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Join the top team in the beautiful south

Head of Facilities, Waste and Grounds Services

£120,042 - £124,823 (effective 1 April 2026)

Recruitment pack – Ref FCR 4043



About us

South Lanarkshire is the fifth largest council in Scotland. 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 our communities. Education, housing, sustainability, economic development, tackling deprivation and poverty, and looking after our most vulnerable.

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 education, 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 current and future generations will need.

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

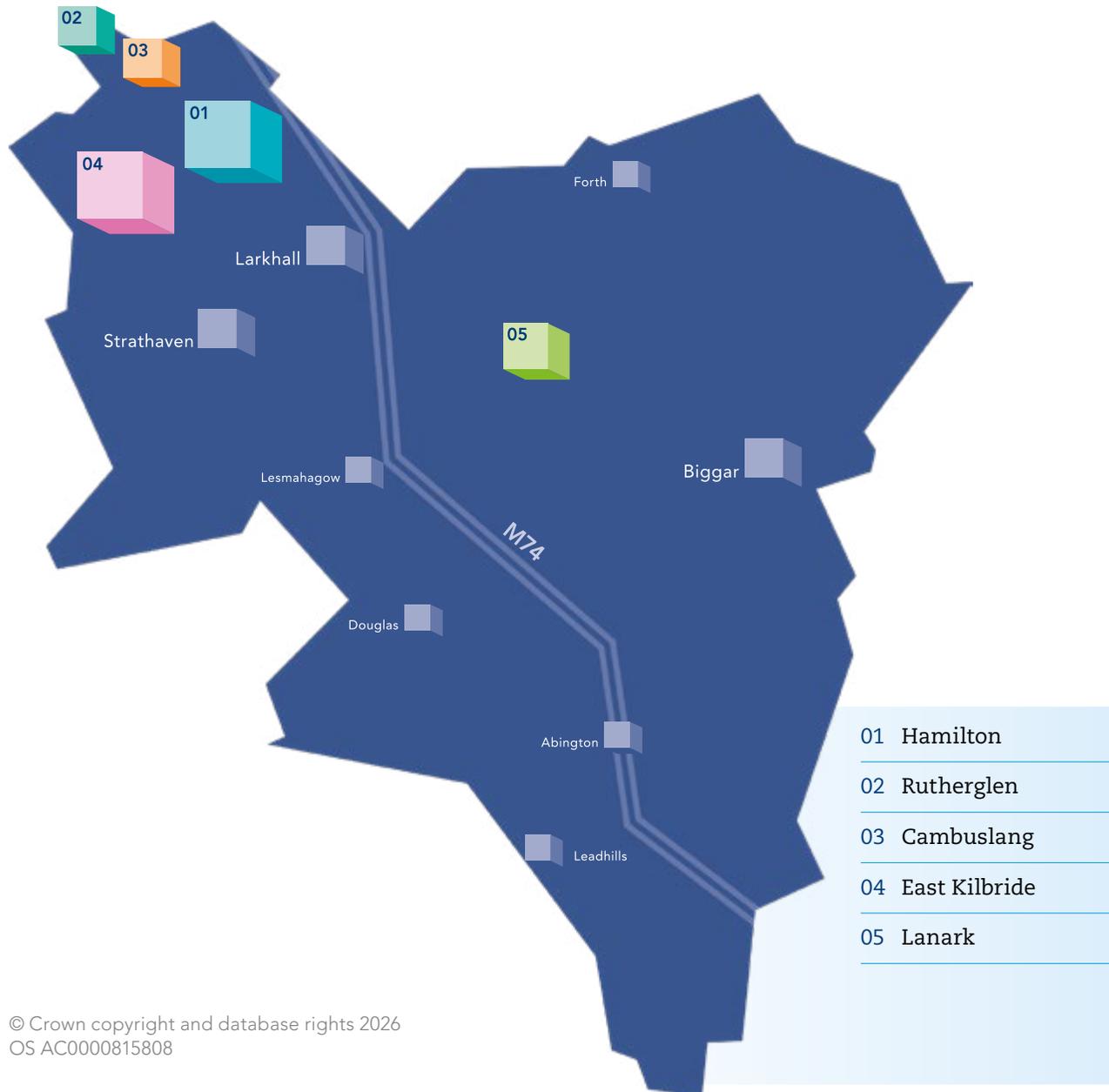
Here in South Lanarkshire citizens enjoy an excellent quality of life. Green spaces, cultural opportunities, enviable transport links and affordable housing make this an attractive place to live, work and bring up family.

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

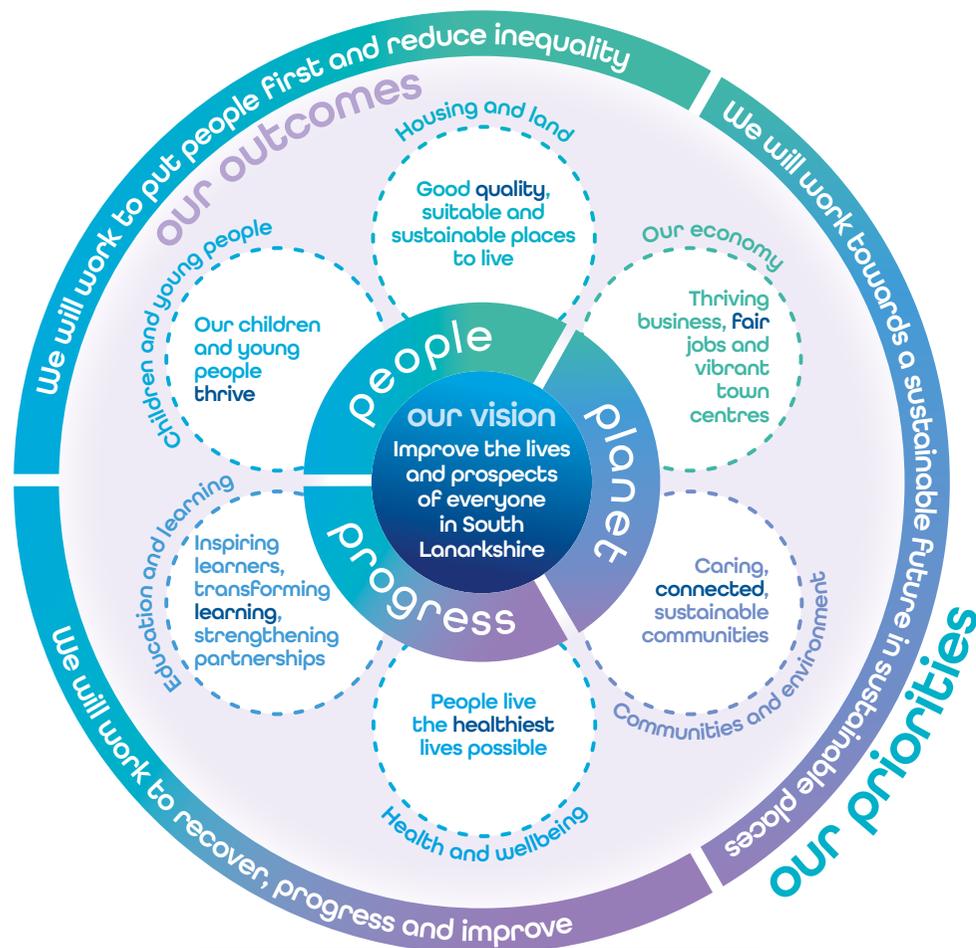
2.7%

(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 National Party **25**



Resource structure



About the service

Facilities, Waste and Grounds is one of four key service areas within Community and Enterprise Resources. The 2026/27 gross revenue budget is £115.3m across all areas and the service has 3,262 employees (2,118FTE) who together provide a wide range of services for local communities, including:

- 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 addressing climate change
- leading the council in promoting and developing a fair, healthy, and sustainable food system, and
- managing a range of capital projects, including working with third sector groups to attract external funding to invest and improve council assets

The service has three main areas:

Facilities

- Facilities management deliver a range of services in 17 high schools and 126 primary schools, 7 additional supported needs schools and 94 nurseries which includes catering, cleaning, janitorial and 129 school crossing patrol sites.
- Catering service produces over 4.3 million nutritious school meals annually.
- Facilities provides 570,000 nursery meals (lunch, brunch and afternoon tea) annually to nursery children.
- Within education premises 361,000m² of floor areas are cleaned by facilities assistants.
- Over 3 million pupils per annum are safely escorted to their respective schools by our school crossing patrol service.
- A full cleaning service is provided to 34 sheltered housing facilities and 95 council premises covering 167,000m² of office, depot, workshops and integrated facilities.

- Front of house services are provided for the 11 principle offices through our council officers and reception staff.
- Void housing cleaning services provided to Housing and Technical Resources cleaning vacated council residential properties.



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About the service

Waste

- In 2024, South Lanarkshire Council managed 145,708 tonnes of domestic waste from approximately 159,000 households, 59,388 tonnes of which was recycled (including composted). A further 66,844 tonnes of household waste was diverted from landfill, predominantly via energy from waste facilities.

Grounds

- Maintain over 1,500 hectares of grass, including open space, parks and sports fields.
- Maintain 150 plus recreational areas including five golf courses, three 18 hole courses and two 9 hole courses, 115 football pitches, grass and synthetic, and 16 bowling greens.
- Maintain 235 fixed play areas.
- Manage and maintain 55 cemeteries and 1 crematorium.

- Apply herbicide to over 5234 kilometres of road channels and 140 hectares of hard stand.
- Service 4000 free standing and pole mounted litter bins.
- Dealt with 3207 fly tipping requests in 2025/26.
- Maintain 45 war memorials.
- Manage and maintain significant land infrastructure including paths, wall, furniture and trees across council owned land.



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Head of Facilities, Waste and Grounds Services

This is an exciting opportunity for a transformational leader to join Community and Enterprise Resources at a pivotal time for South Lanarkshire Council.

South Lanarkshire Council is one of Scotland's largest and most progressive local authorities. We are an ambitious, high-performing organisation with a clear vision to improve the quality of life of everyone who lives and works here.

The successful candidate will lead one of the Council's largest and most visible front-line services, with responsibility for Facilities Management, Waste Services, Grounds Maintenance, Street Cleaning, Countryside and Greenspace Services and Bereavement Services. The service employs over 2,600 staff and manages a significant revenue and capital budget, delivering essential services to schools, communities, businesses and residents across South Lanarkshire.

This role sits at the heart of the Council's sustainability, zero waste and climate ambitions. You will lead the delivery of major transformation programmes, ensuring services remain efficient, resilient and customer focused within a challenging financial and legislative environment.

Crucial to your success will be your ability to provide clear strategic direction while maintaining strong operational oversight. You will demonstrate visible and credible leadership, building trust and confidence with Elected Members, employees, trade unions and external partners. You will have the confidence to take informed decisions, analyse complex performance and financial information, and translate strategy into effective service delivery and measurable outcomes.

The successful candidate will be able to demonstrate substantial senior management experience within a large, complex public sector / local government organisation and a strong track record of leading multi-functional teams through change. You will bring excellent strategic, operational and financial management skills, with a clear focus on delivering Best Value, continuous improvement and high-quality customer services within relevant legislative frameworks.

You should be educated to degree level and/or hold a relevant professional qualification or be able to demonstrate equivalent knowledge and experience.

For an informal discussion or to find out more, please contact Executive Director Kevin Carr on 01698 454708.

Salary: £120,042 - £124,823 (effective 1 April 2026).

(initial placement will reflect experience and competence)

Essential requirements:

- Ability to demonstrate significant Head of Service or senior management level experience and strategic management experience across a large complex public sector / local government organisation.
- Must be able to demonstrate ability to lead and direct multi-functional teams within the Resource.
- 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.
- Ability to build effective relationships with employees, customers and stakeholders.
- Ability to work collaboratively within a multi-disciplined environment to drive forward a culture of teamwork, accountability and success.
- Strong personal commitment to improving local public services.
- A strong commitment to honesty and openness, treating people consistently, fairly and with respect.
- To be persistent, tenacious, highly motivated and not easily discouraged.
- Inclusive and supportive team player.
- To work in a flexible, adaptable manner and to always act with discretion and tact.
- This post has been politically restricted in terms of the Local Government and Housing Act 1989.
- This post is excepted in terms of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 2003.

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Job profile

Reports to: Executive Director

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:

To provide strategic and operational leadership for Facilities, Waste and Grounds Services within Community and Enterprise Resources.

To lead and direct multi-functional teams delivering essential front-line services across South Lanarkshire, ensuring high standards of service delivery, legislative compliance, sustainability and continuous improvement.

To contribute to the development and implementation of corporate priorities and strategic initiatives, ensuring an integrated and performance-focused approach to service planning, resource management and transformation.



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Job profile

Key accountabilities of the job:

- To provide visible and effective leadership for Facilities, Waste and Grounds Services, ensuring the safe, efficient and customer-focused delivery of services including Facilities Management, Catering and Cleaning Services, School Crossing Patrols, Waste Collection and Disposal, Recycling, Grounds Maintenance, Street Cleaning, Bereavement Services, Countryside and Greenspace, Sustainability and Climate initiatives.
- To be responsible for the strategic management of the service, including policy development, service planning, financial management and workforce planning, ensuring alignment with council priorities, Best Value principles and legislative requirements.
- To lead the development and implementation of service improvement and transformation programmes, including digital modernisation, infrastructure development and efficiency initiatives, ensuring measurable performance improvement and financial sustainability.
- To ensure robust governance, compliance and risk management arrangements are in place, particularly in relation to environmental legislation, waste regulation, health and safety, food safety, operator licensing and public wellbeing responsibilities.
- To develop, implement and maintain effective performance management and reporting arrangements, using management information and benchmarking data to inform decision-making and drive continuous improvement.
- To contribute to the council's sustainability, circular economy and climate ambitions, leading initiatives that promote waste reduction, recycling improvement, biodiversity enhancement and the decarbonisation of operations.
- To build and maintain effective working relationships with Elected Members, providing professional advice and guidance on service delivery, policy development and strategic issues.
- To engage constructively with employees and trade unions, fostering a positive organisational culture focused on accountability, empowerment, workforce development and continuous learning.
- To develop and maintain effective partnerships with external organisations, contractors, community planning partners and national agencies to support service delivery and strategic objectives.
- To manage significant revenue and capital budgets, ensuring effective resource deployment, financial control and the identification and delivery of efficiency savings.
- To ensure that Health, Safety and Wellbeing are central to service delivery, embedding a strong safety culture across all operational areas.
- To contribute as a member of the Community and Enterprise Resources Management Team and to wider corporate objectives, transformation programmes and cross-resource initiatives.



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Behaviours framework

Efficient

- Drives service improvement and innovation by communicating vision and a sense of purpose across area of responsibility.
- Achieves efficiency savings taking account of council objectives and workforce planning requirements whilst improving outcomes for the communities of South Lanarkshire Council.
- Develop services which have a positive impact on the physical environment of South Lanarkshire Council ensuring sustainability of resources.
- Adopt a non bureaucratic approach to service delivery and encourage others to seek simple solutions to achieve objectives.
- Adopt a project management approach when reviewing services and delivering change

Flexible

- Plans for the variability of service demand and resource availability ensuring the system has the resilience and capacity to cope with uncertainty.
- Leads creative approaches in designing services and developing new ways of working which achieve efficiency and improvement.
- Views and presents change as an opportunity to modernise and 'future proof' services.
- Drives change by persuading and influencing others.
- Understands the impact on change on others and becomes a focal point of support and guidance in times of uncertainty.
- Takes responsibility for change and coaches other to do the same.
- Communicates facts to dispel rumours.

Performing

- Focus on strategic long term outcomes, anticipate changes in working practices and effectively manage transitions.
- Works to achieve and vision of customer focus, improvement and excellence within the council, as well as with partners and other stakeholders.
- Gives teams defined structures and clear direction, enabling a strong sense of ownership and personal responsibility for the delivery of outcomes and objectives.
- Health, safety and wellbeing are at the heart of approach and ensure that these principles are understood in the application of your strategic responsibilities.

Working with others

- Spends time building relationships with partners.
- Facilitates elected member involvement and consults with representative groups when formulating strategies.
- Inspires a 'one team' culture.
- Builds networks, locally regionally and nationally to help provide support and expertise by shaping and driving forward agendas and addressing concerns.
- Role models inclusive leadership; respecting colleagues, partners and customers and treating people according to their needs.
- Engages with communities, internal and external partners ensuring the full range of views are taken into account.
- Understands the importance of communication, evaluates its effectiveness and takes steps to improve; leading and encouraging open communication at all levels in the organisation.
- Understand respectful challenge and makes own case whilst recognising the concerns of others.

Leading

- Visible and accessible to employees within your service/area of responsibility.
- Role model for inspirational leadership.
- Builds commitment and engagement to improve team cohesion and outputs.
- Demonstrates sensitivity and good judgement in decision making and relationships.
- Is able to take difficult decisions in complex and challenging situations for the best interests of the service and the council.
- Evaluates resources, options and consequences in decision making.
- Communicates positive messages about the organisation, acting in its best interests and being an ambassador for South Lanarkshire Council.
- Understands the power and authority that comes with the senior manager role and adapts behaviour to ensure interactions with others are positive and empowering.
- Coaches and mentors others and has continuous learning and development as a key priority for the service.

Position requirements

Qualifications

Educated to relevant degree standard and professional qualification or equivalent.

Experience

The successful candidate should demonstrate significant Head of Service or senior management level experience and strategic management experience across a large complex public sector / local government 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.

The council is committed to fostering equality, diversity and inclusion in its workforce. Therefore, we welcome applications from all sectors of the community, including under-represented groups within our workforce. We are keen to receive applications from candidates who have a disability, who are from a care experienced background, who are from a black, Asian or minority ethnic background, from a military service background and from those who are new Scots.



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

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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