

Person Specification

Job title: Waste Management Services Manager

Post reference: NBH1192P Grade: 12

Key requirements:

1. Proven ability to lead and manage waste services across a district.
2. Commitment to health, safety, sustainability, and customer-focused services.
3. Willingness to work flexibly to attend meetings and respond to incidents outside of normal working hours.
4. Commitment to creating a proactive and positive culture to deliver excellent and safe operational services.

Qualifications

1. A relevant professional qualification in Environmental Management or Waste Management or, Public Services or equivalent. (Essential)
2. Management qualifications (e.g. ILM Level 5 or above, NEBOSH in health and safety) is advantageous. (Desirable)
3. Evidence of Continued Professional Development (CPD) in environmental services or operational leadership. (Essential)
4. Full, valid UK driving licence. (Essential)

Knowledge

1. In depth knowledge of UK waste legislation (e.g. Environmental Protection Act, Waste Framework Directive, Controlled Waste Regulations). (Essential)
2. Understanding of recycling targets, national strategies (Resources and Waste Strategy for England) and best practice in sustainable waste management. (Essential)
3. Budget management and financial planning within public sector environment. (Essential)
4. Health and safety regulations specific to waste handling and transport operations. (Essential)
5. Fleet management would be an advantage. (Desirable)

Experience

1. Experience of successfully managing teams to achieve performance targets, ideally within a multi-discipline public sector waste, street cleansing and/or fleet management environment. (Essential)
2. Experience of leading teams successfully through change. (Essential)

3. Experience of digital transformation would be an advantage. (Desirable)
4. Experience of responding to policy changes by reviewing operations and producing short- and medium-term service delivery plans which incorporate resource implications. (Essential)
5. Evidence of ensuring service delivery complies with relevant legislation, particularly in relation to health and safety, equality and diversity and data protection. (Essential)
6. Experience of procurement within the public sector. (Desirable)
7. Proven track record in managing high-profile front-line services. (Essential)

Skills

1. Able to motivate, develop and direct teams to deliver high-quality services (Essential)
2. Strong interpersonal skills, with an ability to communicate with staff at all levels, work effectively in a political environment and through multi-agency partnerships to achieve strategic objectives (Essential)
3. Develop and implement medium to long -term plans that align with council objectives and environmental targets (Essential)
4. Ability to monitor KPIs, produce reports, analyse trends, and take action to improve services (Essential)
5. Excellent verbal and written communication; able to engage with residents, staff, councillors, and partner organisations effectively (Essential)
6. Ability to draft and review policies in line with national and local objectives (Essential)