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Join the top team in the beautiful south

Executive Director (Community and Enterprise Resources)

£164,460- £169,077

Recruitment pack – FCR 2617 Executive Director



About us

South Lanarkshire is the fifth largest council in Scotland, as well as being one of its most diverse. Home to a population of around 334,030 and covering 180,000 hectares stretching from Glasgow to the Borders, South Lanarkshire thrives upon a mix of urban and rural communities.

Our Council Plan, Connect seeks to support all who live and work here – from the youngest to the oldest – through six key outcomes. It also outlines our vision and priorities to improve, sustain and enhance what matters most to them. Education, housing, sustainability, economic development, tackling deprivation and poverty, and looking after our most vulnerable, are top of the list.

This vision also strives to make South Lanarkshire one of the strongest and most dynamic economies in Scotland, where businesses, communities and residents can prosper and achieve their full potential.

Despite the pressures facing local government today, we continue to commit to significant capital investment in our school estate, social housing, roads and care for the elderly.

As a key partner in the Glasgow City Region City Deal, a £1.13 billion initiative focused on investing in infrastructure and economic development assets, we are committed to supporting and developing our business base and key sectors.

Working through the South Lanarkshire University Health and Social Care Partnership, the council has taken the opportunity to develop new strategic approaches to our care for the elderly, working with our NHS partners to provide the support this and future generations will need.

South Lanarkshire is also a listening council. Our membership of the Community Planning Partnership allows us to engage across the spectrum of services and those who use them.

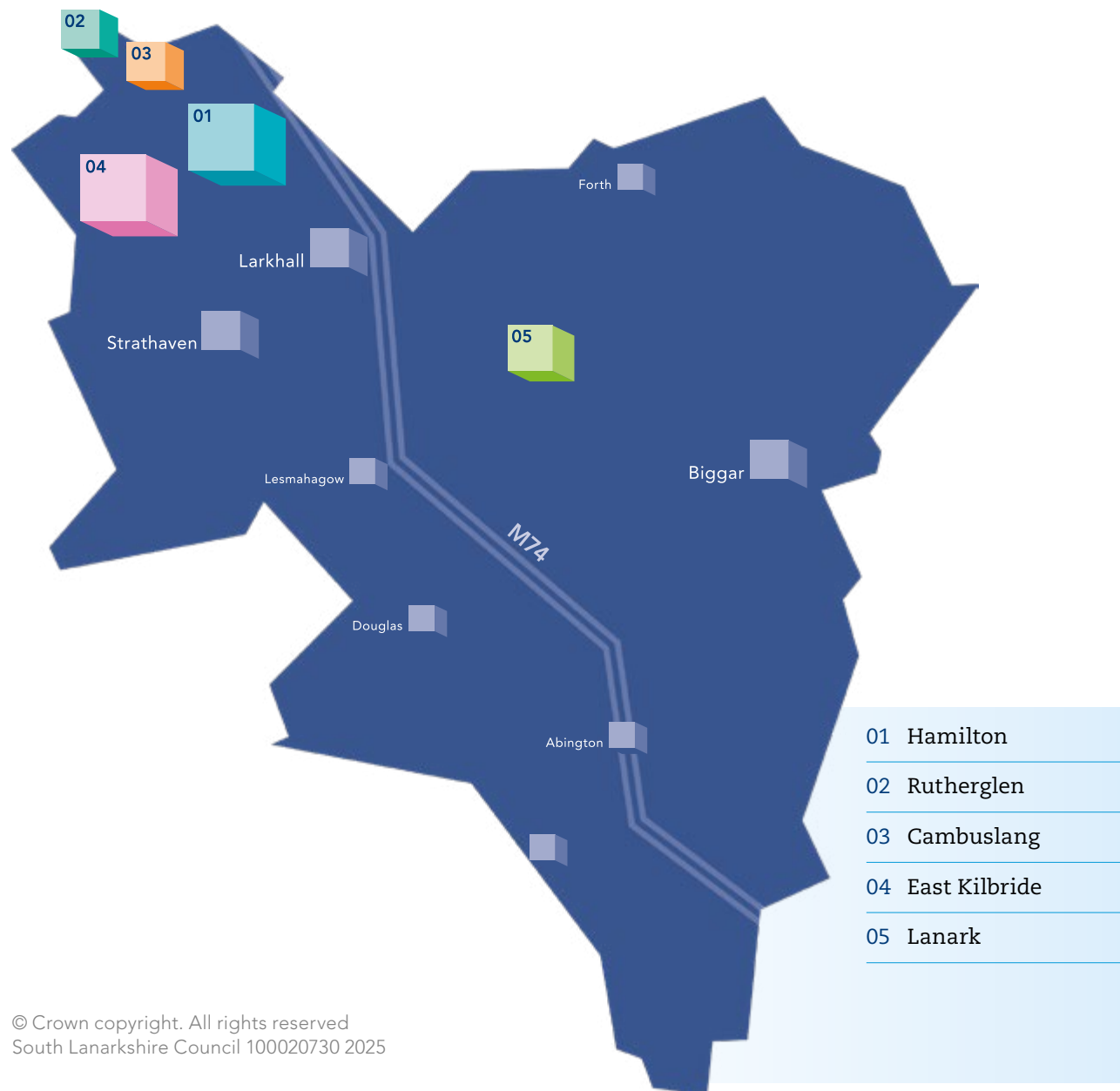
Here in South Lanarkshire citizens enjoy an excellent quality of life. Green spaces, cultural opportunities, enviable transport links and affordable housing make this an attractive place to live, work and bring up family.

The foundations have been solidly laid to enable us to continue to promote South Lanarkshire on a local, national and international stage, whilst ensuring our people can, and will, prosper.



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About the area



Key facts

Total population of South Lanarkshire

334,030

(2024 mid-year estimate)

Percentage of population under 16

16.8%

(mid-year estimate 2024)

Percentage of population aged 16 to 64

62.3%

(mid-year estimate 2024)

Unemployment rate

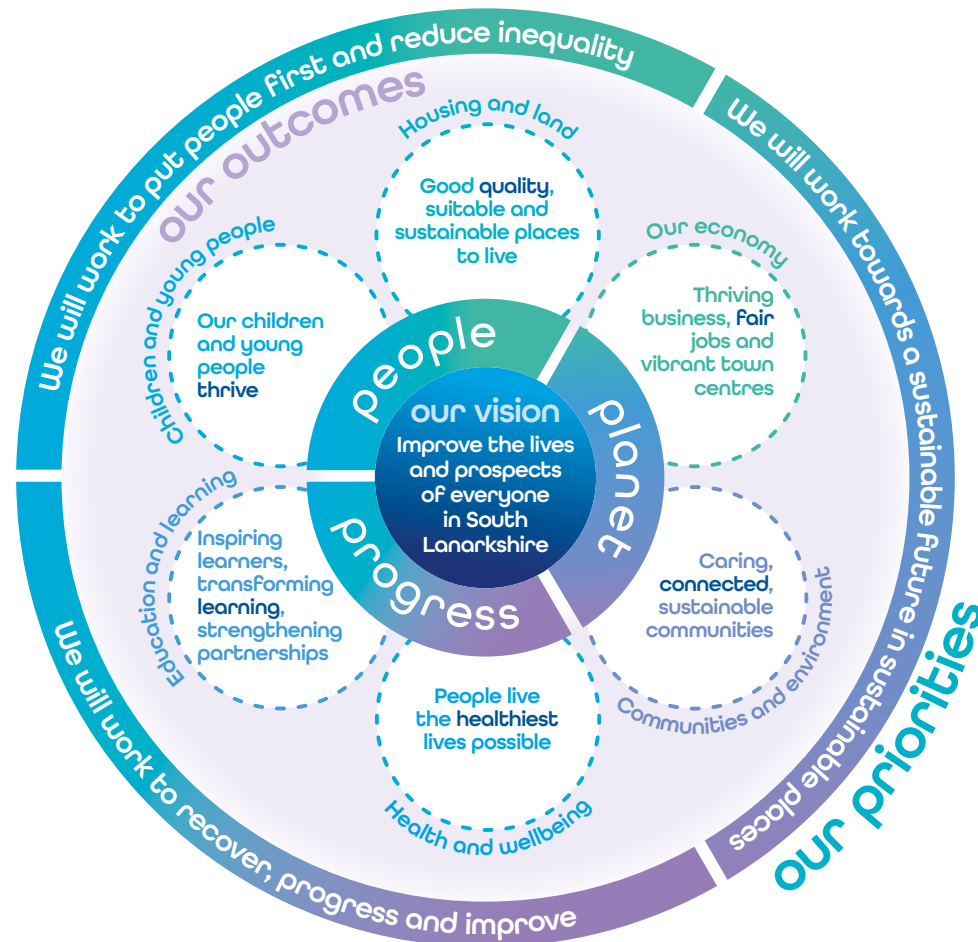
2.7%

(July 2025 provisional figure)



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Our vision



our values

Focused on people and their needs
Working with and respecting others
Accountable, effective, efficient and transparent
Ambitious, self-aware and improving
Fair, open and sustainable
Excellent employer

Improve the quality of life of everyone in South Lanarkshire

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Key facts

64 members represent
20 multi-member wards

Independent **1**

Independent Group **2**

Reform UK **2**

Scottish Conservative and Unionist **5**

Scottish Greens **1**

Scottish Labour **25**

Scottish Liberal Democrats **3**

Scottish Nationalist Party **25**



Structures



* not held in public

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About the service

Community and Enterprise Resources comprises four main service areas – Facilities, Waste and Grounds Services; Roads Transportation and Fleet Services; Enterprise and Sustainable Development; and Planning and Regulatory Services; and is supported by a performance and development team and support team.

The resource employs 3,395 (as at September 2025) people who together provide a wide range of services for local communities, including:

- promoting economic development/recovery and delivering support for local businesses
- supporting town centres and physical regeneration
- providing planning and building standard services which guide and control physical development and land use in the area
- maintaining our road network to support safe and effective transport, and promoting active travel
- procuring and managing the council's vehicle fleet, including refuse collection, roads maintenance, street sweeping and passenger transport
- protecting public health through the delivery of environmental health services
- providing trading standards to protect consumers and communities
- delivering key services within schools and council offices, including cleaning, catering, receptionist, janitorial, concierge, and crossing patrol services
- keeping our streets clean and maintaining and developing play

parks, gardens and open spaces

- collecting and disposing of waste and encouraging recycling
- providing bereavement services
- leading the council in developing and promoting sustainability, and
- providing the council's employability service.

The resource also has a significant role to play in managing the relationship between the council and South Lanarkshire Leisure and Culture (SLLC). SLLC deliver leisure and cultural services on behalf of the council and promote the health and wellbeing of South Lanarkshire residents through libraries, cultural venues, museum, arts centres, indoor and outdoor sports and leisure centres, community halls and country parks.

The resource has a Net Revenue Budget of £127.681 million for 2025-26. The table below allocates this budget across the services:

NET Budget by Service		2025-26	
Detail	£ million	%	
Facilities, Waste and Grounds	79.114	62	
Roads, Transportation and Fleet	18.169	14.2	
Enterprise and Sustainable Development	5.824	4.6	
Planning and Regulatory	4.786	3.7	
South Lanarkshire Leisure and Culture Ltd	19.788	15.5	
Total	127.681	100	

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Resource structure

The following capital budget of £49.222 million is allocated to the resource for 2025-26:

Capital Programme 2025-26	
Service	£ million
Facilities, Waste and Grounds	1.893
Roads, Transportation and Fleet	14.655
Enterprise and Sustainable Development	32.674
Planning and Regulatory	-
Total	49.222

Community and Enterprise Resources has 3,395 employees, as at the end of September 2025. We support these employees to deliver their duties through a range of policies, including personal appraisal and a robust training framework.

The number of employees (per headcount) by service is as follows:

Service	Number of employees
Facilities, Waste and Grounds	2,615
Roads, Transportation and Fleet	472
Enterprise and Sustainable Development	177
Planning and Regulatory	131
Total	3,395



Executive Director

This is an exciting opportunity for an inspirational leader to join the Corporate Management Team to continue our work to make South Lanarkshire the best place to live in the country.

South Lanarkshire Council is one of Scotland's biggest and most progressive local authorities. It is an ambitious, high-performing organisation with a clear vision to improve the quality of life of everyone in the area.

The successful candidate for this post will lead the delivery and further development of the Resource.

Crucial to your success will be your ability to build trust and confidence. You will display a high level of personal credibility aligned with excellent communication skills which allow you to work productively with Elected Members, employees and our partners.

The successful candidate must demonstrate significant Head of Service or Director level experience in strategic and operational management across large complex organisations and have experience of successfully addressing the key challenges facing public services in Scotland.

You must be able to offer clear strategic direction, be able to analyse and understand complex performance information, and be able to work with others to translate this into effective deployment of resources in order to achieve the highest levels of service delivery and customer satisfaction.

Suitable candidates for this challenging role will possess a strong focus on delivering customer service needs within relevant legislative parameters.

You should be educated to degree level and/or relevant and equivalent professional qualification.

For an informal discussion or to find out more, please contact Chief Executive Paul Manning on 01698 454208.

Salary: £164,460 - £169,077

(initial placement will reflect experience and competence)

Essential requirements:

- Must be able to demonstrate their ability to lead and direct multi-functional teams within a large, complex organisation.
- Educated to degree standard and hold a professional qualification or equivalent relevant experience.
- Demonstrate substantial leadership and change management experience, with excellent strategic, operational and financial management skills across complex public sector organisations.
- Possess a strong customer focus on delivering customer service needs aligned to the business within relevant legislative parameters.

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Job profile

Reports to: Chief Executive

Location: Council Headquarters, Almada Street, Hamilton, ML3 0AA

Vision and values:

South Lanarkshire Council is an ambitious and progressive local authority, and the serving the community is at the heart of all we do.

Good Governance and Best Value direct how South Lanarkshire Council conducts its business and delivers its services, this ethos is evidenced in the culture, systems, processes and values of the council. The ultimate aim is to ensure the council is delivering on its promises in an effective, efficient and ethical way and is committed to its vision to 'Improve the quality of life of everyone in South Lanarkshire'.

The council's commitment to its values is demonstrated through the behaviours and actions of all elected members and employees. The council's values are, to be:

- Accountable, effective, efficient and transparent;
- Ambitious, self-aware and improving;
- An excellent employer;
- Fair, open and sustainable;
- Focused on people and their needs; and
- Working with and respecting others

Overall job purpose:

Leadership of the portfolio of Services within Community and Enterprise Resources.

Lead and direct multi-functional teams and drive forward service improvements.

Responsibility for the application of a corporate approach to the development and implementation of the council's policies and strategic initiatives to ensure an integrated approach to the management of the council's affairs.

Key accountabilities of the job:

- As a member of the council's Corporate Management Team (CMT), to act as the primary interface with the elected members of the council in ensuring the effective delivery of services, consistent with the political priorities, values and objectives of the council.
- To be responsible for the strategic management of resources and policy planning for Community and Enterprise Resources
- To lead in the operational delivery and target setting alongside the continuous improvement of Resource targets and standards aligned to the delivery of corporate strategic initiatives, aims and objectives for the council.
- To develop, implement and maintain effective management information, performance monitoring and review mechanisms to ensure that the council's resources are most effectively developed.
- To provide advice and guidance to elected members on policy and strategic issues
- To lead the council in promoting and developing sustainable development in relation to council activities and outcomes
- To lead in the council's activities to promote sustainable economic growth
- To discharge legal duties and responsibilities on behalf of the Local Authority in relation to the Resources and as part of the Corporate Management Team
- To liaise and where appropriate develop partnerships with other bodies, organisations and individuals as necessary

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Behaviours framework

Efficient

- Leads and drives service improvement and innovation by communicating vision, values and a sense of purpose throughout the council.
- Leads and achieves efficiency savings taking into account Community Planning, SLHSCP, Legislation, Resource Objectives and Workforce Planning, whilst improving outcomes for the communities and people of South Lanarkshire.
- Leads and develops services which have a positive impact on ensuring sustainability of resources.
- Effectively leads and motivates others by giving clear direction and by exemplifying the organisation's values and behaviours.

Flexible

- Leads and plans for the variability of service demand, service user need and resource availability, ensuring the strategy, operational delivery and systems have the resilience and capacity to cope with uncertainty.
- Leads innovative approaches in creating, designing and modifying services and developing new ways of working which achieve efficiency and improvement. Is able to anticipate changes in service requirements and effectively manage transitions.
- Leads, views and drives change by persuading and influencing others and presenting change as an opportunity to modernise, maximise and 'future proof' services.
- Understands the impact of change on others, both within and out with the council and is able to provide leadership and offer support and guidance.

Performing

- Demonstrates a high level of personal credibility and develops sophisticated strategies for influencing others at all levels of the organisation, or external stakeholders.
- Focuses on and is aware of the wider political, social, legal, economic, technological and community environment when delivering strategic long-term outcomes.
- Is customer focused and strives for improvement and excellence within the council, as well as with partners and other stakeholders.
- Provides clear leadership and direction, enabling a strong sense of ownership and personal responsibility for the delivery of outcomes and objectives.
- Ensures that Health, Safety and Wellbeing are at the heart of the service delivery approach and that these principles are aligned to the application of the strategic approach.
- Uses different and effective communication and interpersonal styles depending on the nature of the work.

Working with others

- Facilitates elected members' involvement and consults with representative groups when formulating strategies.
- Leads community engagement and engages with internal and external partners ensuring the full ranges of views are taken into account.
- Leads and inspires a 'best team' and 'one team' culture.

- Drives a pro-active and intelligence led approach to complex operational or business issues and spends time building and developing relationships with partners.
- Leads and builds partnerships and networks locally, regionally and nationally to help provide support, guidance and expertise by shaping and driving forward agendas and addressing concerns.
- Leads and encourages open communication at all levels in the organisation.
- Identifies resistance to change early and takes steps to avoid any issues or tensions.
- Takes account of political consequences of decision making.
- Is a clear role model who integrates and mainstreams diversity considerations into all activities.

Leading

- Is visible, available and accessible to managers, elected members, partners, community and the wider workforce.
- Provides inspirational leadership.
- Leads and builds commitment and engagement to improve organisational impact and outputs.
- Demonstrates sensitivity, confidence and good judgement in decision making and relationships.
- Leads and manages multiple, complex and strategic issues and actively drives progress.

Position requirements

Qualifications

Educated to relevant degree standard and professional qualification or equivalent.

Experience

The successful candidate should demonstrate significant Director or Head of Service level experience and strategic management experience across a large complex organisation.

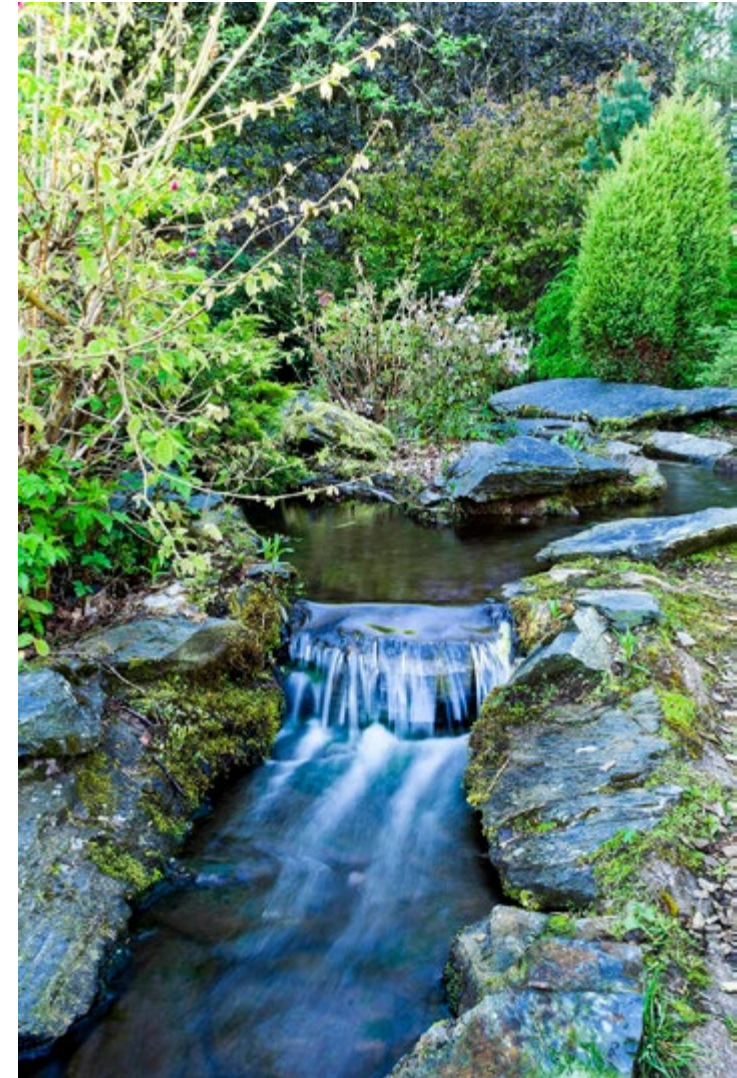
Recruitment checks

As part of our approach to good practice and safer recruitment we carry out a number of essential pre-employment checks, for example Identity and Right to Work, PVG and Disclosure, qualifications, registration, employment history and gaps in employment and references.

This post is regarded as a Politically Restricted Post under sections 2(1) Category 3 of the Local Government and Housing Act 1989.

South Lanarkshire Council is committed to providing support to members of the armed forces, veterans and their families which is set out in the Armed Forces Community Covenant. Veterans are guaranteed an interview who meet the minimum requirements for the position.

South Lanarkshire Council is an equal opportunities employer and encourages applications from all members of the community. As a user of the Disability Confident Scheme, we guarantee to interview all disabled applicants who meet the minimum requirements for the position.



Please note all correspondence will be sent to your email address.

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Further information

You can find more detailed information about the council, its priorities and its policies by following these links:

[South Lanarkshire Council website](#)

[Council departments](#)

[Council performance](#)

[Connect – council plan](#)

[Plans and policies](#)

[South Lanarkshire councillors and committees](#)

[South Lanarkshire View](#)

[South Lanarkshire Leisure and Culture](#)

[South Lanarkshire Health and Social Care Partnership](#)

[South Lanarkshire Community Planning Partnership](#)



If you need this information in another language or format, please contact us to discuss how we can best meet your needs.

Phone: 0303 123 1015

Email: equalities@southlanarkshire.gov.uk



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