

Job ID:	REGTP	Grade:	TL12	Job Family Level:	12
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Regulatory, Technical & Property Job Family

Job Family Summary: The Regulatory, Technical & Property Job Family provide services of a technical or specialist nature to internal and external customers on behalf of the Council. The roles covers a variety of activities related to design, construction, inspection, planning, maintenance and management of buildings, roads infrastructure, grounds, school/campus technical support, regulatory and enforcement activities within the Perth and Kinross area. This job family will be responsible for applying and ensuring national standards and legislation are adhered to.

Role Summary: Typical roles will lead, direct and manage a professional/specialist/technical area, typically supporting complex service delivery. Role holders will typically lead major projects and initiatives and explore ways of improving effectiveness and efficiencies. Roles will manage substantial resources/budgets with a sound understanding of financial management. Influencing, developing and improving the organisational culture through visibly effective leadership and partnership working.

Knowledge & Skills	Behaviours
<ul style="list-style-type: none"> • Knowledge and ability to effectively lead and improve service delivery by providing professional expertise and judgement to the required standards • Knowledge, expertise and initiative to lead the development of strategy and policy ensuring legislation/regulations are adhered to • Knowledge and expertise to shape strategic direction of own area of activity, lead planning considering the implications now and in the longer term • Analytical skills to assess and analyse very complex information, problems or situations to develop strategies or plans • Ability to lead procurement and tendering processes and procedures to assist service delivery and efficient use of resources • Ability to lead the monitoring of quality and performance to meet service requirements, local and national priorities • Ability to lead the monitoring implementation of technical standards, regulations/legislation 	<ul style="list-style-type: none"> • Committed to delivering high quality services in accordance with PKC Customer Service Standards • Demonstrate confidentiality and integrity of all Council information • Committed to treating colleagues and customers with dignity and respect in line with the Employee Code of Conduct • Committed to promote and act as a role model on the Council's values on equality and diversity • Demonstrate a commitment to learning, improvement and innovation by proactively seeking out opportunities for personal development • Demonstrate a flexible approach to change; challenge the status quo to bring about change and embrace new ways of working

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<ul style="list-style-type: none"> • Apply effective communication, negotiation and influencing skills to support collaborative and partnership working and the delivery of local and national outcomes • Interpersonal skills to explain wide ranging complex and contentious information with a range of audiences exercising influencing, counselling, negotiating, persuading skills or formal advocacy in order to convince others to adopt courses of action • Digital leadership skills to positively embrace technology to deliver better, more efficient services to improve operational efficiency and quality • Ability to lead the development and/or management of information or systems for departmental use • Financial knowledge and experience to be accountable for financial information including contributing to budget setting, compiling, estimating and monitoring for all types of budgets within allocated area, ensuring value for money and effective utilisation of financial resources • Management skills to direct, co-ordinate, train and develop staff , including monitoring performance and evaluation of work carried out ensuring effective and efficient delivery of services • Knowledge, understanding and ability to manage the others applying relevant Council policy and as appropriate, external regulations for improving service delivery • Ability to comply and implement health and safety policy and health and safety management arrangements within their area of responsibility • Ability to comply, lead and manage the Council's civil contingencies policy and develop emergency plans within their area of responsibility 	<ul style="list-style-type: none"> • Demonstrate initiative taking responsibility for decisions to achieve results • Lead by example in demonstrating expected behaviours; inspiring colleagues to follow your example • Demonstrate enthusiasm with a desire to make a difference, empowering and supporting your team to initiate improvements to services valuing everyone's contribution inspiring confidence in others • Committed to being part of a safe working environment for themselves and others by observing safe working practices and the Council's Health and safety Policies and Procedures • Committed to the implementation of the Councils approach to the management of health and safety • Committed to promoting health and wellbeing to build employee resilience • Committed to a coaching style approach to help others to find their own solutions • Committed to co-designing processes with a clear focus on the customer experience enhancing the lives of our communities • Proactively addresses climate change in their activities and encourages others to do the same
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