

Assistant Director of Inclusive Growth

- Service area: Community Wealth Building
- Grade: CO4
- Reports to: Director of Inclusive Economy
- Your team: Inclusive Economy

Our mission

We are determined to create a more equal Islington, where everyone who lives here has an equal chance to thrive.

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

Key responsibilities

1. Support the Director of Inclusive Economy, in providing strategic leadership for the development and delivery of the council's Community Wealth Building strategy, ensuring long-term prosperity, sustainability, and fairness for all residents.
2. To lead and manage a portfolio of services, including the Employment, Inclusive Growth, Local Economies, and Creative Economies, ensuring effective collaboration and achievement of strategic goals.
3. To assist the Director for Inclusive Economy in converting strategic vision and priorities into operational plans, regularly monitoring progress, identifying exceptions and risks, and ensuring the Inclusive Economies department produces comprehensive and measurable goals to meet all performance targets within the service portfolio. To deputise where appropriate.
4. Oversee the creation and implementation of sector strategies across key local economic clusters, including construction, care & health, the knowledge economy, and the green economy, promoting inclusive economic growth.
5. Provide oversight of the council's employment service, enabling effective employability support and career progression opportunities for residents.
6. Work closely with the Assistant Director of Progressive Procurement to ensure the delivery of the social value objectives set out in the Council's Progressive Procurement Strategy.

7. Represent, shape and lead cross-sector and subregional partnerships aimed at driving inclusive economic growth, fostering collaboration with local businesses, residents, and external partners.
8. Ensure that the council's Inclusive Economy services are designed and delivered in line with the council's strategic and corporate priorities, contributing to sustainable and inclusive economic growth.
9. Responsible for the implementation of best practices, legislative changes, and other developments, integrating them into service delivery and strategy development. Carry out duties and responsibilities in accordance with the council's commitment to customer service excellence and ensure compliance with the customer care standards.
10. Empower direct reports to lead, motivate and develop the performance of staff, encourage the full participation through team meetings and briefings and planning work in consultation with team members.
11. Monitor and evaluate the performance of the inclusive economy services, ensuring alignment with the council's objectives and high standards of service delivery. Drive performance within the services by setting clear goals, supporting continuous improvement, and addressing performance challenges as necessary.
12. Lead and develop a culture of innovation, collaboration, and excellence, ensuring service transformation while supporting the successful delivery of the council's inclusive economy and jobs agenda.
13. To strategically lead negotiations and secure external funding, ensuring effective financial, budget, and resource management to advance the council's inclusive economic development objectives and maximize the impact of available opportunities.

Leadership

As a member of the council's management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council's objectives and priorities.

To drive positive cultural change, embodying and promoting the values and behaviours of the council and empowering staff to reach their full potential. Ensure that the performance and development framework is effective for all staff.

To lead on and ensure the effective implementation of corporate initiatives and transformation programmes that cut across the whole or part of the council's activities.

Resources and Financial Management

Ensure effective Financial Management, cost controls and income maximisation in an ever changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

Work style

Flexible/Office-Based

Person specification

You should demonstrate on your application form how you meet the criteria. Please ensure you address all the criteria as this will be used to assess your suitability for the post.

Essential criteria

Qualifications

Essential criteria	Criteria description	Assessed by
E1	Educated to post graduate level in a relevant discipline or with an equivalent level of work experience.	Application/Interview

Experience

Essential criteria	Criteria description	Assessed by
E2	Proven track record in leading large, cross-sector partnerships to deliver innovative and impactful solutions, particularly in the context of inclusive economic growth.	Application/Interview
E3	Extensive experience in developing, implementing, and evaluating comprehensive employment, and inclusive economy strategies, with a demonstrated ability to convert high-level policies into actionable, measurable plans.	Application/Interview
E4	In-depth expert knowledge of inclusive economic development principles, with significant experience in applying these principles within complex urban settings, addressing diverse community needs and driving long-term sustainability.	Application/Interview
E5	Comprehensive understanding of national policies and drivers impacting skills development and employment, alongside a successful history of designing and delivering effective solutions in response to these challenges.	Application/Interview
E6	Experience in influencing culture and driving organisational change at all levels, with a focus on embedding inclusive practices, promoting continuous improvement, and achieving operational excellence across diverse service areas.	Application/Interview

Skills

Essential criteria	Criteria description	Assessed by
E7	Demonstrated ability to think strategically and align the community wealth building service with the council's broader corporate and	Application/Interview

Essential criteria	Criteria description	Assessed by
	strategic priorities, ensuring a clear contribution to long-term goals.	
E8	Skilled in thinking creatively to identify innovative solutions to complex challenges, particularly those related to high levels of unemployment, and in driving the council's inclusive economic development objectives.	Application/Interview
E9	Proven ability to build trust and gain confidence from senior leaders, elected Members, and key stakeholders, providing clear and robust advice on sensitive and high-profile matters.	Application/Interview
E10	Expertise in managing a complex portfolio of work, driving the delivery of ambitious community wealth building priorities and ensuring alignment with strategic objectives.	Application/Interview
E11	Ability to form strong partnerships and influence senior stakeholders, both internal and external, to align with the council's strategy, particularly in advancing inclusive economic development.	Application/Interview
E12	Strong analytical skills, with the ability to interpret, critique, and apply policy and research, ensuring that decisions are informed by evidence and strategic insight.	Application/Interview
E13	Competence in managing resources responsibly, balancing competing priorities, identifying income generation opportunities, and ensuring that savings targets and legal requirements are met.	Application/Interview
E14	Ability to lead staff effectively, ensuring performance targets are met, motivating teams to excel, and maintaining a focus on achieving outcomes aligned with the council's goals.	Application/Interview

Special requirements of the post (delete if they do not apply)

Essential criteria	Criteria description	Assessed by
E15	This role will require you to obtain an Enhanced/Standard/Basic satisfactory clearance from the Disclosure and Barring Service	Application/Interview
E16	This post is subject to the council's policy on pecuniary and personal interest	Application/Interview
E17	This post is designated as politically restricted	Application/Interview

Our accreditations

Our accreditations include: the Healthy Workplace award; Timewise; London Living Wage Employer; Disability Confident Committed; The Mayor's Good Work Standard; Stonewall Diversity Champion; and Time to Change.

