

# Recruitment Corporate Director of Resources

Candidate pack – January 2026



# Contents

- Welcome
- Our values
- Join us
- Key facts
- The opportunity
- Our purpose
- The role
- Key responsibilities
- Person specification
- Organisation chart
- Further reading
- How to apply



# Welcome

Dear Candidate,

We are delighted that you are considering joining the team at Islington.

Islington is a borough of creativity, culture and opportunity. We know that, despite pockets of prosperity, a significant number of residents continue to face substantial and enduring inequality. Our purpose is simple – to work together for a more equal Islington. For us, this means excellent public services, sound stewardship of public money, and a relentless focus on outcomes for residents.

We have strong foundations. We have vision, creativity and energy in the work we do. We have strengthened our financial resilience, modernised how we use data and digital, and continue to invest in our people so they have the tools and support to deliver good quality services every day. We are proud of that platform—and we want to do more to deliver our purpose. The Corporate Director of Resources will be an instrumental role for our Council and our place.

We demand strong, ambitious and personable leadership. One that can

bring creativity, innovation and confidence to delivery in Islington. As the Corporate Director of Resources, you will oversee our Finance, Human Resources, Resident Services, Revenues and Benefits, Information Governance, and Digital Services. You will also discharge the Section 151 responsibilities, modelling the highest standards of integrity and public value.

You will be a visible corporate leader – partnering with Members and colleagues across the council and place – to translate ambition into delivery. You will shape and execute the strategies that matter most: our Medium-Term Financial Strategy, Workforce Strategy and Digital Strategy, ensuring they are delivered, sustainable and rooted in improving resident experience. You will also champion our CARE values—Collaborative, Ambitious, Resourceful and Empowering—and our ambition to build an inclusive, high performing culture where talented people can do their best work.

This is your chance to join a collaborative leadership team, focused on improving outcomes for our residents and communities.

Join us and help us lead Islington in delivering together for a more equal future.

Warm regards,



**Victoria Lawson**  
**Chief Executive, Islington Council**



**Cllr Una O'Halloran**  
**Leader of Islington Council**



# Our values

We care about Islington and the people we serve; it's the reason why most of us do what we do and why we're determined to deliver our purpose. To help create the positive change our purpose demands, we need to be open to change ourselves. To changing how we do things and how we work with one another and our community. We're guided to create that positive change by our shared values.



## We collaborate

We work together. In everything we do we break down boundaries and siloes, and collaborate across teams, disciplines and service areas. We collaborate with our community too, co-creating hand in hand with residents and partners. We seek out difference, embracing Islington's rich diversity, because we know that better ideas and faster progress come from a mix of perspectives, representative voices and real life, lived experience.

## We're ambitious

We have an ambitious purpose that demands change. We pour all our energy and passion into making that change happen. We do what we say we'll do. We commit. We walk the walk, and we follow through. We work hard to create positive impact, tangible outcomes and lasting change. We deliver for our colleagues and our community and make the effort to show how our work makes a difference.

## We're resourceful

To create the momentum our purpose demands we need to be creative, agile and fluid in how we work. We harness our energy and enthusiasm to make our resources go further for the people we work with and the people we serve. We use our ingenuity to think ahead, connect things up and deliver services that create more positive change.

## We empower each other

We can't do everything on our own. To deliver our purpose we need to plug into the energy, ideas and experience in Islington, inside the council and our wider community. To get the best out of each other, we're open, straightforward and transparent. We share information. We enable. We pass on power and create space for others to influence and lead. We listen and we're not afraid to ask tough questions, admit when we're learning and let more people into our decision-making processes.

# Join us



**ISLINGTON**  
For a more equal future

Watch our video



[https://youtu.be/ULQaMkrU3w8?si=CN5844N\\_oumU5GDY](https://youtu.be/ULQaMkrU3w8?si=CN5844N_oumU5GDY)

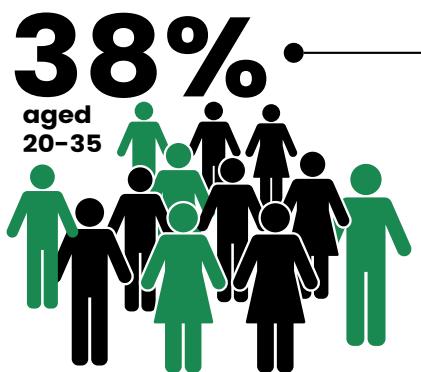
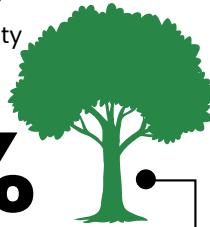
# Key facts

**Second most densely populated**

Islington is the third-smallest and second-most densely populated borough in London

Only 13% of the borough's land is green space, the second lowest of any local authority in the country

**Only 13% green space**



38% of our population is aged 20-35 – significantly higher than the London average – but is forecast to decrease and age over the next decade

**30%**  
privately rented



30% of properties are privately rented, and a further 25% are socially rented from us

**98%**  
small businesses



Small businesses make up 98% of businesses in Islington

**19**

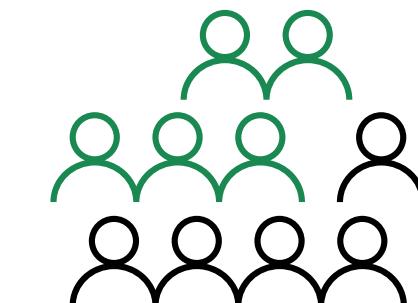
National Portfolio Organisations



We are home to 19 National Portfolio Organisations, such as award-winning venues like The Almeida and Sadler's Wells



60% of our residents identify as non-White British, with Spanish becoming the most spoken language after English (Somali among children)



Islington Council Offices

- ▲ Almeida Theatre
- ▲ Islington Town Hall
- ▲ Angel Tube ☎



ISLINGTON



# The opportunity

**Are you prepared to make a real difference? Are you ready to help guide one of London's most vibrant and forward thinking boroughs as it serves its community?**

Islington is a vibrant, diverse inner London borough, home to over 225,000 residents. We are committed to working together for a more equal future – one where everyone has a chance to thrive. Our ambition for our communities is matched by our drive for innovation and excellence.

We are seeking a strategic, ambitious and personable leader to join our leadership team as Corporate Director of Resources. This is a pivotal role, responsible for ensuring the financial resilience, operational excellence, and transformation of our organisation. You will play a critical part in delivering the council's vision and Corporate Plan, supporting our values on collaboration, ambitious, resourceful and empowering –across teams, with our Members, with our residents, and with our partners.

There has never been a more exciting time to join Islington.

As Corporate Director of Resources, you will:

- Provide strategic leadership for the Resources Directorate, overseeing Finance, Human Resources, Resident Services, Revenues and Benefits, Information Governance, and Digital Services.
- Act as lead advisor for Finance, HR, Health, Safety and Wellbeing, Digital, Customer Services, Resident Experience, Pensions, Insurance, Audit, Fraud and Risk, and serve as the Council's Section 151 Officer.
- Drive the development and delivery of key strategies, including the Digital Strategy, Workforce Strategy, and Medium-Term Financial Planning,

ensuring long-term stability and sustainability.

## What we're looking for

We are looking for a strategic and ambitious leader with a proven track record of leading and creating strong financial resilience, coupled with a proven track record of delivering transformational change.

We want you to live and breathe our purpose and our values. Leading and creating collaborative, ambitious, resourceful and empowered relationships with colleagues, Members, partners and stakeholders is a must.

You need to be able to demonstrate your ability to work with and secure the confidence of Members. We want you to drive innovation and solutions within our organisations coupled with strong governance and a dedication to public service.

And finally, we work together for a more equal future and therefore, you need to visibly champion this purpose and our commitment to equality, diversity, and inclusion, ensuring those colleagues in our council and our communities in Islington have the opportunity to thrive.

**Application closing date:  
Monday 9 February 2026**



# Our purpose

In Islington, we work together for a more equal future, because we believe a more equal Islington is better for all of us.

To achieve this goal, we know that we need to be more together. More together inside the council – across teams, disciplines and service areas. More together with our residents – with open doors and open minds. More together with our partners, and everyone who chooses to call Islington home.

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.

# The role

## Corporate Director of Resources

**Directorate:** Resources

**Grade:** CO1 (up to £159,330)

**Reports to:** Chief Executive

**Direct reports:** 3

**Your team:** Director of Digital Services, Director of Finance, Director of Human Resources

**Work style:** Front facing (High presence, three to four days a week)

**Other information:** This post requires a declaration of interest and is designated as politically restricted.

# Key responsibilities

- To ensure the effective delivery of the following services: Finance, Human Resources, Resident Services, Revenues and Benefits, Information Governance and Digital Services.
- To act as lead advisor for: Finance, HR, Health, Safety and Wellbeing, Digital, Customer Services, Resident Experience, Pensions, Insurance, Audit, Fraud and Risk; and to act as the Council's Section 151 officer.
- Overall responsibility for the delivery of portfolios of work relating to digital and infrastructural system transformation, finance, HR and customer services; and to lead the financial resilience of the organisation. This includes the development of appropriate strategies and frameworks to support this work such as the Digital Strategy, Workforce Strategy and Medium-Term Financial Planning.
- To take a lead role in ensuring strong risk and assurance frameworks, with robust internal controls throughout the organisation.
- To take a lead role in challenging the status quo and leading fundamental service redesign and transformation within the Resources Directorate, looking to the future resource base of the council and the needs of residents.
- To ensure that effective and robust management systems are in place to manage, monitor and control the council's finances, capital programmes and that arrangements are in place to assess and manage risk
- To take a lead role in making the council as efficient as possible, using technology where appropriate to transform services and drive service improvement and deliver savings.
- To be the Council's Senior Information Risk Owner (SIRO) with overall responsibility for the Council's Information Risk Policy.
- To promote a culture of continuous improvement and delivering best value throughout the council and the Resources Department, to ensure the delivery of excellent and continuously improving services.
- To represent Islington Council externally as appropriate to the role, to ensure strong partnership working, strong public relations, and for other reasons as appropriate
- To lead and develop the directorate and the people in it to be the backbone of organisational development, workforce strategy and working to ensure these services are complimentary in nature and delivered collaboratively across the council.
- To ensure that duties are undertaken with due regard and compliance with the relevant legal frameworks and in accordance with council policies, and to ensure the Council is safe and compliant with all requirements associated to Health and Safety.
- Any additional duties consistent with the grade and level of responsibility of this position, for which the holder possesses the required experience and/or training.

## Budget responsibilities

- Responsible for the Resources directorate budget of up to £36.4m and the council budget up to £286.5m

## Compliance

- Ensure adherence to legal, regulatory, and policy requirements under GDPR, Health and Safety, Employee Code of Conduct and in your area of expertise by identifying opportunities and risks, and escalating issues as necessary.

# Person Specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

## Essential and desirable criteria

**Essential:** the basic requirements that must be met for someone to be considered for a particular job. These criteria are mandatory and cannot be negotiated. Essential criteria directly impact the core qualifications or skills necessary to perform the job effectively.

**Desirable:** the additional qualities, skills, or qualifications that would be advantageous for a candidate to possess but are not mandatory. Not meeting them does not automatically disqualify someone from consideration for the job. This also allows candidates who do not possess certain desirable criteria the opportunity to explain how their other knowledge, experience and skills relate to these and what they may be in the process of doing or willing to do to achieve these.

## Knowledge, experience, and skills

Point	Criteria description	Essential/desirable
1	Educated to degree level, equivalent qualification or experience, with evidence of continuing professional development. Appropriate accountancy qualification to undertake the Section 151 role.	Essential
2	Experience of ambition and innovation to tackle the status quo with evidence and intelligence, and successfully devising, leading and delivering transformational change programmes.	Essential
3	Experience of leading significant change at a senior level within a complex organisation, clarifying and supporting the cultural transformation which is integral to change.	Essential
4	Sound political and organisational awareness with a good understanding of the Local Government context. Able to demonstrate political sensitivity and secure the confidence of members.	Essential
5	Excellent management of finance functions and understanding of finances at a strategic level.	Essential
6	Evidence of successful leadership of corporate Resource functions and of re-shaping/improving customer - facing services.	Essential

Point	Criteria description	Essential/desirable
7	Experience of successfully leading, motivating and managing a team of senior professional staff to achieve successful outcomes and contributing to the development of corporate strategies, goals and priorities.	Essential
8	Evidence of delivering added-value in financial strategy, innovative business models, management of people and property and other resources.	Essential
9	Strong collaborator and confident system leader, with experience of working with colleagues and partners to make a strategic contribution.	Essential
10	Well-developed leadership skills that command respect, encourage commitment from others and promote a positive culture.	Essential
11	Experience of developing and managing performance within a comparable function and in the context of a multi-disciplinary and partnership environment.	Desirable
12	Sound knowledge of information technology and digital best practice, with a proven history of harnessing digital technology in business transformation.	Desirable

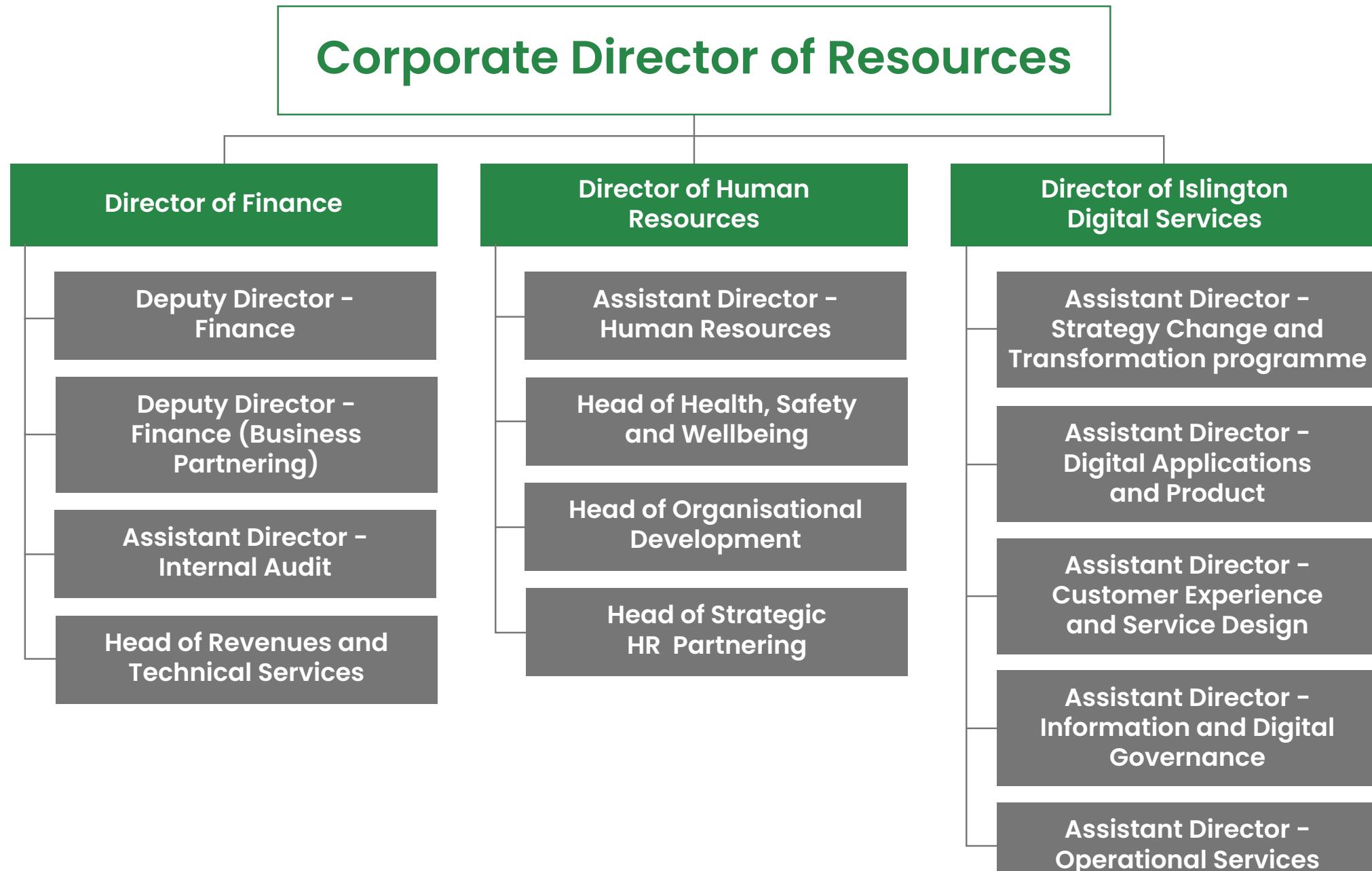
## Our accreditations



# Organisation chart



# Organisation chart





# Further reading

**Islington Together Delivery Plan 2024-2026**

Islington Together 2030 Plan set five missions to create a more equal future for Islington, where everyone is able to thrive:

**Child Friendly**

- Invest in our children and young people so all children and young people are safe, healthy and feel safe; can thrive (and are able to) as part of a safe and positive environment.

Create a seamless offer of support for families with school age children (3-16) including SEND.

Develop a safe and (in-walls) socially based approach to supporting families.

Develop the Child friendly (adoption) programme with partners, ready to support families.

Implement the actions in the organization plan.

**Community Wealth Building**

- Invest in our communities and local economy in Islington, where people live, work and play, that is safe, healthy and feels part of the local community.

Secure £13m conditional financial support for low income households by supporting them to claim the full benefit to which they are entitled.

Support delivery of £1000 opportunities for 500 local people into work.

Deliver key local economic clusters of 100+ local businesses and ensure our local economy is aligned to support our local communities.

Enable key local economic clusters of 100+ local businesses and ensure our local economy is aligned to support our local communities.

Deliver key local economic clusters of 100+ local businesses and ensure our local economy is aligned to support our local communities.

Establish a long term approach to tackling the root causes of poverty and economic well-being.

Conserve local Anchored Institutions, including local employment, local procurement and deconsolidation.

**Empowering People**

- Everyone in Islington who wants to work, can find work in the right time, and in the right place.

We will employ innovative and varied ways to capture residents' voice and be able to evidence how our investment in people and places have contributed to Council decision making and delivery of services.

Deliver an innovative and varied approach to support people in any way with partners in the voluntary sector, the local economy and other estate and neighbourhood partners.

Deliver an innovative and varied approach to support people in any way with partners in the voluntary sector, the local economy and other estate and neighbourhood partners.

Deliver an innovative and varied approach to support people in any way with partners in the voluntary sector, the local economy and other estate and neighbourhood partners.

We will ensure that the community and voluntary sector can always find ways that best serve the needs of all of our residents.

**A Safe Place to Call Home**

- Everyone in Islington has access to a safe, decent and genuinely affordable home.

Invest £200m in homelessness support and prevent over 2 years.

Invest £7m in the Thriving Neighbourhoods programme and other estate and neighbourhood improvements.

Complete 245 Council homes and secure planning consent for another 718 council homes, including 100% of our shared ownership homes.

Deliver an innovative and varied approach to support people in any way with partners in the voluntary sector, the local economy and other estate and neighbourhood partners.

Invest £200m in decent homes, building confidence, reducing costs, and combating damp and mould.

Deliver tenanted landlord services with maximum support for the most vulnerable and upper quartile tenanted satisfaction.

**Greener, Healthier**

- Everyone in Islington has healthy and independent lives in safe, decent and healthiest neighbourhoods.

Deliver an innovative and varied approach to support people in any way with partners in the voluntary sector, the local economy and other estate and neighbourhood partners.

**Healthier**

- Everyone in Islington has improved mental health and improved physical health.

Deliver an innovative and varied approach to support people in any way with partners in the voluntary sector, the local economy and other estate and neighbourhood partners.

Invest in mental health support and prevention over 2 years.

Invest £7m in the Thriving Neighbourhoods programme and other estate and neighbourhood improvements.

Complete 245 Council homes and secure planning consent for another 718 council homes, including 100% of our shared ownership homes.

Deliver an innovative and varied approach to support people in any way with partners in the voluntary sector, the local economy and other estate and neighbourhood partners.

Invest £200m in decent homes, building confidence, reducing costs, and combating damp and mould.

Deliver tenanted landlord services with maximum support for the most vulnerable and upper quartile tenanted satisfaction.

This Delivery Plan highlights some of the key changes that we are delivering together as a Council against our five missions in the next two years. Missions are also supported by a full range of ambitious actions in Directorates Plans and our Council Strategies, and by everything we are doing on our delivery plan we will together:

We will deliver to the Executive using our performance scorecard, KPIs, and wellbeing work to inform decisions and monitor performance for residents.

We are challenging inequality in all our work and will strengthen this by refreshing our challenging inequality strategy and empowering people to lead fulfilled lives.

# Islington Together Delivery Plan 2024-26

# Workforce Strategy 2023–2026

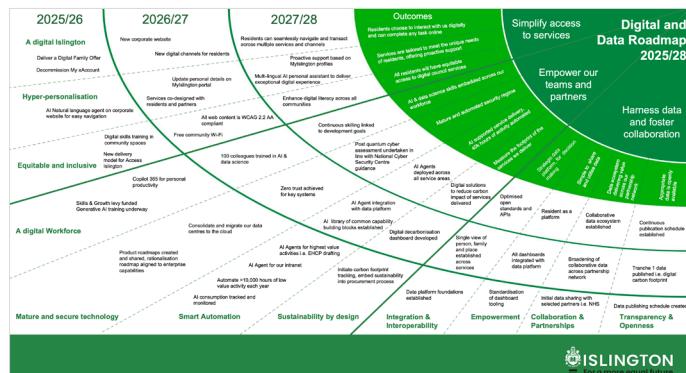
 ISLINGTON  
For a better Islington

## Medium Term Financial Strategy



**ISLINGTON**  
For a more equal future

## Digital Strategy



# Digital and Data Roadmap 2025/28

# How to apply

## This guidance provides essential information to support your application process:

Submit a CV and Cover Letter. The cover letter should be no more than four sides of A4. Ensure your documents are tailored to the person specification and include your contact information. In your cover letter or statement, describe the values and behaviours you bring to leadership and how your skills and experience will transfer into this role. For each essential criterion, demonstrate how you meet the requirements. Your CV should include a complete record of your employment history, along with information about your current salary. Include your contact details in both documents.

Provide details of two referees. Referees will only be contacted if you are shortlisted for final interviews and with your permission. Indicate whether we may approach each referee before the selection date.

Complete the Equal Opportunities Monitoring Form when uploading your application.

Submit your application by the closing date **Monday 9 February 2026**. Late applications will not be considered.

**If you need adjustments during the application, interview, or assessment process, including alternative formats, please contact us. We aim to make our recruitment accessible to everyone by accommodating disabled, neurodiverse, or long-term health conditions wherever possible.**



**To apply for this role, please visit the following link to upload your CV and Cover Letter: [jobs.islington.gov.uk/vacancies/2430/corporate-director-of-resources.html](https://jobs.islington.gov.uk/vacancies/2430/corporate-director-of-resources.html)**

**For any questions or a confidential discussion, please contact Jaya Patel, HR Customer Transactions Manager on 07889055743 or email [jaya.patel@islington.gov.uk](mailto:jaya.patel@islington.gov.uk)**

Date	Recruitment Stage
Monday 9 February 2026	Applications deadline
Thursday 19 February 2026	Longlist meeting
Monday 23 February or Wednesday 25 February 2026	Technical interviews
Monday 9 March 2026	Shortlist Meeting
Thursday 12 March 2026	Meet and greet stakeholder panel
Thursday 19 March 2026	Final interviews



# Thank you for your interest in the role at Islington

