfolio-wide transformation and system change, ensuring growth and infrastructure services evolve to meet future demand, embed inclusive outcomes and support the Council's wider organisational ambitions.    |

| Areas of Knowledge and Understanding Required from Senior Managers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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| <p><b>Strategy</b></p> <p>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.</p> <p><b>Service Quality</b></p> |

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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## **Key Statements – Working for Newham Council**

### **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                                                                                                                                                                                                       | Assessment Method (A/I/T)  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| <b>Qualification Requirement</b>                                                                                                                                                                                           |                            |
| Relevant professional qualification or equivalent senior leadership experience in regeneration, development, town planning, infrastructure or growth-related disciplines                                                   | Application/Interview/Test |
| <b>Knowledge</b>                                                                                                                                                                                                           |                            |
| Extensive knowledge of regeneration, development and infrastructure delivery within a complex urban environment, including how planning, policy, town planning, investment and delivery interact to enable growth at scale | Interview / Test           |
| Strong understanding of how to shape and deliver growth and investment strategies that respond to economic, housing and place-based challenges                                                                             | Interview / Test           |
| Strong commercial and financial awareness, including development viability, funding, investment and risk                                                                                                                   | Interview / Test           |
| <b>Skills</b>                                                                                                                                                                                                              |                            |
| Ability to operate at a strategic system level, defining direction and ensuring alignment across multiple services, programmes and partners                                                                                | Interview / Test           |

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| Strong leadership and decision-making capability, able to manage complexity, ambiguity and competing priorities at scale                                     | Interview / Test |                              |
| Excellent influencing and negotiation skills, including the ability to secure outcomes with developers, investors, government bodies and senior stakeholders | Interview / Test |                              |
| <b>Experience</b>                                                                                                                                            |                  |                              |
| Significant senior leadership experience managing complex portfolios of regeneration, development or infrastructure activity                                 | Interview / Test |                              |
| Proven experience of shaping and delivering large scale programmes or strategies that require alignment across multiple services and partners                | Interview / Test |                              |
| Experience of managing significant budgets, risk and performance at a senior level within a complex organisation                                             | Interview / Test |                              |
| Experience of advising Members and senior leadership on strategic decisions, risks and opportunities                                                         | Interview / Test |                              |
| <b>Additional Requirements</b>                                                                                                                               |                  |                              |
| DBS                                                                                                                                                          | No               | Level (Basic / Enhanced) N/A |
| Politically Restricted Post                                                                                                                                  | Yes              |                              |
| Participate in monthly on call rota                                                                                                                          | No               |                              |