



**Post Title: Managing Director**

**Reporting to: NY Highways Board of Directors**

**Job Purpose:**

Deliver our vision: *to become a nationally recognised brand, famous for our progressive and innovative drive to continually adapt to a changing world.*

- Full Company Director responsibilities, accountable to the Board for guiding the company; taking the correct strategic direction and decisions to ensure service continuity for North Yorkshire Council and the community, and the future commercial success of the company within Teckal regulations.
- Strategic, credible leadership of 250 staff - developing, empowering and motivating people; ensuring that there is the right performance culture to attract, retain and develop talent within the company.
- Champion NY Highways Company Values through your own actions and decisions made in delivering the 'North Yorkshire Way':
  - *Service delivery being right first time*
  - *The customer at the heart of what we do*
  - *Focussed on effective and efficient delivery*
- In particular drive our values of *Safety, Customer, Quality, Innovation, Agility and Ethics* to shape the way we work while focusing on delivering efficient, effective and right-first-time highways services for the citizens of North Yorkshire.
- Part of a wider group of Business Leaders within the Brierley Group portfolio of North Yorkshire Council owned companies contribute towards the Council's long term vision of how the Local Authority achieves and sustains its ability to meet customer needs.

**Key Responsibilities**

- Develop and execute the company's business strategies in order to attain the goals of the Board and deliver shareholder value.
- Providing strategic advice to the board in order to give an accurate view of the current market, company position and future opportunities.
- Use extensive Highways knowledge and expertise to provide strategic advice to the Board in order to give an accurate view of the current market, company position and future opportunities.
- Research and analyse industry, market, and competitor activity to make informed strategic decisions.
- Prepare and implement comprehensive business plans to facilitate achievement.
- Ensure that operating objectives, procedures and standards of performance are not only understood but owned by the management and all employees.
- Assess, manage and control business and operational risks.
- Establish effective operational planning and financial control systems.
- Oversee the company's financial and operational performance against plans; to achieve an ethical, safe, effective, efficient business in line with North Yorkshire Council and NY Highways strategic financial objectives and meet NY Highways performance indicators.
- Provide strategic leadership for the delivery of a safe and healthy working environment that conforms with statutory requirements.
- Ensure company policies and legal guidelines are communicated to all levels within the company and that they are followed at all times.
- Engender a 'Win – Win' culture and approach to the working relationship with the Highways and Transportation client teams.
- Communicate and maintain effective relationships with business partners and authorities
- Represent the company to major customers and professional associations, and manage the reputation of the NY Highways brand.
- Build and maintain an effective team within a work climate which attracts, keeps, and motivates a diverse workforce of top quality people, supporting staff with identified potential to realise and achieve their full potential within the company.
- Foster a culture that promotes ethical practices, customer focus and encourages individual integrity.
- Forge and build strategic partnerships to maximise future opportunities.



### Requirements

- Proven senior leadership experience within Highways maintenance and construction delivery; demonstrating knowledge and a significant understanding of the key issues relevant to the sector.
- An excellent understanding of strategy and policy formulation and implementation.
- Significant knowledge of strategic planning and implementation. Ability to oversee delivery of strategic projects, ensuring services are co-ordinated.
- A clear and significant understanding of the financial, legal and political context of the sector.
- Strategic risk management.
- Evidence of successful implementation of organisational strategies, including implementation of change management.
- Sector experience which has required a high standard of Health & Safety and Environmental compliance.
- Demonstrable experience of successful commercial and business development, winning and delivering on contracts; Substantial experience of contract management and delivery.
- Proven track record of managing resources and budgets. Oversees, coordinates and manages budgets and the use of financial resources to be commercially successful.
- A charismatic leader with the ability to inspire, empower and motivate employees. Can demonstrate significant experience in people management and staff development.
- Ability to build effective integrated relationships with customers and stakeholders.
- Excellent organisational, partnership, and leadership skills.
- Excellent communication, interpersonal and presentation skills.
- Excellent analytical and problem-solving abilities.
- Excellent project management skills.
- Excellent business development skills.
- Relevant degree in Civil Engineering or a related discipline **OR** equivalent experience.

