Job Title: Head of Transport Operations and Future Connectivity  
Grade: 14

GRADE xx

Our Vision

We have a clear vision for Staffordshire - an innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

* Have access to more good jobs and share the benefit of economic growth
* Live in thriving and sustainable communities
* Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

* Ambitious – We are ambitious for our communities and citizens
* Courageous – We recognise our challenges and are prepared to make   
  courageous decisions
* Empowering – We empower and support our people by giving them   
  the opportunity to do their jobs well.

About the Service

**Directorate Purpose**

Staffordshire County Council is one of the largest local authorities in the UK with an ambitious vision for Staffordshire and its people. Achievement of that vision will be underpinned by the support of the county council’s Economy, Infrastructure and Skills directorate (EI&S). The vision for EI&S is to help Staffordshire’s economy grow, so that everyone has the opportunity of a good job and good prospects in a beautiful, safe, accessible, vibrant, cultural, prosperous, business friendly and sustainable county.

**Service Purpose**

The Connected and Sustainable County team is a multi-disciplinary team whose purpose is to connect residents to employment, learning and services, promoting healthy and sustainable lifestyles to protect our environment and resources for the future.

This will be achieved by:

* Making walking and cycling a viable and attractive option for most short journeys, for the majority of residents.
* Making public transport a viable and attractive option for most medium and longer distance journeys.
* Developing motorised transport in line with global and national objectives, minimising pollution, maximising safety and reducing congestion.
* Ensuring that transport and connectivity is considered in the developing digital transformation in the County.
* Applying and promoting the waste hierarchy for residents and businesses across Staffordshire.
* Making resource and activities sustainable.

Reporting Relationships

Responsible to: Assistant Director for Connectivity and Sustainability

Responsible for: Team members within the Transport Operations and Future Connectivity Team.

Key Accountabilities:

1. Leading and managing the Transport Operations and Future Connectivity Team, ensuring that each member feels part of a healthy and high performing team.
2. Lead, coach, mentor and develop team members to ensure they deliver a customer focused, modern professional service, challenging work practices as required.
3. Leading, commissioning and managing the safe and cost-effective delivery of home to school transport for all eligible pupils in Staffordshire.
4. Leading, managing and reviewing multi-million pound annual transport operation budgets, ensuring accurate in year reporting and undertaking effective 5-year budgeting across all transport budgets.
5. Leading, commissioning and managing the authority’s multi-million pound travel concession budget and determining appropriate operator reimbursement via effective implementation of legislation and robust operator negotiations.
6. Leading, managing and promoting the agreed partnership approach to public, voluntary and community bus transport with increased dialogue with bus operators and partners so that connectivity opportunities are maximised within available funds.
7. Leading, managing, developing and commissioning connectivity enhancing projects to support access to work, education, training and services, and improve air quality for all Staffordshire residents and businesses, through sustainable modes of travel.
8. Leading, managing and developing the strategic direction of Future Mobility and Mobility as a Service (MaaS) for Staffordshire, including the authority’s role in alternative fuels and autonomous vehicles.
9. To establish, develop and maintain relevant contacts to enable effective regional working, where required, to ensure that Staffordshire’s voice is heard in the context of developing existing and future sustainable transport policy.
10. Leading on securing necessary political and leadership support and community buy-in for proposals and activities as appropriate.
11. Leading on the development of funding bids when transport funding becomes available.
12. Contributing to the management of the Council by working with SLT, WLT and OMT colleagues to ensure consistent management practices in line with approved policies and procedures.
13. Representing the Council at public meetings and attending meetings of the County Council and other organisations as required.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

**Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

**People Management**

Engaging with People Management policies and processes

**Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

**Climate Change**

Delivering energy conservation practices in line with the Council’s climate change strategy.

**Health and Safety**

Ensuring a work environment that protects people’s health and safety and that promotes welfare, and which is in accordance with the Council’s Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

**Person Specification**  A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

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| **Minimum Criteria for Disability Confident**  **Scheme\*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications**   * Educated to degree level or equivalent relevant experience. * MBA or alternative management qualification or experience. | A/I  A/I |
| **employer_small**  **employer_small**  **employer_small**  **employer_small** | **Knowledge and Experience**   * Experience of successfully leading, managing and motivating staff to achieve their maximum potential and creating healthy and high performing teams. * Significant experience of having worked effectively at operational management level managing multi million pound budgets and resources. * Significant experience in commissioning transport operations and connectivity solutions. * Significant experience of developing and implementing connectivity projects. * Understanding of national legislation in connection with transport operations and concessionary fares. * A thorough understanding of the current challenges facing local government generally, and Staffordshire County Council in particular, coupled with financial and commercial awareness. * Experience of implementing organisational goals and objectives in a complex environment. * Demonstrable experience of implementation of effective outcomes in a cost-effective manner * Experience of working in partnership to deliver transformation. | A/I  A/I  A/I  A/I  I  I  A/I  A/I  A/I |
| **employer_small**  **employer_small**    **employer_small** | **Skills**   * Ability to understand and respond to different perspectives and take a cross organisational perspective * Ability to foster and champion innovation, leading to the successful commissioning of innovative best in class services, further enhancing the County Council’s reputation. * Excellent communication skills with a high level of influencing and persuasive skills across a diverse organisation. * Ability to think, plan and act strategically. * Strong manager and corporate player who is also resilient, robust and is committed to the highest professional standards. * Probity, credibility that engages and commands the confidence of senior leaders, staff and stakeholders * Strong influencing skills with the ability to building effective relationships. * Political awareness. | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |

This post is designated as a casual car user

**employer_small** If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting **Recruitment Admin Team on 01782 278300**

**Shared Services on 01905 947446**