

Assistant Director

Environmental Health & Regulatory Services

Candidate Pack

workplace wellbeing CHARTER

DARTFORD BOROUGH COUNCIL

About the role





Assistant Director

Waste, Public Realm & Environmental Services

Directorate – Housing and Public Protection

Department – Waste, Public Realm & Environmental Services

Grade – SPOT

Salary – £85,148.22

Hours - 37 hours per week – Monday – Friday.

About the role

Are you able to lead our environmental services that help improve the daily life of Dartford residents?

Are you an experienced senior leader with a passion for delivering high-quality environmental services and creating places that communities can be proud of?

This is an exciting opportunity to lead a diverse portfolio of frontline services that have a visible impact on the quality of life of residents, businesses and visitors across the borough.

Working as part of the Council's senior management team, you will provide strategic direction, operational leadership and service improvement across waste, recycling, public realm, parks, environmental enforcement, bereavement services and parking services.

Reporting to the Deputy Chief Executive - Housing & Public Protection, you will lead a range of critical environmental and public-facing services, ensuring they are delivered efficiently, effectively and in line with the Council's strategic priorities.

You will work closely with elected Members, partner organisations, contractors and local communities to drive continuous improvement and deliver excellent customer outcomes.

This post is considered by DBC to be a customer-facing position. The Council therefore has a statutory duty under Part 7 of the Immigration Act (2016) to ensure that post holders have a command of spoken English sufficient for the effective performance of the job requirements.

Skills, Knowledge and Experience:

Your responsibilities will include:

- Providing strategic leadership for waste collection, recycling, street cleansing, parks, environmental enforcement, bereavement and parking services.
- Leading the development and delivery of service strategies, policies and improvement programmes.
- Managing budgets, performance targets and statutory responsibilities across the service.
- Working collaboratively with contractors, stakeholders and partner agencies to secure positive outcomes for residents.
- Driving innovation, efficiency and service transformation to deliver value for money.
- Leading, developing and supporting managers and staff to achieve high levels of performance and customer satisfaction.

About you:

You will be an experienced senior manager with a strong record of delivering environmental, waste, public realm or regulatory services within a local government or comparable setting.

You will be comfortable operating strategically while maintaining a focus on operational excellence and service delivery.

We are looking for:

- Significant management experience within waste, public realm, environmental services.
- Strong leadership and people management skills, with experience of leading. multidisciplinary teams.
- Excellent communication, stakeholder engagement and negotiation abilities.
- Experience of managing budgets, contracts, procurement activities & service performance
- A sound understanding of relevant legislation and regulatory requirements.

How you will work;

Our five core behaviours - Communication, Respect, Accountability, Adaptability/Flexibility and Collaboration - guide how we work and how we deliver services for our communities. You will be expected to demonstrate these values through strong leadership, innovation and a commitment to continuous improvement.

If you are an ambitious leader who can inspire high-performing teams, deliver excellent services and help shape the future of Dartford's environment and public spaces, we would welcome your application.

Additional Information

This post is politically restricted. Full UK driving licence required. Occasional evening and out-of-hours working may be required.

If you are passionate about leading waste, recycling, public realm, parks, environmental enforcement, bereavement services and parking services that make a real difference to people's lives and want to play a key role in delivering the Council's priorities, we would welcome your application.

workplace wellbeing CHARTER

DARTFORD BOROUGH COUNCIL

Disability Confident Employer

DBC is Disability Confident Employer and welcomes applications from candidates with a disability.
We operate a Guaranteed Interview to any candidate with a disability who meets the minimum criteria for the role. If you have a disability and are applying for a particular role, please ensure that you indicate this on your application form, and advise us of any reasonable adjustments which you may require.
A disability under the Equality Act 2010 is defined as a physical or mental impairment which has a substantial and long term adverse effect on your ability to carry out normal day to day activities.

Care Leavers

We will offer an interview to care leavers who meet the minimum criteria for the post. If you are a care leaver, you must inform us of your care leaver status at the time of your application.

Armed Forces

As part of the Council's commitment to the Armed Forces Covenant and to ensure that ex-armed forces personnel are not disadvantaged as a result of their service, veterans of the armed forces and/or their spouses/civil partners, applying for a job at the Council will be guaranteed the offer of an interview, provided that:

- They or their spouse/civil partner are currently serving in the armed forces and are within 12 weeks of their discharge date
- They or their spouse/civil partner were in long-term employment with the armed forces within the last five years
- They meet the essential criteria for the advertised role
- They confirm that they wish any application for a post at the Council to be considered under the guaranteed interview scheme.

How to apply

Please apply via:
https://www.dartford.gov.uk/by-category/jobs-and-careers/job-vacancies-at-the-council

Do not send your CV – only fully completed application forms via the link above will be accepted

We reserve the right to close this vacancy before the advertised closing date. Please apply early to avoid disappointment.

Shortlisted?

Shortlisting and selection will be based on the job profile and experience required. You will need to address these requirements in your application drawing on any experience you have gained at work or in a voluntary capacity. You should give examples of how you meet the criteria outlined in the job profile and the Council's Core Behaviours. If you are unable to explain how you meet the requirements of the role, we may not be able to shortlist you.

Closing date:

23:59 14th December 2026

Interview date:

Early January 2027









workplace wellbeing CHARTER

DARTFORD BOROUGH COUNCIL

About the Council







Why Dartford

'Dartford is a place of quality, choice and safety. A place where great communities, concern for the environment and a successful economy support people who want to live, work and enjoy leisure time.'

Dartford Borough Council is one of the most exciting places to work in the region. Not only are we working on some special projects to improve life in the borough but we also have one of the most accessible offices in the country.

Our Commitment to Equality and Diversity

Dartford Borough Council is committed to equal opportunities policies and action to ensure that the best candidates for any post are appointed irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. We operate a name-blind recruitment process and remove candidates' personal information to ensure that people will be shortlisted for interview on merit.

Our aim is to remove barriers to employment, promotion and development so that all employees have equal access to these on the basis of ability and the requirements of the job.

We are committed to challenging inequality, discrimination and disadvantage and to achieving the highest standard of employment practice. Equality of opportunity for all sections of the community and workforce is an integral part of this commitment, and we welcome applications from all sectors of the community.

The Council has signed up to the Disability Confident Scheme. Through Disability Confident, we are working to ensure that disabled people and those with long term health conditions have the opportunities to fulfil their potential and realise their aspirations. We are committed to interviewing all disabled candidates who meet the minimum criteria for the role. In addition the Council will where possible make reasonable adjustments to ensure the interview process is accessible to disabled candidates.

White Ribbon

The Council is proud to be a White Ribbon Accredited Organisation, demonstrating our commitment to preventing men's violence against women and girls.

We encourage all staff to make the White Ribbon Promise: **never to use, excuse, or remain silent about men's violence against women.**

WHITE RIBBON ACCREDITED
WORKING TOGETHER TO END MEN'S VIOLENCE AGAINST WOMEN

workplace wellbeing CHARTER

DARTFORD BOROUGH COUNCIL

Getting to us

Civic Centre
Home Gardens
Dartford
Kent DA1 1DR

By car...

The Civic Centre can be accessed via A206 to the north, A282/M25/M20 to the east and the A2 to the south. The A226 Dartford Road links Bexley to Dartford Town Centre. The Council offers free car parking for staff.

By train...

Dartford Civic Centre is situated opposite Dartford station. Dartford is part of the TfL Oystercard area and there are regular and frequent services from Central London (Charing Cross, Victoria and London Bridge). In the opposite direction there are regular services to Gravesend and the Medway Towns with connections to Canterbury and the Kent Coast.

By bus...

Good bus services serve Dartford town centre, including TfL buses, and the Fastrack rapid transit system. Bus stops in Home Gardens, two minutes walk to the Civic Centre, are served by:

- TfL bus routes 96, 428 and 492
- Fastrack bus routes A, B & C
- Arriva Sapphire bus services routes 480 & 490 between Dartford Town Centre and Gravesend.

By bike...

Dartford Town Centre lies on strategic cycle routes. View the routes on the Explore Dartford Maps:

https://explorekent.org/wp-content/uploads/2020/06/EK-DARTFORD_PRINT.pdf

Link to map and more info

Dartford Borough Council Civic Centre



workplace wellbeing CHARTER

DARTFORD BOROUGH COUNCIL

Core Behaviours

Values are a key component of a healthy workplace culture because they clarify how the Council and its staff should behave and help to ensure that everybody is working towards the same goals. They provide the framework within which employees can test decisions, accomplish tasks, and interact with others.

The Council's core behaviours reflect the special qualities that attract, engage and retain the talent that we want; and will be used to shape our culture by influencing the work we do, and how we do it. These behaviours focus the way we expect employees to approach daily business practices, conduct communications and interact with one another.

The Council has five core behaviours that guide the way we think and act as an organisation, and each member of staff is responsible for incorporating them into their day to day roles.



workplace wellbeing CHARTER

DARTFORD BOROUGH COUNCIL

Core Behaviours

Communication

Demonstrated by:

- Actively listening to customers and colleagues and asking questions to provide clarity
- Seeking to understand customer and colleague needs and proactively looking for ways to exceed expectations
- Being clear, concise and courteous
- Providing regular and timely feedback
- Leaving a positive impression of the Council

Respect

Demonstrated by:

- Creating trusted relationships with customers, colleagues and communities to achieve mutual goals
- Treating customers and colleagues with respect and dignity and valuing others as individuals
- Learning from others and valuing differences
- Being thoughtful, tactful and considerate
- Acting with integrity, loyalty and trust

Accountability

Demonstrated by:

- Taking the initiative and ownership of our decision, actions, performance and behaviour
- Learning from our mistakes and seeking out opportunities to improve
- Delivering on promises to customers and colleagues
- Being proud of what we do

Adaptability/Flexibility

Demonstrated by:

- Displaying a 'can do' attitude and being innovative
- Embracing change
- Getting out of our comfort zones and creating our own opportunities
- Looking for the positive in every situation
- Challenging negativity and bad behaviour

Collaboration

Demonstrated by:

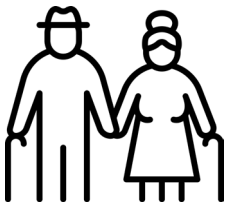
- Sharing ideas and challenges with our colleagues and actively seek out their opinion
- Working together beyond departmental boundaries to achieve superior results
- Ensuring everyone has an equal opportunity to share and contribute ideas
- Being part of the solution

Total Reward Package

Pension

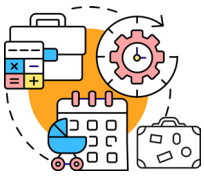
We are part of the Local Government Pension Scheme (LGPS. There is a 50/50 section which enables a member to pay half rate contributions for half the benefits. The LGPS is a career averaged revalued scheme (CARE, which means your benefits are based on your salary for each year you are in the scheme.
Your contribution rate, based on your salary, is 9.9%





Holiday Entitlement

You will be given a generous holiday entitlement of 222 hours (equivalent of 30 days), and a bank holiday entitlement per annum.
These amounts are pro-rated for part-time hours.





Car Parking

Free car parking for work





Private Medical Insurance

Subsidised private medical insurance for employees on Grade H and above on application





Shared Cost AVC's

LGPS members have access to our Shared Cost Additional Voluntary Contribution (Shared Cost AVC) scheme, which offers you a cost-efficient way to invest in your financial future.





Professional Membership Fees

The cost of one membership a year to a professional organisation that you require for your job



Car Loan

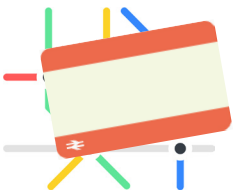
A loan to assist you with buying a car, subject to certain criteria being met





Season Ticket Loan

An interest free loan to assist with the purchase of a season ticket to travel to and from work





workplace wellbeing CHARTER

DARTFORD BOROUGH COUNCIL

Total Reward Package

Cycle to Work

A salary sacrifice arrangement which allows employees to purchase a bicycle for travel to work. The scheme allows the cost to be spread over a monthly deductions and also reduces the employee's tax and national insurance costs.





Hybrid Working

A Hybrid Working Policy which allows you to work part of your week remotely (depending on role and in agreement with your line manager)





Flexi-Time Working

A flexi-time working scheme (in agreement with your line manager)





Wellbeing

We have achieved the national Workplace Wellbeing Charter accreditation demonstrating our commitment to proactively championing a health workplace culture.





Employee Assistance Programme

Access to a free and confidential Employee Assistance Programme which offers support for a wide range of issues including telephone and face to face counselling





Occupational Healthcare

An occupational health service to support employees in the management of health issues.





Occupational Sickness Pay

Generous sick pay based on length of service









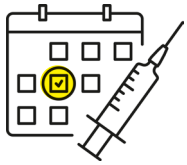
workplace wellbeing CHARTER

DARTFORD BOROUGH COUNCIL

Total Reward Package

Flu Vaccinations

Free flu vaccinations on an annual basis




Eye Care

Assistance with the cost of an eye test and glasses or contact lenses for working with computer screens




Fairfield Leisure Centre Discount

20% discount on Premium Membership




Employee Benefits Portal

A host of benefits, deals and offers via our online benefits portal including, but not limited to, shopping, travel and activities




Family Friendly Policies

An enhanced package of Maternity, Adoption, Paternity, Parental, Shared Parental and Parental Bereavement Leave




Compassionate Leave

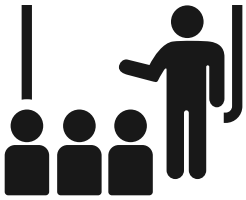
Up to 10 days paid leave following the death of a close relative





Cadet and Reserve Armed Forces Leave

Up to 10 days paid leave per year to take part in duties or training.

Public Duty Leave

Additional leave for members of certain public bodies to undertake duties





workplace wellbeing CHARTER

DARTFORD BOROUGH COUNCIL

Job Profile

Job Title: Assistant Director - Head of Waste, Public Realm & Environment Enforcement
Grade: SPOT
Reporting to: Director of Housing & Public Protection
Responsible for: Parks & Open Spaces Manager, Environmental Enforcement Manager, Bereavement Services Manager, Parking Services Manager, Waste & Recycling Senior Contract Supervisor plus subordinates.

Experience:

- Experience of working within Waste, Public Realm & Environment Enforcement in a senior managerial role.
- Proven ability to provide a service that meets customer expectations and all legislation and corporate requirements within agreed budgets and timescales.
- Able to design and implement service-wide strategies and policies, contribute to corporate activities and provide long-term service planning activities.
- Experience in developing and implementing business process reviews
- Effective verbal and written communicator with high levels of interpersonal and negotiation skills.
- Experience of liaising and/or working with the general public, other agencies, and statutory and voluntary organisations in relation to the broader Waste, Public Realm & Environment Enforcement functions.
- Knowledge and experience of good procurement practice and commissioning and bidding.
- Sound IT skills and a good understanding of how IT can be used to best effect to deliver an effective and efficient service.

Specialist Knowledge:

N/A

Qualifications:

- Relevant Professional Qualification.
- Member of relevant Professional Institute.
- Detailed knowledge of Waste, Public Realm & Environment Enforcement Services, and how they fit within the wider organisational context and interfaces with Members.
- Extensive knowledge of relevant legislation.

Special Circumstances:
N/A

Key activities:

To ensure that the Council's refuse, cleaning, recycling, parks, grounds maintenance, bereavement services, environmental enforcement and parking services are delivered in an efficient and cost effective manner, meeting the requirements of stakeholders as far is reasonable.
To provide efficient and effective day-to-day and strategic management of the Waste, Public Realm & Environment Enforcement Services for Dartford Borough Council. To deliver an excellent value for money service to residents, customers, elected Members, partners and stakeholders.
To deliver the Council's objectives relating to the delivery of Waste, Public Realm & Environment Enforcement services.
To ensure that Waste, Public Realm & Environment Enforcement work in an innovative and coordinated way, and with partner agencies to meet Council and Partner objectives.



Service performance and productivity

- With the support of the Parks & Open Spaces Manager, Environmental Enforcement Manager, Bereavement Services Manager, Parking Services Manager, Waste & Recycling Senior Contract Supervisor and the Director of Housing & Public Protection, to lead the Service's policy role, including the delivery of all relevant strategies & projects.
- To prepare and implement service plans (including resource requirements) and effectively manage and monitor the performance of the Service to ensure all objectives and targets are achieved within agreed budgets.
- To ensure all returns for the Service are completed accurately and to the required deadlines.
- To ensure the Service fulfils the responsibilities for Corporate Health and Safety.

Staff management and development

- To ensure that all staff within the Service are recruited, managed, appraised and developed, including effective arrangements for training and development, so that all available resources are utilised to maximum effectiveness and efficiency, maximising capacity within the Service.
- To work with the Parks & Open Spaces Manager, Environmental Enforcement Manager, Bereavement Services Manager, Parking Services Manager, Waste & Recycling Senior Contract Supervisor in developing the organisational culture to ensure staff have a positive & supportive environment in which to develop and progress.

Personal effectiveness

- To promote and develop an empowerment and performance management culture within the Service.
- To contribute individually and collectively to the process of continuously improving the Service, communicating objectives and building relationships and partnerships, internally and externally, to secure those objectives.
- To take an active role in other relevant service areas, as a participant and leader of the Waste, Public Realm & Environment Enforcement Service.

Customer care

- To promote a customer focussed approach from all in the Service.
- To pro-actively organise work processes and activities to deliver a high quality of customer service, to agreed customer and performance standards.
- To develop and strengthen, strong cross boundary working relationships; effective engagement strategies with Local Communities, businesses and other stakeholders; effective project management and implementation strategies, including to lever in external income and other resources.

Other

- To work with other managers, internally and externally, collaboratively to deliver satisfactory outcomes on corporate projects for both Councils.
- To participate in any relevant training for the duties of this post.
- To participate fully in the Council's continuous performance process for employees..
- To comply with standard employee Health & Safety at Work responsibilities.
- To comply with the Council's Equal Opportunities and Diversity policies.
- Occasional attendance at evening meetings and involvement in other out of hour's activities required.
- Full UK driving licence necessary.
- To carry out any other related duties as may be directed from time-to-time by the Director of Housing & Public Protection.

<u>This post is politically restricted.</u>

This, together with the competency levels is a description of the job as it is at present constituted. It is the practice of this Council to periodically review and update them to ensure that they relate to the job as then being performed, or to incorporate whatever changes are being proposed. You will be expected to participate fully in any discussions and,
in connection with them, to re-write your job profile to bring it up-to-date if this is considered necessary or desirable, and to discuss it with your immediate superior. It is the Council's aim to reach agreement on reasonable changes, but if agreement is not possible the Council reserves the right to insist on changes to your job description after consultation with you. As a term of your employment you can be required to undertake such other duties commensurate with your grade, and/or hours of work, as may reasonably be required of you.
All aspects of the post are to be carried out in compliance with the Council's overall Policies and Procedures, and all post holders will frequently have access to confidential information and will maintain such confidentiality as required by the Council.

workplace wellbeing CHARTER

DARTFORD BOROUGH COUNCIL

workplace wellbeing CHARTER

DARTFORD BOROUGH COUNCIL