

# Public Document Pack

## County Council

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Meeting Venue

**Hybrid meeting - Zoom - County Hall**

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Meeting date

**Wednesday, 24 January 2024**

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Meeting time

**10.00 am**

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For further information please contact

**Stephen Boyd**

01597 826374

steve.boyd@powys.gov.uk



County Hall  
Llandrindod Wells  
Powys  
LD1 5LG

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Mae croeso i chi siarad yn Gymraeg neu yn Saesneg yn y cyfarfod, a bydd gwasanaeth cyfieithu ar y pryd ar gael.

You are welcome to speak Welsh or English in the meeting, and a simultaneous translation service will be provided.

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### AGENDA

<b>1.</b>	<b>APOLOGIES</b>
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To receive apologies for absence.

<b>2.</b>	<b>DECLARATIONS OF INTEREST</b>
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To receive any declarations of interest from Members relating to items to be considered on the agenda.

<b>3.</b>	<b>EXEMPT ITEMS</b>
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The Monitoring Officer has determined that category 1 of the Access to Information Procedure Rules applies to the following item. His view on the public interest test (having taken account of the provisions of Rule 14.8 of the Council's Access to Information Rules) was that to make this information public would disclose personal data relating to an individual in contravention of the principles of the Data Protection Act. Because of this and since there did not appear to be an overwhelming public interest requiring the disclosure of personal data he felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider these factors when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.

<b>4.</b>	<b>INTERVIEWS FOR THE POST OF DIRECTOR OF ECONOMIC DEVELOPMENT AND GROWTH</b>
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- 4.1. To interview candidates for the post of Director of Economic Development and Growth.  
(Pages 5 - 10)
- 4.2. To decide if the candidate is appointable.
- 4.3. To determine whether to make an appointment.

<b>5.</b>	<b>INTERVIEWS FOR THE POST OF DIRECTOR OF CORPORATE SERVICES</b>
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- 5.1. To interview candidates for the post of Director of Corporate Services.  
(Pages 11 - 16)
- 5.2. To decide if the candidate is appointable.
- 5.3. To determine whether to make an appointment.

**Afternoon**

<b>6.</b>	<b>INTERVIEWS FOR THE POST OF CHIEF OFFICER PLACE</b>
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- 6.1. To interview candidates for the post of Chief Officer Place.  
(Pages 17 - 22)
- 6.2. To decide if the candidate(s) are appointable.
- 6.3. If there is more than 1 appointable candidate, to determine by secret ballot which of the candidates is the preferred candidate.
- 6.4. To determine whether to make an appointment.

# CYNGOR SIR POWYS COUNTY COUNCIL

## JOB DESCRIPTION

**Position Title:** Director of Economic Development and Growth

**Service:** Chief Executive

**Location/Work Base:** County Hall, Llandrindod Wells

This is a flexible worker position and therefore the Council offers opportunity to work in an agile way to include home working

**Grade:** Director 1 (£106,682 - £114,286)

**Contracted hours:** Full Time

**Reporting to:** Chief Executive

**Responsible for:** Chief Officer, Place  
Head of Economy and Climate

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### Your responsibilities:

Strategically lead the following corporate portfolio:

- Corporate Joint Committee
- Economic Development
- Place Based Planning
- Mid Wales regeneration Plan
- Skills development, including regional
- Strategic Development Planning
- Climate Change
- Net Zero
- Housing Services
- Highways, Transport and Recycling
- Planning and Regulatory Services
- Planning Policy
- Strategic Property
- Public Protection
- Emergency Planning

Leading and managing the Council's corporate portfolio, working with the Chief Executive and the Corporate Leadership Team to provide strategic leadership across Powys Council to ensure high performance, sustainability and to protect the people and place of Powys.

Support Cabinet Members to provide a strong, visible, inspirational leadership across the Portfolios.

Work with Members of the Cabinet, Committees and Full Council to provide impartial and professional advice as necessary.

To identify strategic opportunity and provide vision, leadership, drive and oversight of major strategic priorities through effective leadership and management of Heads of Service.

To work collectively and collaboratively with the Corporate Leadership Team to ensure a whole organisational approach to the delivery of corporate plans and priorities.

Working with system partners on leading the delivery of major programmes and projects, tackling and resolving cross-cutting problems.

To anticipate issues that will affect Powys Council and its communities and identify strategic opportunity and develop appropriate strategy to deliver the best outcomes for Powys.

To identify, build, maintain and develop effective stakeholder partnership relationships ensuring they support and enhance the delivery of both Powys and shared priorities and plans.

Provide inspiring professional leadership to achieve the following:-

- Encourage commitment from services and teams.
- To enable a positive, motivated, organisational and high performing culture
- Ensure high customer focus.
- Ensures services focus on continuous improvement.

Ensure financial management and oversight of services to ensure best value for money.

Leading effective performance management and scrutiny systems to support the commissioning, delivery and improvement of services for which the post holder is accountable.

Establish robust governance mechanisms that ensure clear oversight of standards that meet regulatory requirements.

Work positively with all Inspectorates / Regulators – seeking opportunities to learn from concerns / complaints and best practice. To include proactively ensuring quality assurances mechanisms are in place.

**»» DBS:**

This position has a requirement for a Standard DBS Check.

**»» Health and Safety Statement:**

To be responsible for the development and implementation of health and safety principles and practice as laid down in Council's Health & Safety policies and arrangements.

**»» Equalities Statement:**

To be responsible for implementation of equal opportunities principles and practice as laid down in the Council's Equalities Policy.

**»» Welsh Language Requirement:**

Welsh language skills need to be learnt when appointed to the post.

**»» Political Restrictions**

Under the provisions of the Local Government & Housing Act 1989, the holder of this post will be subject to political restrictions. These prevent the postholder from being or attempting to become a Member of the House of Commons, member of the Welsh Assembly or the European Parliament, or a Councillor (with the exception of a Community Councillor), or an officer of, and/or canvasser on behalf of a political party.

**NOTE;**

Notwithstanding the detail in this job description, the job holder will undertake such work as may be determined by the Manager from time to time, up to or at a level consistent with the 'Principal Responsibilities of the Job'.

## PERSON SPECIFICATION

### Director of Economic Development and Growth

Attribute	
Educated to degree level or equivalent significant experience in a relevant field.	Essential
Registration (live) with a relevant professional body, where applicable.	Essential
Post-graduate Management Qualification	Desirable
Leadership and Management Qualification	Essential
Relevant experience at a senior level in subject area.	Essential
An excellent track record of achievement at a senior level within a large, complex, and political environment. To include, a comprehensive understanding of local government, the national political context within which it operates and the current challenges and opportunities.	Essential
Experience of providing leadership, guidance and support to Elected Members, colleagues and partners to enable effective decision making and the highest standards of corporate governance.	Essential
Ability and demonstrable experience of anticipating issues, identifying strategic opportunity, and developing appropriate strategy to deliver the best outcomes for the Council.	Essential
Ability and demonstrable experience of innovative and creative thinking, resulting in proven benefit for the organisation.	Essential
Ability to manage competing priorities, resources and in the context of a range of approaches and during periods of ambiguity.	Essential
Ability and demonstrable experience to identify, build, maintain and develop stakeholder partnership relationships, ensuring they support and enhance the delivery of both Powys and shared priorities and plans. To include the ability to anticipate and balance the needs of multiple stakeholders.	Essential
An excellent track record of building internal relationships and working collaboratively to achieve and deliver against shared objectives and plans.	Essential
Experience and ability to challenge and address difficult situations constructively and with courage to achieve positive outcomes.	Essential

Excellent leadership skills that encourage commitment from others and promotes a positive, motivated organisational and high performing culture, which is customer focused and strives for continuous improvement.	Essential
Experience and ability to take on new opportunity and challenge with a sense of urgency, high energy and enthusiasm.	Essential
Ability to self-reflect, be accountable and lead and manage others to be accountable for performance against corporate plans and objectives.	Essential

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## CYNGOR SIR POWYS COUNTY COUNCIL

### JOB DESCRIPTION

**Position Title:** Director of Corporate Services

**Service:** Chief Executive

**Location/Work Base:** County Hall, Llandrindod Wells

This is a flexible worker position and therefore the Council offers opportunity to work in an agile way to include home working

**Grade:** Director 1 (£106,682 - £114,286)

**Contracted hours:** Full Time

**Reporting to:** Chief Executive

**Responsible for:** Head of Finance  
Head of People  
Head of Business Intelligence and Governance  
Head of Digital  
Head of Legal (for day to day management issues only)

#### **Where applicable:**

Dependant on success candidate this post holder could act as the section 151 Officer and Chief Financial Officer so that Section 151 of the Local Government Act 1972 is discharged to meet the statutory requirement that the Council makes arrangements for the proper administration of its financial affairs.

Where successful candidate cannot hold these duties, this will remain with the Head of Finance.

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#### **» Your responsibilities:**

Strategically lead the following corporate portfolio:

- Information Governance and Customer Services
- Health and Safety
- Workforce, to include the People Strategy
- Finance and Asset Management
- Pensions
- Procurement
- Digital service to include Artificial Intelligence and associated transformation

- Legal Services (excluding Monitoring officer responsibilities)
- Democratic service and scrutiny
- Communications
- Business Intelligence
- Welsh language
- Equalities

Leading and managing the Council's corporate portfolio, working with the Chief Executive and the Corporate Leadership Team to provide strategic leadership across Powys Council to ensure high performance, sustainability and to protect the people and place of Powys.

Support Cabinet Members to provide a strong, visible, inspirational leadership across the Portfolios.

Work with Members of the Cabinet, Committees and Full Council to provide impartial and professional advice as necessary.

To identify strategic opportunity and provide vision, leadership, drive and oversight of major strategic priorities through effective leadership and management of Heads of Service.

To work collectively and collaboratively with the Corporate Leadership Team to ensure a whole organisational approach to the delivery of corporate plans and priorities.

Working with system partners on leading the delivery of major programmes and projects, tackling and resolving cross-cutting problems.

To anticipate issues that will affect Powys Council and its communities and identify strategic opportunity and develop appropriate strategy to deliver the best outcomes for Powys.

To identify, build, maintain and develop effective stakeholder partnership relationships ensuring they support and enhance the delivery of both Powys and shared priorities and plans.

Provide inspiring professional leadership to achieve the following:-

- Encourage commitment from services and teams.
- To enable a positive, motivated, organisational and high performing culture
- Ensure high customer focus.
- Ensures services focus on continuous improvement.

Ensure financial management and oversight of services to ensure best value for money.

Leading effective performance management and scrutiny systems to support the commissioning, delivery and improvement of services for which the post holder is accountable.

Establish robust governance mechanisms that ensure clear oversight of standards that meet regulatory requirements.

Work positively with all Inspectorates / Regulators – seeking opportunities to learn from concerns / complaints and best practice. To include proactively ensuring quality assurances mechanisms are in place.

**»» DBS:**

This position has a requirement for a Standard DBS Check.

**»» Health and Safety Statement:**

To be responsible for the development and implementation of health and safety principles and practice as laid down in Council's Health & Safety policies and arrangements.

**»» Equalities Statement:**

To be responsible for implementation of equal opportunities principles and practice as laid down in the Council's Equalities Policy.

**»» Welsh Language Requirement:**

Welsh language skills need to be learnt when appointed to the post.

**»» Political Restrictions**

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**NOTE;**

Notwithstanding the detail in this job description, the job holder will undertake such work as may be determined by the Manager from time to time, up to or at a level consistent with the 'Principal Responsibilities of the Job'.

## PERSON SPECIFICATION

### Director of Corporate Services

Attribute	
Educated to degree level or equivalent significant experience in a relevant field.	Essential
Registration (live) with a relevant professional body, where applicable.	Essential
Post-graduate Management Qualification	Desirable
Leadership and Management Qualification	Essential
Relevant experience at a senior level in subject area.	Essential
An excellent track record of achievement at a senior level within a large, complex, and political environment. To include, a comprehensive understanding of local government, the national political context within which it operates and the current challenges and opportunities.	Essential
Experience of providing leadership, guidance and support to Elected Members, colleagues and partners to enable effective decision making and the highest standards of corporate governance.	Essential
Ability and demonstrable experience of anticipating issues, identifying strategic opportunity, and developing appropriate strategy to deliver the best outcomes for the Council.	Essential
Ability and demonstrable experience of innovative and creative thinking, resulting in proven benefit for the organisation.	Essential
Ability to manage competing priorities, resources and in the context of a range of approaches and during periods of ambiguity.	Essential
Ability and demonstrable experience to identify, build, maintain and develop stakeholder partnership relationships, ensuring they support and enhance the delivery of both Powys and shared priorities and plans. To include the ability to anticipate and balance the needs of multiple stakeholders.	Essential
An excellent track record of building internal relationships and working collaboratively to achieve and deliver against shared objectives and plans.	Essential
Experience and ability to challenge and address difficult situations constructively and with courage to achieve positive outcomes.	Essential

Excellent leadership skills that encourage commitment from others and promotes a positive, motivated organisational and high performing culture, which is customer focused and strives for continuous improvement.	Essential
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Ability to self-reflect, be accountable and lead and manage others to be accountable for performance against corporate plans and objectives.	Essential

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# CYNGOR SIR POWYS COUNTY COUNCIL

## JOB DESCRIPTION

<b>Position Title:</b>	<b>Chief Officer, Place</b>
<b>Service:</b>	<b>Economic Development and Growth</b>
<b>Location/Work Base:</b>	<b>County Hall, Llandrindod Wells</b>
	<b>This is a flexible worker position and therefore the Council offers opportunity to work in an agile way to include home working</b>
<b>Grade:</b>	<b>Director 2 (£94,282 - £101,889)</b>
<b>Contracted hours:</b>	<b>Full Time</b>
<b>Reporting to:</b>	<b>Director for Economic Development and Growth</b>
<b>Responsible for:</b>	<b>Head of Highways, Transport and Recycling Head of Regulatory and Planning Services Head of Housing</b>

### **Your responsibilities:**

Strategically lead the following corporate portfolio:

- Highways, Grounds & Street Scene Service
- Central Transport Service
- Refuse & Recycling Service
- Engineering Design Service
- Countryside Services
- Environmental Health
- Trading Standards, Community Safety and Emergency Planning
- Building Control
- Strategic Property
- Planning (Development Management and Planning Enforcement)
- National Trading Standards Estate Agency Team
- Catering and Cleaning
- Housing Services and planning

To act as Head of Public Protection for Powys County Council.

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## PERSON SPECIFICATION

### Chief Officer, Place

Attribute	
Educated to degree level or equivalent significant experience in a relevant field.	Essential
Registration (live) with a relevant professional body, where applicable.	Essential
Post-graduate Management Qualification	Desirable
Leadership and Management Qualification	Essential
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