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| **Principal Officer**  **waste & recycling services**  **SALARY GRADE: HBC 8** | Halton Borough Council  resourcing@halton.gov.uk |
| Working at Halton | |
| All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture:   * Working Together – building fantastic relationships with colleagues and customers * Continuous Improvement – Keeping great service delivery at the heart of everything we do * Personal Growth – Learning, growing and developing ourselves * Accountability – doing what we say we are going to do * Inspiring Leadership – positive roles models and leading by example   *To read more about our values, click* [*HERE*](https://haltoncouncilcareers.co.uk/values/)  **We are immensely proud that when asked what’s great about working for Halton, the most popular response from our workforce has been ‘*our colleagues’*.**  Aside from working with a great team, our employees have access to a fantastic range of benefits, including:   * A generous annual holiday allowance starting at 34 days per year (including bank holidays), increasing with long service * Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions * 3 x Salary Life Cover via Local Government Pension Scheme * Investment in your personal development * Free Car Parking at HBC sites * Car leasing schemes * Essential Monthly Car User Allowance   *For further information about all the benefits we offer, please click* [*HERE*](https://haltoncouncilcareers.co.uk/benefits/)*.* | |
| About the Job | |
| * To manage, monitor and control the Council’s Waste and Recycling Operational Services, with the objectives of providing quality, cost effective, efficient domestic refuse collection, recycling and commercial waste services, providing a high level of technical expertise and advice on the establishment, implementation and review of these operations. * To manage efficiently the day to day operation of the resources available to the Division and to be responsible for ensuring that work is appropriately monitored and evaluated against set criteria and standards and to ensure that targets are met. * To be responsible for ensuring compliance with the Council’s statutory requirements and policy within and arising from Environmental, Transport, Health and Safety and other relevant legislation.   More specific responsibilities include:   * Manage the day-to-day operations of the Council’s Waste Collection and Recycling Services, ensuring compliance with statutory requirements, policies, and relevant legislation (including Health & Safety and the Goods Vehicle Licensing Act). * Promote good industrial relations through effective communication with staff and trade unions, and oversee compliance with Health & Safety policies, risk assessments, and training. * Contribute to the development and continuous improvement of Waste Collection policies, ensuring cost-effective and efficient service delivery aligned with the Council’s Waste Action Plans. * Assist in budgeting, monitor expenditure, identify income opportunities, and ensure compliance with financial targets. * Investigate claims, ensure public compliance with Waste policies, enforce actions like Penalty Notices, and represent the Council in court when needed. * Represent the Council in internal and external working groups and contribute to setting and monitoring performance indicators and objectives in line with corporate plans. * Participate in emergency call-out procedures. | |
| About You | |
| Educated to degree level or equivalent.  In addition you will have:   * Strong experience in managing and delivering front-line waste services, including team leadership and performance optimization. * Proven ability to motivate and develop staff in a supportive environment to enhance service delivery. * Skilled in engaging with the public, elected members, and external agencies. * Knowledge of the Health & Safety at Work Act, relevant regulations, and risk assessment processes. * Familiarity with environmental, road transport, and related legislation. * Expertise in local authority personnel management including preparing reports for staff and member groups, industrial relations, finance/standing order and contracts. * Committed to Local Government, with an understanding of the democratic process and political awareness. * An understanding and knowledge of the challenges facing Local Government to deliver successful services. * Knowledge of Best Value and benchmarking to improve service performance. * Ability to analyse complex issues and problems effectively. * Excellent communication, interpersonal skills, and the ability to lead staff through change. * Professional, proactive, and committed to continuous improvement and self-development.   As this role involves regular travel across the borough and sometimes further afield, a driving license and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.  The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment. | |
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