

Why choose the
Isle of Wight?

*an inspiring
place to live*



The **Isle of Wight** lies off the south coast of England with ferry links to Portsmouth Lymington, Southampton and Southsea (you can reach London in under two hours). This is a beautiful place to live and work, with the highest number of award-winning beaches in England and half the island designated as an Area of Outstanding Natural Beauty.

The Isle of Wight recently became a UNESCO Biosphere reserve, a proud achievement highlighting our commitment to coexisting harmoniously with our environment which includes internationally important nature conservation sites.

Alongside beautiful rural and coastal areas, the Island also boasts a mix of villages and towns with innovative business communities and a 'year-round' hospitality and tourism sector driving the economy.

While the Island is undeniably rural, about 60 per cent of residents live in the towns of Newport, Cowes, East Cowes, Ryde, Sandown and Shanklin. Newport sits at the heart of the Island and is the main employment centre. The Island population is approximately 140,000 which can double in the summer months as people flock to our shores to enjoy the Island lifestyle.

In this competitive housing market, property prices are on average, still lower than most of the south coast. As of 2022, Rightmove identified that Isle of Wight properties cost 42.7% less than the average house elsewhere in the south-east of England. The average house price on the Island was found to be £297,062 compared to £458,397 across the south-east region as a whole! With stunning countryside and coast in every direction, properties on the Island offer exceptional access to outdoor space to enjoy at your leisure.

The Isle of Wight has a proud maritime and engineering heritage boasting some of the world's most innovative and high-tech solutions, from building boats and aircraft to manufacturing wind turbine blades. The world's first hovercraft was created here, and the Island hosted the testing and development of Britain's space rockets.

The Isle of Wight has a unique character, which presents us with the challenge of protecting, conserving and enhancing the environment, while at the same time facilitating, regeneration and development for future generations.





Created in 1995 as a unitary authority, the Isle of Wight Council employs around 1,400 staff with responsibility for virtually all local government activities on the Island (additionally, there are 33 town and parish councils, covering the whole Island).

This is an inspirational place to live and work, and when it comes to creative thinking, the Island's beauty and lifestyle have long inspired ambitious minds from Charles Dickens to Dame Ellen Macarthur. Could you be inspired too?

The council is elected on a four-year cycle and consists of 39 elected members. The current corporate plan is a vision for ‘the Isle of Wight to be an inspiring place in which to grow up, work, live and visit’ written with a view to achieving the vision for the Island and the council by 2027. At its heart the plan commits to:

- create opportunities for all
- deliver economic growth and prosperity
- preserve our environment
- protect our community
- plan for our future needs
- Provide sound financial management

Key indicators of success include:

- All our schools to be graded ‘good’ or better by Ofsted.
- Educational attainment to be in the top quartile when compared to similar authorities.
- Enable 5,000 more jobs on the Island.
- 18 per cent increase in the average gross weekly wage.
- More people being cared for at home and new extra care facilities.
- A near 100 per cent reduction in the number of households in temporary accommodation with affordable homes developments.
- A growth in our tax base from new homes and businesses to generate the income needed to provide community key services.





The council, in common with many other local authorities, faces a rising demand for its services, with fewer resources available.

The demand pressures are largely in the areas of adult and children's social care services and over many years, the council has managed this demand by identifying costs and service reductions across its whole portfolio of responsibilities. This has led to many services being taken on by the town and parish councils and also a reduction in the council's core management capacity to do anything other than identify further cost reductions.

The introduction of a new medium term financial strategy in 2016, was the catalyst for the council looking to address its financial challenges in a different, more proactive manner, generating income as well as reducing costs. Part of this approach included investing in regeneration and growth activities, led by a new team to deliver positive changes across the island. The council's ambition is to be financially balanced and sustainable and the decisions taken in 2016 have created the opportunity to achieve that goal.

We are ambitious, with a diverse portfolio of interesting projects. Recently we have delivered significant highways and regeneration related infrastructure projects including:

- £10 million Transforming Cities funding towards a partnership project of around £50 million for the Ryde rail and ferry gateway improvements;
- over £8million of road improvements and cycling network investment in Newport and Ryde;
- £2million road safety improvements to one of the principal roads on the Island;
- leading a £60million joint council and Environment Agency coastal and flood defence programme;
- well established partnerships to deliver and enable effective community protection services;
- the development and delivery of an Island Climate and Environment Strategy.



There are some 'unique challenges' in providing public services in an Island context. A study by the University of Portsmouth, commissioned by the council, identified that these challenges fell into three broad categories:

- **Self-sufficiency** – because it is not physically possible to share services across boundaries with other public services.
- **Island Premium** – because the relatively small and constrained market on the Island limits the number of suppliers and additional fixed costs (eg, transport) can lead to higher prices being charged for the supply of goods and services when compared with mainland public bodies.
- **Dislocation** – the direct and indirect costs associated with the physical and perceived separation from the mainland.

The research concluded that these factors contributed an additional five per cent to the costs of providing public services on the Island compared with a mainland authority. It estimated that a passenger journey to the Island was the equivalent of a 35 mile train journey on the mainland and that, crossing the Solent by car ferry, was the same as driving 70 miles on a mainland motorway. Since its initial research, the university has tested its findings both geographically and over time and found the results still hold.

The council has two high value long term contracts with suppliers for both its highways and waste management functions.

While the delivery of the service has been devolved to other companies, the council retains statutory responsibility for these services and for managing the quality of service under those contracts.



The council has also utilised opportunities for strategic partnering with neighbouring authorities to increase its leadership and management capacity whilst reducing costs. We are coming to the end of a successful 10 year strategic partnership with Hampshire County Council for the delivery of children's services and public health.

We have been working with Portsmouth City Council for the delivery of financial services and have worked closely with Hampshire Fire and Rescue Service for the delivery of the Island Fire and Rescue Service.

*an inspiring
place to visit*



There are so many attractions and splendors to discover on the Island, for visitors and residents alike. It's like being on holiday all the time; there's so much to see, do, explore and enjoy. The Isle of Wight attracts some 2.4 million visitors every year and tourism is a key part of its economy.

Some of the more popular sites include:

Our Beaches offer something for everyone all year round, from coloured sand at Alum Bay to the traditional seaside pier at Sandown and our 'Jurassic Coast'. We have rock-pools, sand dunes, sandy coves and shingle bays with seals and dolphins regularly spotted in our waters.



Osborne House, officially the summer home of Queen Victoria, but which was used as her main residence for some time after the death of Prince Albert. Most of the well-preserved house and grounds are open to visitors year-round.

Carisbrooke Castle – Charles I was held prisoner here. The castle appeared in the popular children’s story ‘Moonfleet’, and the well which appears in the story, with a treadmill driven by a donkey (not worked very hard these days) is a popular tourist feature.



The Needles, a very famous headland and offshore rocks at the extreme western end of the island; a landmark often used to promote the Island. There are early sea defences such as the Needles Old Battery and Tennyson Down, the national memorial to Alfred Lord Tennyson, and the sight of spectacular views.

Blackgang Chine, formerly a dramatic gorge, is now an amusement park claimed to be the world's first and oldest theme park.

The Isle of Wight Festival is one of the first major festival events in the UK summer calendar, with a history reaching back over 45 years. The festival emerged from a series of festivals between 1968 and 1970, widely acknowledge as Europe's equivalent of Woodstock. Since 2002, when the festival was revived, it has gone from strength to strength.





Cowes Week is one of the UK's longest running and most successful sporting events and a key highlight of the British sporting summer. It's been held in early August every year since 1826, except during two world wars and the Covid pandemic in 2022.

Around 5,000 competitors now participate, ranging from Olympic to weekend sailors. The spectacle and vibrant festival atmosphere attracts over 60,000 visitors to Cowes during the event.



Cycling on the Island is a fantastic way to get around and keep green. The Island has over 200 miles of cycle ways, much of which can be enjoyed by families off road.

You can take the 'Round the Island Cycle Route' which circumnavigates the Island on a 62 mile ride (not for the amateur or faint-hearted).

Walking is promoted by an annual walking festival. There is superb and extensive network of footpaths and bridleways. There are a number of long-distance trails of which the coastal path is the longest, at approximately 73 miles.

Fresh, unique local produce is abundant across the Island, from garlic (there's a festival for that too!), tomatoes, cheese, gin... many of which are award-winning and renowned beyond just the Island's shores. Not to mention the wide variety of gourmet cuisine, fine restaurants and cafes. Something for every foodie can be found.





Links to the mainland

A unique way to travel

Travelling by ferry, there are various options for getting to and from the Island, it's much easier than you might think! Cowes and Ryde are the main links to the Island from Southampton and Portsmouth respectively.

By car: There are regular vehicle ferry services from Southampton to East Cowes (about 60 minutes crossing time), from Portsmouth to Fishbourne, near Ryde (about 45 minutes) and from Lymington to Yarmouth (about 35 minutes) on the west side of the Island.

On foot: For a faster journey there are passenger (and bicycle) only services that take approximately 20 minutes to cross the Solent from Southampton to West Cowes, and from Portsmouth Harbour to Ryde. For an even shorter journey of just 10 minutes, you can take the unique passenger only hovercraft service from Southsea to Ryde.

Getting to the Isle of Wight



 **Airport**

Car ferries —————

Lymington to Yarmouth: 30 minutes

Southampton to Coves: 1 hour

Portsmouth to Fishbourne: 45 minutes

Passenger ferries —————

Southampton to East Coves: 30 minutes

Portsmouth to Ryde: 20 minutes



Railway connection

Passenger hovercraft —————

Portsmouth to Ryde: 10 minutes

Island Line railway


Ryde to Shanklin: 30 minutes

The Isle of Wight Council

The Isle of Wight Council is a unitary authority, servicing a community of approximately 140,000 people. The gross budget is £322 million (net budget £123 million) and it has a current capital programme of £54 million funded by capital grants.

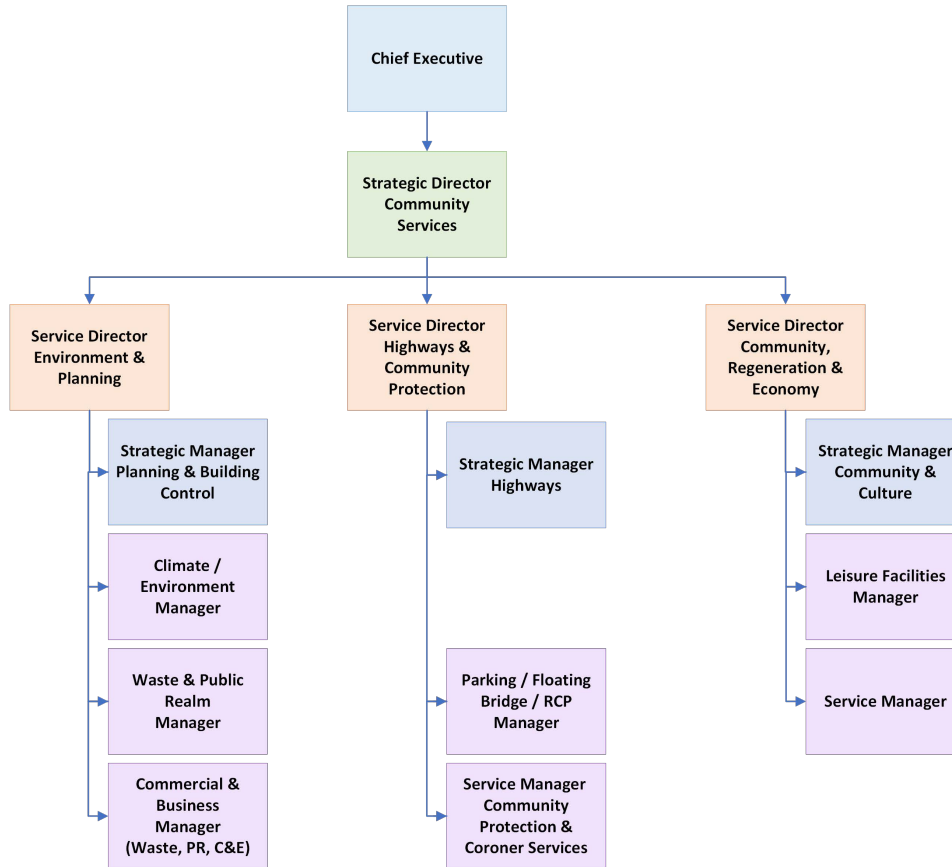
Following the local government elections in 2021 the council has 39 elected councillors. The current political make-up (at time of publishing) is detailed below:

- 16 Conservatives
- 8 The Alliance Group/Independents
- 2 The Alliance Group/Green
- 2 The Alliance Group/Island Independent Network
- 1 Independent Labour
- 1 Labour
- 1 The Alliance/Our Island
- 4 Liberal Democrats
- 4 Empowering Islanders

Currently with no single party in overall control, the current leadership is made up of members of The Alliance Group, supported by other councillors.



Current overview of our Community Services structure



Service Director – Highways and Community Protection

Salary: up to £93,178

Below is an overview of the role and requirements. You can download the full Job Summary document at:

www.iow.gov.uk/directorcommunitieshighways

Job purpose

To lead, plan and deliver the council's Highways, Transport and Infrastructure and Community Protection services that support and underpin the successful delivery of corporate priorities and outcomes, including leading the development, delivery, and facilitation of:

- Strategies, policies, and delivery programmes which provide for improvements in the economic, social, and environmental wellbeing of Island residents and visitors.
- The council's strategic Transport and Transport Infrastructure projects and associated policies, and links to wider policy.
- The strategic and operational management of the Highways PFI contract and Highways related functions.
- The development and delivery of Car Parking services and the Cowes Floating Bridge.
- Effective and customer Community Protection services and support for the HM Coroner service, in the delivery of statutory duties.
- The lead role in promoting community safety and cohesion, in accordance with identified resident needs and aspirations.
- Provide leadership and support to the Adult Safeguarding Board in discharging relevant community safety initiatives, including providing operational oversight and delivery of cases within the council's Channel and Prevent duties.
- Contribute to the overall collective leadership of the council, proactively identifying and maximising cross cutting opportunities to improve co-ordination, efficiency and effectiveness and reduction in duplication that delivers better outcomes for the Island's communities.

Job context

Provide strategic leadership and management of Highways and Community Protection services, ensuring that teams are highly motivated towards efficiency and strong performance in the delivery of key corporate and service priorities.

Lead the development, production, and implementation of key strategies for the council and the directorate.

Ensure the council effectively discharges all its statutory obligations in respect of Highways and Community Protection.

Lead on the delivery of large contracts and ensure that service providers are correctly managed ensuring that they, deliver councils outcomes, are completed within the appropriate time frames and on budget.

Lead and manage an annual programme of significant capital and revenue projects that underpin delivery of directorate and council priorities.

Work Closely with the other Service Directors within the directorate to ensure the strategic direction and Leadership through the directorate Senior Management team.

Act in the capacity of deputy to the Strategic Director of Community Services, supporting the Director in providing overall strategic leadership to the directorate. This may include taking the lead in projects or services which are not currently under your direct control.

Undertake horizon scanning to keep up to date with internal, regional, and national developments that affect the work of the service and in order to plan and develop appropriate strategies for response.

Develop and maintain effective service business continuity plans and ensure that Risk assessments are in place for both internal staff and external service providers.

Ensure the development and delivery of continuous improvements in all aspects of the service. Manage and control the planning and implementation of improvements which impact the professional service and the council.

Maintain professional knowledge and expertise in own field, ensuring that continuous professional development is undertaken for yourself and the team.

Lead an efficient and effective team, working together across the whole of the council and the directorate.

Embed a strong performance, risk and project management approach to the work of the services and which is undertaken in line with the council's policy.

Knowledge, skills and experience overview

Essential criteria:

- Significant relevant experience of managing a service / professional expertise area in a large public sector organisation (preferably local government).
- Substantial experience of service planning and delivery.
- Extensive knowledge of local government and wider sector / external influences.
- Extensive and comprehensive knowledge and understanding of the service area; the requirements, systems, policy, practices, procedures, legislation, and major issues facing it.
- Proven track record of effectively managing significant budgets and ensuring the delivery of services within agreed resources.
- Proven ability to identify standards and performance requirements for own and partner organisations and deliver effective performance management.
- Significant experience of leading and sustaining partnerships both internally and externally.

Essential criteria continued:

- Authority and credibility to work effectively in a political environment establish positive and productive relationships with stakeholders and engage successfully with colleagues, partners, and customers.
- Excellent interpersonal and communication and presentation skills, with proven ability to communicate effectively and persuasively to a wide range of audiences both horizontally and vertically throughout the organisation.
- Significant experience leading the procurement and management of strategic contractual arrangements.
- Proven track record of managing major projects and policy development.
- Proven track record of success in delivering major organisational change.
- Proven leadership ability, with evidence of developing a multi-disciplinary team approach, managing staff, inspiring confidence, encouraging, motivating, and influencing others.
- Proven ability to think innovatively and conceptually and deliver against this.
- Evidence of enthusiasm, drive, commitment, and energy demonstrated in achieving goals.
- Resilient and positive in spite of setbacks.
- Demonstrates behaviours which model the Council's values.

Desirable criteria:

Some aspects are desirable

- Substantial experience of service planning and delivery.

Qualifications overview

Essential criteria:

- Educated to degree level or equivalent standard.
- Post graduate qualification or ability to demonstrate equivalent ability.
- Relevant professional qualification.
- Evidence of fluency in English language.

Other requirements

You may be required to work out of normal working hours for call out, member committees and emergencies, as and when required and you may be required to undertake additional duties as commensurate with role and grade.

How to apply

You can find our job application pack online at:
www.iow.gov.uk/directorcommunitieshighways

Your application should consist of:

- a covering letter
- an up-to-date CV
- a supporting statement (no longer than four sides of A4 in length)
- equality monitoring form
- declaration of criminal offences
- names, positions, organisations and contact details of two referees. Ideally your current/most recent employer (If you do **not** wish referees to be approached before interview, please clearly indicate this on your application)

Please note: It is essential that you give evidence or examples of your experience and achievements, addressing the appointment criteria listed in the Job Summary.

Do ensure that you include contact numbers, as well as any dates when you will not be available to take part in an interview programme.

For those invited to interview the programme of events will be:

- Stakeholder Panel presentation (virtual)
- Technical Interview (in-person)
- Team Q&A (in-person)

In person interviews are planned: **week commencing November 13th 2023**

Please email completed application documents to careers@iow.gov.uk or email amanda.andrews@iow.gov.uk to request an informal discussion about the role.

As well as being a great place to work we also offer a competitive reward and benefit package, including:

- annual leave entitlement of 32 days PLUS public holidays
- local government pension based on career average earnings
- relocation scheme of up to £8,000 subject to criteria
- travel allowance
- home relocation scheme via **Help to Buy**
- national and local staff discounts and benefits
- ferry discounts via Red Funnel, Wightlink and Hovertravel
- staff parking permit
- discounted island sports and leisure gym membership
- access to private health care packages
- salary sacrifice
- cycle to work scheme
- additional voluntary contributions (AVC) pension scheme
- Employee Assistance Programme (EAP) digital learning hub professional development

Please ensure you complete and return the equality monitoring form. This will help the Isle of Wight Council to monitor the effectiveness of its equality of opportunity in employment policies. The information on the form will be treated as confidential and used for statistical purposes only. The form will not be treated as part of your application.

The council protects its employees from discrimination and this is supported by our **unacceptable behaviour policy**, our **employee code of conduct** and our **behaviours framework**.

We actively promote the diversity of our workforce and we provide flexible working options (where appropriate) to support the different needs of our employees. The council is an equal opportunities employer, who is proud to encourage applications from all cultures, backgrounds and abilities to better reflect the diversity within our local community.

In addition to this, we are also a **disability confident employer**. This means that providing you meet the basic essential requirements of the advertised role and have declared yourself as disabled, you will be offered an opportunity for an interview within the council. Please state on your application email if you have a disability and if you will need any special arrangements for any part of this selection process.

Outside activities

The successful candidate will be required to will devote their full attention to the delivery of the council's agreed priorities and will therefore be expected not to engage in any business or take up any additional appointment without the express consent of the council.

Residency/Removal expenses

It is anticipated that the successful candidate will engage fully in Island life. In relocating to the Island, the council will reimburse reasonable removal/relocation costs up to a maximum of £8,000 (which is not liable for tax or national insurance deductions). We also offer a disturbance allowance for individuals who are unable to sell their old home because of the current economic climate. Further details available on request.

Disclosure of criminal convictions

The successful candidate may later be required to authorise the council to undertake a criminal record check however at this application stage you will need to complete the Declaration of Offences form provided on our recruitment page

www.iow.gov.uk/directorcommunitieshighways