Job Summary Overview	
Job title	Team Leader - Waste Strategy
Career family	Place, Public Protection and Regulatory
Professional pathway	Environment & Climate Action
Career family level	Team Leader (Tier 6)
Grade	G14
Reports to	Operational Manager – Waste Management Has a matrix relationship with the Climate Policy and Partnership Manager
Financial responsibility	£300k
Supervisory responsibility	5 direct reports
Reference number	

Job Summary

Leading the development and delivery of waste management strategies that support sustainability and circular economy principles, focusing on preventing waste, promoting recycling, and ensuring compliance with environmental regulations while aligning with organisational goals.

Managing the team, coordinating projects, and engaging with internal and external stakeholders and partners to implement innovative solutions. Driving continuous improvement, monitoring performance, and ensuring that services are efficient, cost-effective, and responsive to community needs.

The role has a matrix line into the Climate Action Team to ensure close working on the Circular Economy Plan and delivery activities.

Key Responsibilities:

- Leading the development and implementation of waste strategies and circular economy initiatives.
- Managing and supporting the team to deliver projects and meet service objectives.
- Overseeing contracts and budgets to ensure compliance and best value.
- Using data and evidence to inform decision-making and improve service delivery
- Building partnerships with stakeholders to deliver strategies and plans.
- Advising on changing legislation and national policy and implementation.

Specific requirements	Essential *Mark with ✓▪*	Desirable *Mark with ✓▪*
Educated to degree level with relevant professional qualification such as [ ] accreditation or equivalent.	✓▪	
Professional experience performing a managerial role or evidence of mentoring/coaching staff.	✓▪	
Experience of delivering complex programmes of change, requiring project management skills and effective communication of key messages to diverse teams.	✓▪	
Ability and skill to make important financial decisions affecting outcomes	✓▪	
Ability to use own judgment in a range of situations, dealing with complex case issues and sensitive situations	✓▪	
Excellent communication, presentation and negotiation skills, with the ability to prepare clear and concise reports	✓▪	
Understanding and experience using data, insight and performance measures to assess the impact of services and inform decisions and service planning to improve outcomes.	✓▪	
Proficient in MS Office skills (Word, Outlook, Excel etc.)	✓▪	
Driving Licence and access to own vehicle	✓	
Experience of direct line management, engaging and coaching staff to achieve performance standards		✓▪
Understanding the need to comply with the Council's constitution, including its contract and financial procedures and regulations		✓▪
Previous experience in undertaking HR/complaints processes, including investigations		✓▪

Working Arrangements

- The post is not politically restricted.
- Contractual base as detailed on contract, but you are able to work on a flexible basis in line with our Agile Working Policy.
- Able to travel across the county and work from various office locations within the county.

Health and Safety at Work

All employees have responsibilities for health and safety – both for themselves, colleagues and the people we work with.

The potential significant hazard(s) and risk(s) for this post are identified below (those ticked).

☐	Provision of personal care on a regular basis	☐	Driving HGV or LGV for work
☐	Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	☐	Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or a council vehicle for work purposes)

☐	Working at height/ using ladders on a regular/ repetitive basis	x	Restricted postural change – prolonged sitting
☐	Lone working on a regular basis	☐	Restricted postural change – prolonged standing
☐	Night work	☐	Regular/repetitive bending/ squatting/ kneeling/crouching
☐	Rotating shift work	☐	Manual cleaning/ domestic duties
☐	Working on/ or near a road	☐	Regular work outdoors
x	Significant use of computers (display screen equipment)	☐	Work with vulnerable children or vulnerable adults
☐	Undertaking repetitive tasks	☐	Working with challenging behaviours
☐	Continual telephone use (call centres)	☐	Regular work with skin irritants/ allergens
☐	Work requiring hearing protection (exposure to noise above action levels)	☐	Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
☐	Work requiring respirators or masks	☐	Work with vibrating tools/ machinery
☐	Work involving food handling	☐	Work with waste, refuse
☐	Potential exposure to blood or bodily fluids	☐	Face-to-face contact with members of the public
☐	Other (please specify):		