

Why choose the
Isle of Wight?

*an inspiring
place to live*



The Isle of Wight lies off the south coast of mainland England and covers an area of 147 square miles, with a coastline that runs for 57 miles and is 13 miles from north to south, and 23 miles east to west. Slightly more than half, mainly in the west, is designated as an Area of Outstanding Natural Beauty and 28 miles of coastline is designated as Heritage Coast.

In addition, the Island also includes a very high number of internationally, nationally and locally important nature conservation sites.

While the overriding character of the Island is rural, about 60 per cent of the Island's population live within the main towns of Newport, Cowes, East Cowes, Ryde, Sandown and Shanklin. Newport is the county town of the Island and is the main employment centre.

The local population is approximately 140,000 but can double in the summer months. Houses and other property prices are on average, lower than most of the south coast, as are rental prices.

Cowes and Ryde are the principal points of entry, linking Southampton and Portsmouth respectively. The vehicle ferry service from Southampton links to East Cowes (about 60 minutes crossing time), and from Portsmouth it links to Fishbourne, near Ryde (about 45 minutes).

Another vehicle ferry service from Lymington crosses to Yarmouth (about 35 minutes) on the west side of the Island.

Passenger only services also operate from Southampton to West Cowes and Portsmouth Harbour to Ryde, both crossings taking approximately 20 minutes.

A further passenger, hovercraft service operates between Southsea and Ryde with an even shorter journey of just 10 minutes.

The Isle of Wight has a maritime and industrial tradition including boat building, sail making, the manufacturer of flying boats, the world's first hovercraft and the testing and development of Britain's space rockets. The Island boasts some of the world's most innovative and high-tech solutions in the marine and aerospace environments.

The Isle of Wight is well known for the quality of its environment, with its landscapes and coastlines enjoying a high level of special designation and protection. While this helps to give the island its unique character, it also presents us with the challenge of protecting, conserving and enhancing the environment, while at the same time facilitation, regeneration and development.





*an inspiring
place to work*

The Isle of Wight Council was created in 1995 as a unitary authority. It now employs about 1,400 staff and holds responsibility for virtually all local government activities on the Island.

In addition to the Isle of Wight Council, there are 33 town and parish councils, which cover the whole Island. These look after a variety of local issues including recreation grounds; amenity grass cutting; community libraries and public toilets.

The council is elected on a four-year cycle with the next election in 2021. It is made up of 40 elected members across 39 wards (one ward has two members). The current political make-up is: 24 Conservatives; eight Island Independents; two Liberal Democrats; two Independent Members; two 1957 Group; one independent; and one vacancy.

The council has in place an ambitious corporate plan¹ with a vision for the '*Isle of Wight to be an inspiring place in which to grow up, work, live and visit*'. At its heart, the plan commits to:

- create opportunities for all;
- deliver economic growth and prosperity;
- preserve our environment;
- protect our community;
- plan for our future needs;
- provide sound financial management.

The plan is written with a view to achieving the vision for the Island and the council over the next ten years. Key indicators of success include:

- A 30 per cent increase in how satisfied people are with how the council runs things and a 27 per cent increase in those who think it offers value for money.
- More people being cared for at home and at least 700 units of new extra care facilities for our elderly residents.
- All of our schools graded good or better by Ofsted and educational attainment in the top quartile when compared to similar authorities.
- 5,000 more jobs on the Island and an 18 per cent increase in the average gross weekly wage.
- A near 100 per cent reduction in the number of households in temporary accommodation assisted by the development of new affordable homes, some of which will be developed by the council itself.
- A growth in our tax base from new homes and businesses to generate the income we need to continue provide key services, to meet the needs of our communities.

Underpinning the delivery of the corporate plan, there are a number of key strategies, including:

- medium term financial strategy²;
- the regeneration strategy³ and 'An Isle of Opportunities';
- health and wellbeing strategy⁴.



2 - www.iow.gov.uk/Meetings/committees/mod-council/28-2-18/PAPER C.pdf

3 - iwightinvest.com/wp-content/uploads/2019/06/Regeneration-Strategy.pdf

4 - www.iow.gov.uk/Meetings/committees/cabinet/8-3-18/PAPER F - APPENDIX 1.pdf



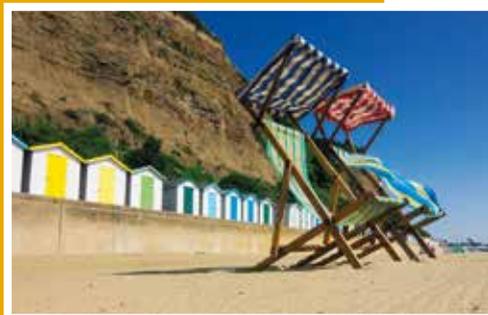
The council, in common with many other local authorities, faces a rising demand for its services, with fewer resources available. The demand pressures are largely in the areas of adult and children's social care services and over many years, the council has managed this demand by identifying costs and service reductions across its whole portfolio of responsibilities. This has led to many services being taken on by the town and parish councils and also a reduction in the council's core management capacity to do anything other than identify further cost reductions.

The introduction of a new medium term financial strategy in 2016, was the catalyst for the council looking to address its financial challenges in a different, more proactive manner, generating income as well as reducing costs. Part of this approach included investing in regeneration and growth activities, led by a new team to deliver positive changes across the island. The council's ambition is to be financially balanced and sustainable and the decisions taken in 2016 have created the opportunity to achieve that goal.



In July 2017, the council launched a major regeneration programme with the key aim of securing improvements in the Island economy and of transforming the financial position of the council through an increase in the base budget for business rates.

This is an ambitious ten-year programme which plans to utilise council assets and work with the private sector to identify sites which, if delivered to their full potential, could bring in over £15m per annum in increased council tax, business rates and new homes bonus.



There are some 'unique challenges' in providing public services in an Island context.

A study by the University of Portsmouth, commissioned by the council in 2016, identified that these challenges fell into three broad categories:

- **Self-sufficiency** – because it is not physically possible to share services across boundaries with other public services.
- **Island Premium** – because the relatively small and constrained market on the Island limits the number of suppliers and additional fixed costs (eg, transport) can lead to higher prices being charged for the supply of goods and services when compared with mainland public bodies.
- **Dislocation** – the direct and indirect costs associated with the physical and perceived separation from the mainland.



The research concluded that these factors contributed an additional five per cent to the costs of providing public services on the Island compared with a mainland authority. It estimated that a passenger journey to the Island was the equivalent of a 35 mile train journey on the mainland and that, crossing the Solent by car ferry, was the same as driving 70 miles on a mainland motorway. Since its initial research, the university has tested its findings both geographically and over time and found the results still hold.

The council is also one of 46 fire and rescue authorities in England, the provision of the service equates to five per cent of the council's controllable spend (£6.8m in 2015/16). It is, however, one of only three county fire authorities. The council is therefore reviewing the future arrangements for the delivery of the fire service, with consultation taking place on the potential to create a combined authority in conjunction with neighbouring authorities. The result of this may result in alternative arrangements being put in place beyond April 2020.

The council has two high value long term contracts with suppliers for both its highways and waste management functions. While the delivery of the service has been devolved to other companies, the council retains statutory responsibility for these services and for managing the quality of service under those contracts. The council has also utilised opportunities for strategic partnering with neighbouring authorities to increase its leadership and management capacity whilst reducing costs. Currently, there is a strategic partnership in place with Hampshire County Council for the delivery of children's services and public health; Portsmouth City Council for the delivery of financial services and Hampshire Fire and Rescue Service for the delivery of the Island fire and rescue service.



*an inspiring
place to visit*

The Isle of Wight attracts some 2.4 million visitors every year and tourism is a key part of its economy, supporting many small and medium enterprises across the whole Island.

With many attractions that are open to visitors, some of the most popular include:

- Alum Bay which is famous for the many different colours of sand which appear naturally on the beach. A traditional souvenir of the Isle of Wight is a picture or glass paperweight filled with the different colours.
- Blackgang Chine, formerly a dramatic gorge through which it was possible to walk to the sea. Following a catastrophic collapse, the chine ceased to exist some decades ago, but there is now an amusement park there, claimed to be the world's first and oldest theme park.
- Shanklin Chine, a smaller gorge with much charm and which can still be visited.



- Osborne House, officially the summer home of Queen Victoria, but which was used as her main residence for some time after the death of Prince Albert. Most of the well-preserved house and grounds are open to visitors year-round.



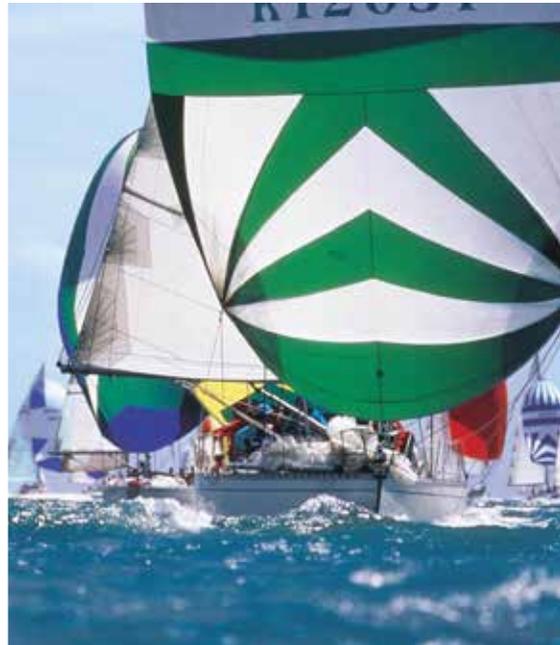
- Carisbrooke Castle – Charles I was held prisoner here. The castle appeared in the popular children’s story ‘Moonfleet’, and the well which appears in the story, with a treadmill driven by a donkey (not worked very hard these days) is a popular tourist feature.
- The Needles, a very famous headland and offshore rocks at the extreme western end of the island; a landmark often used to promote the Island. There are early sea defences such as the Needles Old Battery and Tennyson Down, the national memorial to Alfred Lord Tennyson, and the sight of spectacular sea and land views.





The Isle of Wight Festival is one of the first major festival events in the UK summer calendar, with a history reaching back over 45 years. The festival emerged from a series of festivals between 1968 and 1970, widely acknowledged as Europe's equivalent of Woodstock. Since 2002, when the festival was revived, it has gone from strength to strength.

Cowes is considered by many to be the UK's home of sailing. Cowes week in early August is the town's main sailing event with about 8,000 sailors and another 90,000 people who come along as spectators or to just enjoy the ambiance of the event. The Round the Island race in late June/early July is also worth watching, with over 1,500 yachts competing in various classes.





Walking is promoted by an annual walking festival. There is superb and extensive network of footpaths and bridleways. There are a number of long-distance trails of which the coastal path is the longest, at approximately 73 miles. Cycling on the Island is a fantastic way to get around and keep green. The Island has over 200 miles of cycle ways much of which can be enjoyed by families off road. Major trails to note are: 'The Sunshine Trail' – which incorporates Sandown, Shanklin, Godshell and Wroxall in a 12 mile circular route. 'The Troll Trail' which leads from Cowes to Sandown or vice versa (90 per cent off road) approximately 13 miles either way and 'Round the Island Cycle Route' which circumnavigates the Island on a 62 mile ride (not for the amateur or faint-hearted).

Garlic has been produced on the island for centuries and is one of its most important exports. Islanders are so besotted with their crop of this wonderful superfood that they created the Isle of Wight Garlic Festival; a celebration of all things garlicky.



Getting to the Isle of Wight



Airport

Car ferries

Lyminaton to Yarmouth: 30 minutes
Southampton to Coves: 1 hour
Portsmouth to Fishbourne: 45 minutes

Passenger ferries

Southampton to East Coves: 30 minutes
Portsmouth to Ryde: 20 minutes



Railway connection

Passenger hovercraft

Portsmouth to Ryde: 10 minutes

Island Line railway

Ryde to Shanklin: 30 minutes



Situated off the south coast of England, the Isle of Wight boasts multiple connections ensuring it never feels disconnected, with journey times across The Solent starting at just ten minutes. In no time at all you can be in the heart of one of two major UK cities, Portsmouth and Southampton. From there excellent road, rail and air links mean that the rest of the UK, and the world, is always within reach.



The Isle of Wight Council

The Isle of Wight Council is a unitary authority, servicing a community of approximately 140,000 people. Its gross budget is £322 million (net budget £123 million) and has a current capital programme of £54 million funded by capital grants.

Following the local government elections in 2017 the Conservative Group established a majority on the council. The council has 40 elected councillors. The current political make-up is:

- 24 - The Conservative Group;
- 8 - The Island Independents Group;
- 2 - Liberal Democrat Group;
- 2 - Independent Members Group;
- 2 - 1957 Group;
- 1 - independent;
- 1 - vacancy.

Our vision, as set out in the Corporate Plan 2017-2020 is for the Isle of Wight to be an inspiring place in which to grow up, work, live and visit. Its key aims include:

- A financially balanced and sustainable council.
- Businesses have the confidence to invest.
- Vulnerable people are supported and protected.
- All young people will have the best start in life so they can fulfil their potential.
- People have a place to call home and can live with independence.
- People take responsibility for their own health and well-being.
- A well-educated and skilled community.
- The IW is a leading UK visitor destination.
- Outstanding digital and transport connectivity.
- The community feels safe and the Island is resilient.
- The environment and unique Island characteristics are celebrated.
- Community needs are met by the best public services possible.

In June 2019 the council cabinet adopted the 'Inspiration Island' regeneration strategy which sets out a wide-ranging programme of regeneration. The strategy sets out the current issues facing

the Island and a vision for change, consistent with the council's corporate plan.

Structured as an integrated programme and operated using a programme management approach, the strategy proposes six key areas of activity to help achieve the vision:

- Place making.
- Housing.
- Transport and infrastructure.
- Cultural and environment assets.
- Skills and business development.
- Area regeneration.

The strategy is underpinned by a specific theme focusing on communications and engagement, sustaining the conversation that shaped the strategy to help monitor its progress and influence future direction.

Each key theme links to the other – improved places need the right kind of housing and access to better paid jobs. Employers need to know there is access to a skilled workforce, energy supply, transport and business premises. This whole-place approach so often aspired to, but difficult to achieve is the key mission for the strategy.

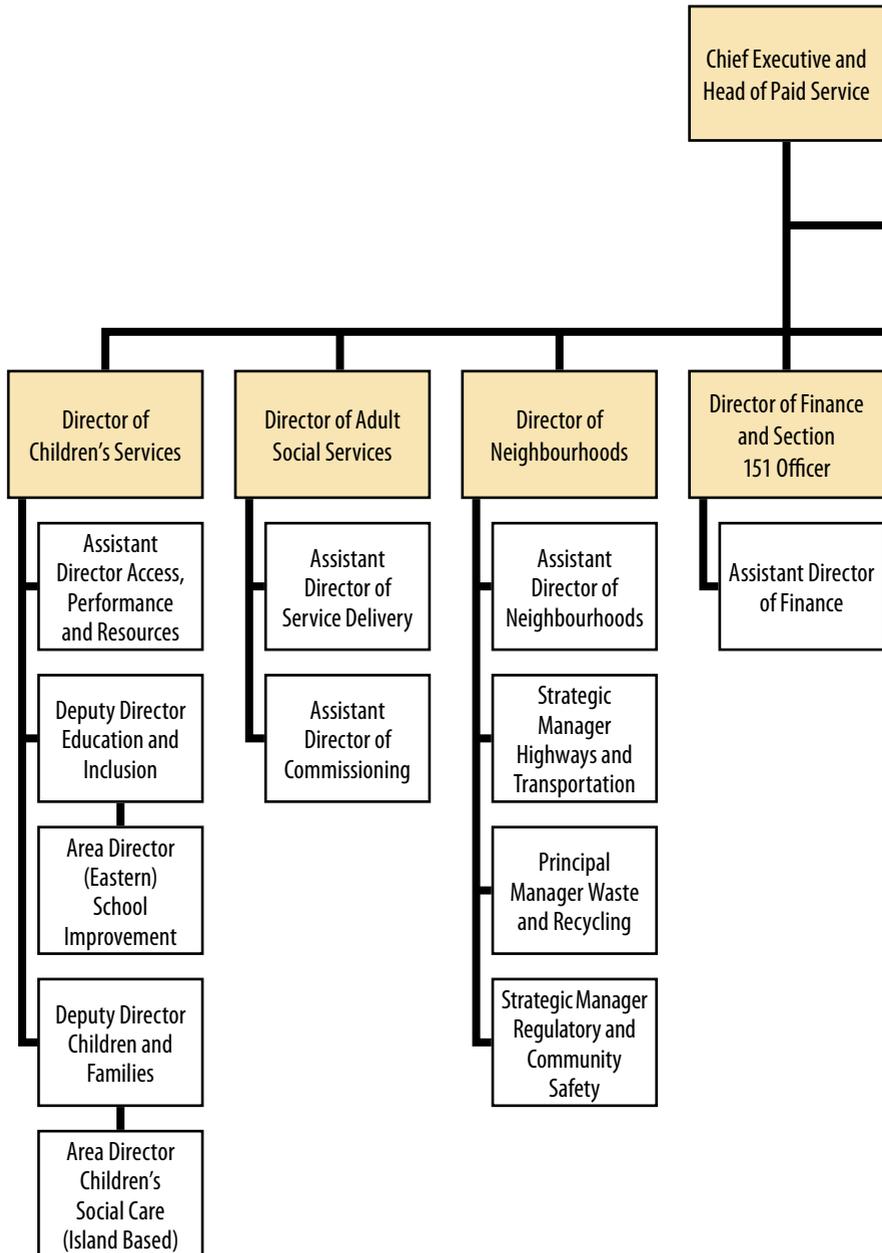
The strategy is the repository and monitoring instrument for a programme of specific projects, located under each theme, that must measurably deliver financial and quality of life outcomes, in support of the vision, and therefore warrant their development and investment. Projects that meet an identified need, in terms of statistical exception or stakeholder commentary at an Island or specific community level.

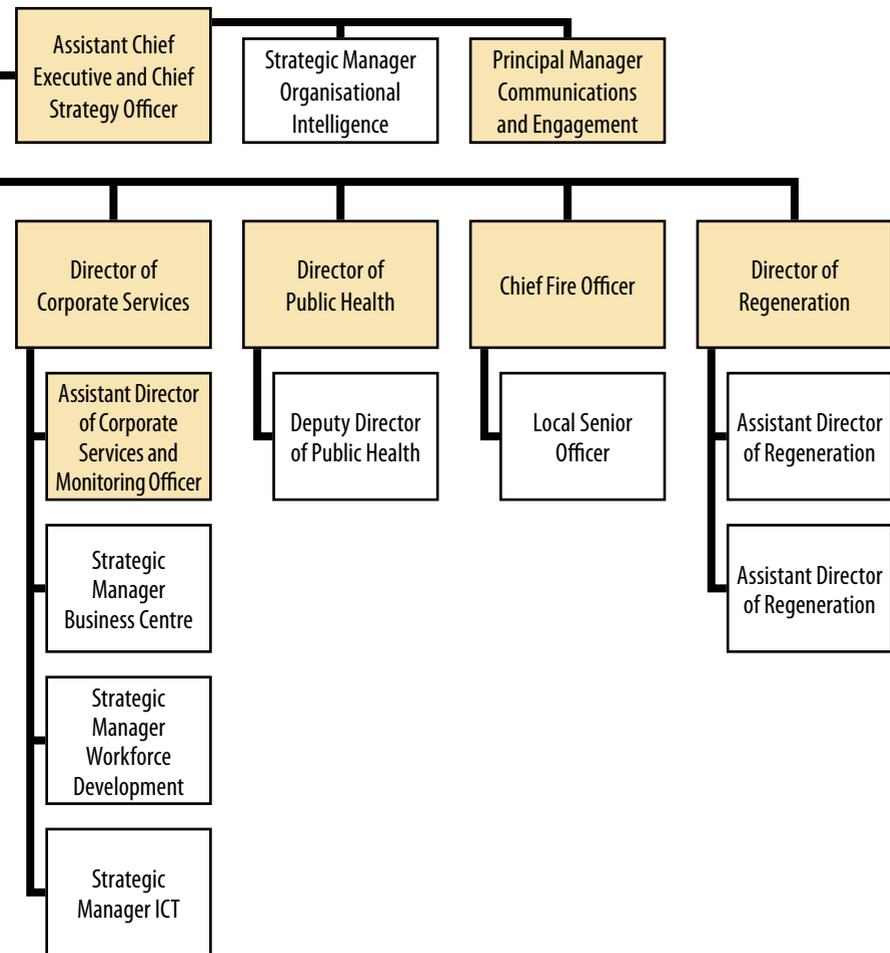
The strategy is not just a council document but an “Island” document that references how all the distinct parts of the public sector, the business community and wider civil society are working toward achieving and then sustaining the shared vision.

Each theme describes what will be done in that theme, how the action contributes to other themes, how the impact will be measured and a three-year programme action plan outlines who will be responsible for leading on specific projects.

Isle of Wight Council

Senior management structure

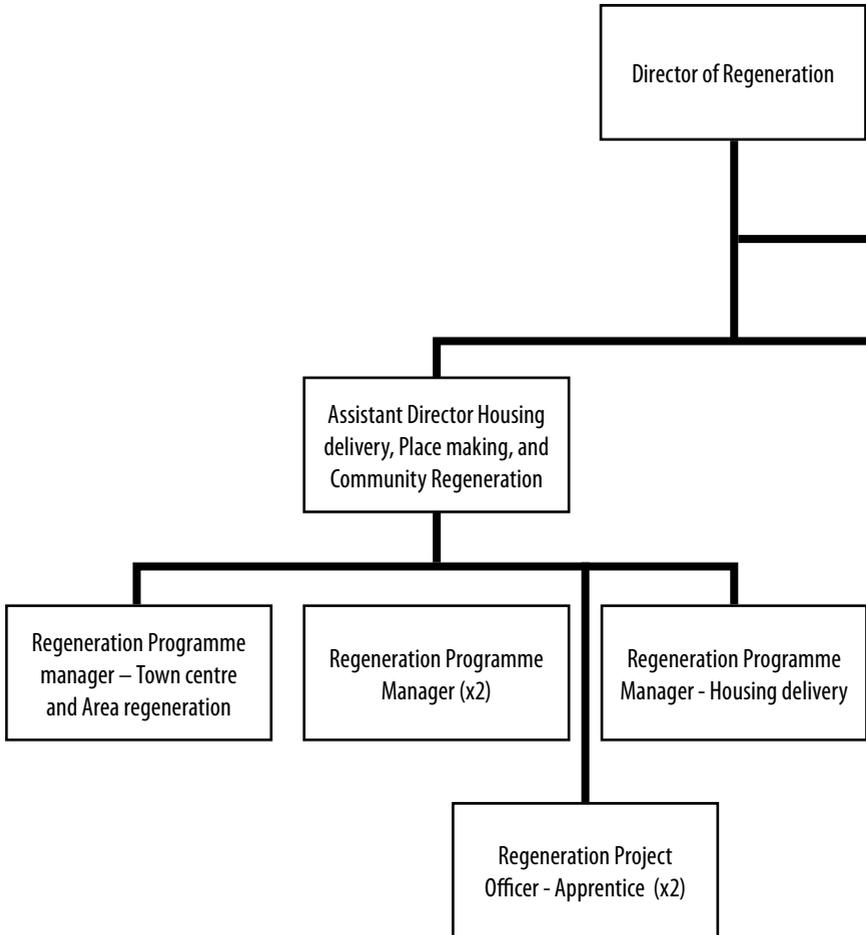


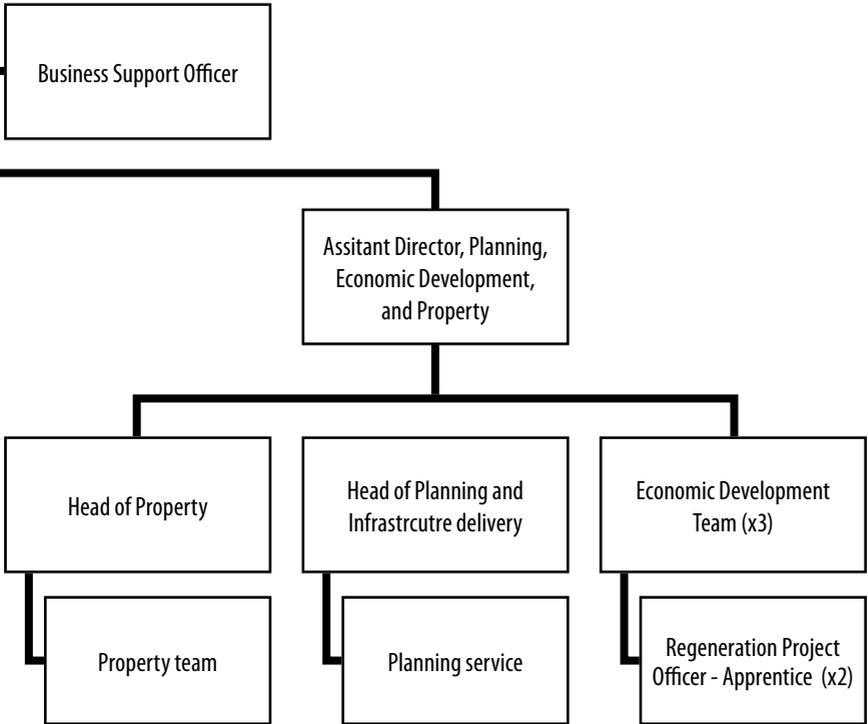


 Members of corporate management team

The Regeneration Directorate

The council's regeneration directorate has been established since January 2017 and currently comprises 45 staff dealing with regeneration delivery, planning, economic development, and property





Job: Assistant Director Housing delivery, Place making, and Community Regeneration

Job purpose

- 1** To assist in the assessment and feasibility activities necessary to secure and deliver a programme of agreed and adequately resourced major regeneration schemes that contribute to the financial and economic sustainability of the Isle of Wight.
- 2** Provide strategic leadership to project teams, including consultants, specialist contractors and all relevant stakeholders in the delivery of regeneration activities, applying a robust delivery focussed leadership approach for implementation and performance management.
- 3** Work closely with regeneration partners to develop and deliver housing and regeneration activities, initiating, developing and managing effective working relationships to embed proactive, professional and technically sound solution focused management to achieve agreed outcomes.
- 4** Act in the capacity of deputy for the Director of Regeneration across the full range of service responsibilities as required.

Specific duties and responsibilities:

Leadership:

- 1** Assist the director of regeneration in the development of options for major regeneration scheme proposals, utilising a range of technical skills, undertaking relevant research and option appraisal exercises as necessary in order to influence the shape and direction of individual schemes as well as providing constructive challenge to project scope and set up.
- 2** Lead on the management of housing and regeneration projects

from development phase through inception to delivery with due regard to the principles of robust project management, risk management and value for money in order to deliver agreed project outcomes and realisation of intended benefits.

3 Lead on the determination of the most effective procurement and contractual arrangements for schemes to achieve the most beneficial commercial terms, appropriately managing risk and reward whilst complying with procurement regulations.

4 Lead on the co-ordination and delivery of effective consultation and engagement activities with residents and key stakeholders on major regenerations scheme proposals.

5 Take the lead in the management of project boards and the development and maintenance of strong working relationships with cabinet members, ward councillors and key stakeholders to ensure regeneration programme activity remains to plan, is delivered on time and within agreed available resources.

5 Provide strategic leadership and management of multi-professional teams, influencing people through motivation and effective communication common regeneration goals and aspirations.

6 Contribute to the overall leadership of the council, ensuring a high calibre, well-motivated, effective and engaged workforce.

Policy advice:

1 Remain abreast of local and national regeneration policy and regulations and apply this knowledge to regeneration projects.

Partnerships:

1 Actively assist in the development of partnership working with housing delivery organisations, investors and other key stakeholders within the public, private and community sector for the benefit of securing and delivery of approved housing and regeneration projects and activities.

Person specification

Knowledge, skills and experience

- 1 Significant leadership and management experience in the delivery of housing and regeneration schemes in an organisation of similar size and complexity.
- 2 Evidence of a deep understanding of the strategic, policy, operational and cross cutting issues concerned with housing delivery, regeneration and economic growth.
- 3 Evidence of working within budget limits and achieving efficiency and savings targets.
- 4 Evidence of building, leading and sustaining partnerships both internally and externally that achieve shared outcomes.
- 5 Evidence of success in establishing a strong performance culture.
- 6 A demonstrable track record of developing and leading significant partnerships to achieve the delivery of agreed outcomes.
- 7 Evidence of a detailed understanding of working effectively in a political environment, providing clear, balanced advice and guidance on a range of strategic and operational issues.
- 8 Proven ability to develop, manage and maintain sustainable and professional working relationships with colleagues, residents, partners and other key stakeholders in order to drive successful delivery of projects.
- 9 Strong interpersonal skills with proven ability to challenge constructively, support influence and engage others effectively.
- 10 Experience of managing large complex projects with responsibility for significant people and financial resources.

- 11** Substantial evidence of project management experience and history of delivering to time, budget and agreed outcomes.
- 12** Demonstrates a track record of success in leading, mobilising, deploying, motivating and developing project teams.
- 13** Evidence of successfully delivering projects from initial inception through to achievement of agreed outcomes in the context of corporate need or commitment.
- 14** Ability to quickly identify challenges/risks, finds workable solutions and quick wins.
- 15** Experience of successful and consistent multidisciplinary team management.
- 16** Is highly self-motivated with a record of achievement in delivering to demanding timescales and targets in a complex political environment showing creativity and initiative in managing own workload and delivering multiple projects.
- 17** Demonstrates resilience and remains positive in spite of setbacks.
- 18** Is highly self-motivated with a record of achievement in delivering to demanding timescales and targets in a complex political environment showing creativity and initiative in managing own workload and delivering multiple projects.
- 19** Evidence of options appraisals and evaluation leading to implementation of schemes and projects which have successfully secured the intended corporate outcomes.
- 20** Evidence of securing private and public sector financial support for the delivery of a project.
- 21** Demonstrates behaviours which model organisational values.

Qualifications

Evidence of high intellectual capacity, which may include one or more of the following:

- An honours degree in a relevant subject, or equivalent level of experience of working at a similar level in a specialist area (essential).
- A postgraduate qualification in a relevant discipline (desirable).
- Significant evidence of continued professional development.

How to apply

Your application should consist of a covering letter, an up-to-date CV and a supporting statement. Your supporting statement should be no longer than four sides of A4 in length.

Please note that it is absolutely essential in your application that you give evidence or examples of your experience and achievements, addressing the appointment criteria listed in the person specification.

For those candidates invited for interview, these responses will be further developed and discussed.

Please also complete and return the equal opportunities monitoring form, which is available to download on the job advert page. This will help Isle of Wight Council to monitor the effectiveness of its equality of opportunity in employment policies. The information on the form will be treated as confidential and used for statistical purposes only. The form will not be treated as part of your application.

The Isle of Wight Council is a disability positive employer which guarantees an interview to any disabled person whose application meets the appointment criteria listed in the person specification. If you consider yourself to have a disability as recognised under the Equality Act 2010 and if you would like your application to be considered under the scheme, please clearly state this on your covering letter.

You should give names, positions, organisations and email/telephone contact numbers of at least two referees, one of whom should ideally be your current/most recent employer. If you specifically do not wish referees to be approached without prior permission, then you should clearly indicate this fact.

Finally, please ensure that you have included mobile, work and home telephone contact numbers, as well as any dates when you will not be available or where you might have difficulty with the indicative timetable.

The closing date for receipt of applications responding to the advert is Noon on Friday 26 July 2019.

Your CV, covering letter, supporting statement and equal opportunities monitoring form should be emailed to: recruit-regen@iow.gov.uk

Once you have submitted your application, you will receive an automated email to confirm that you have applied. If you do not receive this email, please contact: marion.evans@iow.gov.uk

Telephone number (enquiries on how to apply): 01983 821000 ext. 6213.

The selection and appointment process

The timetable for the rest of the recruitment process is as follows (please note that these dates may be subject to change):

Friday 26 July 2019 (Noon) – Application closing date.

w/c 26 August 2019 – Candidates notified as to whether shortlisted.

w/c 9 September 2019 – Assessment centre and interview panel (two days)

Terms and conditions of employment

Salary

The salary for this post will be dependent on experience and qualifications, but will be within the salary range of £81,036 and £87,283 per annum. Annual increments within the pay scale are payable within this range subject to satisfactory performance and achievement of agreed objectives. Annual pay reviews will normally reflect the pay settlements for chief officers by the JNC for Local Government Services.

Salary will be paid by direct credit transfer on the last working day of the month.

Conditions of service

The appointment is permanent, full time and subject to the scheme of conditions of service of the National Joint Council for Local Authorities and to any locally determined conditions. .

Holiday entitlement

Annual leave entitlements for all posts is 31 days per annum, plus bank holidays.

Pensions scheme

The post holder may elect to join The Local Government Pension Scheme.

Working hours

The nominal working week is one of 37 hours. However, the post holder will be expected to work in excess of those hours in the performance of the duties and responsibilities of the post. There is no separate remuneration package for additional hours, and the overall salary package is set to reflect this.

Notice period

The appointment will be made subject to three months' notice on either side.

Outside activities

The successful candidate will be required to will devote their full attention to the delivery of the council's agreed priorities and will therefore be expected not to engage in any business or take up any additional appointment without the express consent of the council.

Political restriction

Under the terms of the Local Government and Housing Act 1989, this post is defined as a specified post and the post holder will therefore be restricted from certain political activities as described in the act. The post holder must demonstrate political neutrality.

Residency/Removal expenses

It is anticipated that the successful candidate will engage fully in Island life. In relocating to the Island, the council will reimburse reasonable removal/relocation costs up to a maximum of £8,000 (which is not liable for tax or national insurance deductions). We also offer a disturbance allowance for individuals who are unable to sell their old home because of the current economic climate. Further details are available on request.

Disclosure of criminal convictions

The nature of this post means that it is exempt from the Rehabilitation of Offenders Act. Candidates are required to disclose all details of any caution or criminal offence, whether or not these are spent under the terms of the Act. The successful candidate may also be required to authorise the Council to undertake a criminal record check and to provide additional information at this stage.