

## Role Profile

<b>Job Title:</b>	<b>Head of Performance and Programme Delivery – Brent Cross Cricklewood Regeneration</b>
<b>Location:</b>	<b>Colindale</b>
<b>Department:</b>	<b>Brent Cross Cricklewood Regeneration</b>
<b>Directorate:</b>	<b>Growth</b>
<b>Grade:</b>	<b>Grade 7</b>
<b>Type of Working:</b>	<b>Hybrid Working</b>
<b>Reports to:</b>	<b>AD Brent Cross Cricklewood</b>

### 1. Job Purpose:

The Brent Cross Cricklewood (BXC) Regeneration Programme is the most ambitious and complex growth initiative ever undertaken by Barnet Council, and one of the largest urban transformation programmes in the UK. With a total development value exceeding £8bn, it is an important part of the Mayor of London’s Growth Plan and a flagship programme for the borough.

The programme relies on a high functioning, high calibre delivery team to secure exceptional outcomes for Barnet. As a senior Head of Service you will be accountable for the strategic assurance, governance and delivery oversight across the programme and support the Assistant Director for Brent Cross Cricklewood to provide strategic leadership across the portfolio of projects and partnerships at Brent Cross Town, Brent Cross North and Brent Cross West. You will embed and uphold a culture of strong governance and operational discipline across all parts of the programme, tightening controls where necessary to meet the demands of a high value, multi-phase regeneration programme. You will be accountable for protecting the Council’s interests across a capital programme of c. £550m in value including a portfolio of critical infrastructure projects and land acquisitions.

This is a unique and high-impact role that reflects the scale and complexity of the BXC programme. You will ensure the Council works effectively within its existing partnerships, while expanding relationships with central government departments and sub-regional partners to secure the successful delivery of a wide range of strategic outcomes. You will provide robust oversight of matrix teams and work closely with our Joint Venture Partners at Brent Cross Town to shape and improve performance across the programme and ensure rigorous controls are in place to protect the Council’s interests and achieve our regeneration objectives. You will play a pivotal role in shaping the delivery strategy for future phases of the programme, working closely with the Assistant Director for Brent Cross Cricklewood to define growth priorities, unlock resources and inform the overall direction of the programme.

The postholder will be expected to operate at the highest levels of leadership and assurance, providing strategic insight, challenge, and innovation. You will be a trusted advisor to Chief Officers and Elected Members, and a key interface with the Council’s corporate leadership.

You will bring a strategic mindset, strong collaborative instincts, and exceptional communication skills, alongside a keen eye for detail and a commitment to continuous improvement. You will build strong working relationships across the organisation and with our partners.

As a proactive member of the Council's senior management team, you will work collaboratively to deliver organisational priorities and foster a culture that exemplifies the Council's values. You will provide visible leadership that empowers teams, drives performance, and ensures the successful delivery of one of the UK's most significant regeneration programmes.

## 2. Key accountabilities:

### Strategic Leadership

- Lead the strategic assurance and delivery function for Brent Cross Town and future phases of the flagship £8bn Brent Cross Cricklewood Regeneration programme, ensuring alignment with corporate priorities, political objectives, and long-term regeneration outcomes.
- Build effective and collaborative working relationships with services across the Council and with our Joint Venture Partner, Related Argent, to ensure the programme delivers exceptional outcomes in line with Barnet's corporate priorities.
- Provide strategic advice to Elected Members, preparing briefings and supporting decision-making on high-profile regeneration matters.
- Act as a senior advisor to the Executive Director of Growth and Assistant Director providing expert guidance on programme performance, risk, and strategic decision-making.
- Deputise for the Assistant Director for Brent Cross Cricklewood as required, providing senior leadership across the programme and wider Growth Directorate.
- Represent the Council at regional and national forums as required, promoting Barnet as a trusted regeneration partner, enhancing its reputation and influence across the sector and securing continued investment and stakeholder confidence.

### Programme Performance, Assurance & Delivery Oversight

- Provide oversight and scrutiny of BXC capital programme and linked projects such as Geron Way Waste Transfer Station, reporting to strategic boards, ensuring transparency, accountability and effective control.
- Champion best practice and continuous improvement in methodologies for project and programme management and uphold exceptional standards for programme documentation, including business cases, governance reports, and strategic reviews.
- Establish and embed robust assurance frameworks that enable the programme to be well-governed, financially accountable and strategically aligned, working closely with the corporate centre.
- Support Assistant Director in maintaining strategic grip over programme alignment, risk, and resource deployment including leading on development of annual service plan, ensuring clear priorities and measurable outcomes.
- Influence future shape of the programme including workstreams to secure further capital investment, ensuring budgets are aligned with programme objectives and partner agreements.

### Stakeholders & Partnerships

- Build and maintain strategic relationships with key stakeholders including the GLA, Central Government Departments, subregional partners and major funders.

## Caring for people, our places and the planet

- Horizon scan for future opportunities for the programme to align and benefit from changes in Government Policy and devolution.
- Resolve complex strategic issues collaboratively, working across organisational boundaries to unlock delivery and generate efficiencies.
- Foster a culture of collaboration, accountability and innovation across internal teams and external partners.

### People Management

- Provide leadership to a multidisciplinary team of senior project officers and project managers, with indirect oversight of delivery teams across infrastructure and land functions and potential for line management of up to 5 senior project officers and project managers as required by the programme.
- Role model the Council's values and behaviours, creating a culture of excellence, inclusion, and continuous improvement and providing visible, values-led leadership to a high-performing team.

### Corporate Contribution

- Contribute to the Council's wider corporate agenda and support cross-cutting initiatives and corporate priorities.
- Present at formal governance meetings including Cabinet and strategic boards.
- Participate in emergency planning and response, ensuring resilience across programme operations.

### 3. Financial Responsibilities:

The post holder will:

- Oversee the management of significant Capital and Revenue budgets while identifying new opportunities for income generation and capital receipts.
- Be accountable for the compliance and assurance of the £100m Plot 1 loan.
- Hold delegated authority for key programme decisions, including capital spend approvals and strategic risk mitigation actions in compliance with the Council's scheme of delegation.

### 4. Health and Safety Responsibilities (choose one option):

As a senior manager of the London Borough of Barnet, you are required to:

- Abide by of Barnet's health and safety policy, associated arrangements, and implement the Senior manager's/Director's responsibilities set out therein.
- Complete mandatory health and safety training
- Ensure strategic/service plans take account of health and safety risks and effects on employee wellbeing
- Monitor health and safety compliance arrangements and take action where there are concerns
- Include health and safety in regular management team/board meetings
- Lead by example, monitor and enforce health and safety compliance of managers
- Ensure sufficient resources are allocated to managing risk

### 5. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

**6. Flexibility**

In order to deliver the service effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

**7. The Council’s Commitment to Equality**

To deliver the council’s commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

## PERSON SPECIFICATION

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<b>Criteria</b>	<b>Essential/Desirable</b>	<b>Assessed by:</b>
<b>Professional Membership/Qualification</b>		

Degree or equivalent experience	Essential	Application
Relevant project management qualification (eg. PRINCE2)	Desirable	Application
<b>Experience &amp; Knowledge</b>		
Significant experience of effectively leading programme assurance and delivery within complex, multi-stakeholder environments.	Essential	Application/Interview
Extensive experience in managing large-scale capital programmes, with demonstrable success in delivering strategic regeneration outcomes.	Essential	Application/Interview
Strong financial and commercial acumen, with extensive experience managing diverse funding streams and ensuring high standards of probity.	Essential	Application/Interview
Exceptional communication skills, with the ability to convey complex concepts clearly to varied audiences including elected members and external partners	Essential	Application/Interview
Exceptional and demonstrable experience of successfully implementing programme governance, risk management, and performance frameworks in a public sector context.	Essential	Application/Interview
<b>Skill &amp; Ability</b>		
Strategic thinker with the ability to horizon scan, drive innovation and shape future delivery models.	Essential	Application/Interview
Able to manage a diverse workload with competing priorities in a fast-paced environment.	Essential	Application/Interview
Collaborative leader who empowers teams and builds strong cross-organisational relationships.	Essential	Application/Interview
Politically astute, with experience navigating complex stakeholder landscapes and influencing at senior levels.	Essential	Application/Interview
Resilient under pressure	Essential	Application/Interview
<b>Values &amp; Behaviours</b> (only include those that are relevant to the role, must have at least 1 behaviour per value)		
<b>Caring</b>		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Application/Interview
Empathy- I say “thank you” and “well done” where appropriate, and take time to ‘check in’ to see if the people I work with are ok	Essential	Application/Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Application/Interview

<b>Learning to Improve</b>		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Application/Interview
Agile- I am fully empowered to act within the scope of my role	Essential	Application/Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Application/Interview
<b>Inclusive</b>		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Application/Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Essential	Application/Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Application/Interview
<b>Collaborative</b>		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Application/Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Application/Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Application/Interview