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## **NOTICE OF EXECUTIVE DECISION TO BE MADE**

The following Executive Decisions are due to be made by the CABINET MEMBER FOR GOVERNANCE on TUESDAY, 19 APRIL 2022.

1. Assistant Climate Change Officer role (GV620) (Pages 3 - 14)

Reports relating to the decision(s) to be taken are attached to this notice, unless they contain confidential or exempt information. A meeting will not necessarily take place when the decision is made. Please contact Democratic Services for more information.

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## FOR PUBLICATION

### Assistant Climate Change Officer role (GV620)

<b>Meeting:</b>	Portfolio Holder – Governance
<b>Date:</b>	
<b>Cabinet portfolio:</b>	Governance
<b>Directorate:</b>	Corporate

#### **1.0 Purpose of the report**

- 1.1 To enable recruitment to for a temporary Assistant Climate Change Officer role to assist with progressing the Climate Change Action plan 2019 - 2023.

#### **2.0 Recommendations**

- 2.1 That the new role of Assistant Climate Change Officer to added to the establishment and recruitment takes place.
- 2.2 That the Assistant Climate Change Officer role is temporary for 12 months and funded via the approved Climate Change project budget.

#### **3.0 Reasons for recommendations**

- 3.1 To respond to the administrative capacity challenges identified within the Policy and Partnerships Team.

#### **4.0 Background**

- 4.1 We are currently delivering the final and crucial year of the Climate Change Action Plan 2020-23. Significant work is underway to begin development of the next Climate Change Action Plan to support our corporate aim for CBC to reach net zero by 2030 and for the borough to do so by 2050.

4.2 The new action plan will be underpinned by a robust evidence base, and we have commissioned a carbon accounting and a decarbonisation pathways research project to support this work. During 2022/23, we anticipate that the Climate Change Officer capacity will be focussed on supporting services in the delivery of any at risk areas in the current action plan, and developing the new action plan following the outcome of the above commissioned research and in consultation with services and community partners.

4.3 Currently there are a significant amount of administrative based tasks which we feel could be undertaken by an Assistant Climate Change Officer to free up capacity for the Climate Change Officer to focus on more technical and specialised activity eg. carbon literacy training administration, performance management of the climate change action plan delivery, providing a 'front door' for increasingly regular community and member queries on the climate change agenda (climate Change is a high profile issue, generating much interest from all political parties and the local community).

#### 4.4 Assistant Climate Change Officer role

A new temporary role (12 months) has been developed to provide much needed administrative and performance management support for Climate Change. The Job Description and Person Specification are attached at Appendix 1. The post has been job evaluated (subject to JE Panel confirmation) at Scale 4 (£19,650 – 20,043). This equates to £25,254 with oncosts (26%).

### **5.0 Alternative options**

5.1 We will be assessing future human resource requirements linked to the new action plan. This could include the new Climate Change and Corporate Social Responsibility higher level apprenticeships which are now becoming available. However, due to the significant pressures within the final year of the plan and the heavy focus on administration and performance management, following advice from HR a 12 month temporary contract was considered to be the best option at this time.

### **6.0 Implications for consideration – Financial and value for money**

6.1 The Climate Change Action Plan is accompanied by a funding package of £300,000 over the course of the plan. Some underspends have been identified from year 1 and 2 which can fund this post on a temporary basis as a project resource. Advice has been sought from the section 151 officer and she is comfortable with this approach.

## **7.0 Implications for consideration – Legal**

7.1 No legal implications have been identified.

## **8.0 Implications for consideration – Human resources**

8.1 The new role will be recruited to in-line with the Council’s recruitment and selection policy. The line manager and recruiting officer will be the Policy and Partnerships Manager.

## **9.0 Implications for consideration – Council plan**

9.1 The delivery of the Climate Change Action Plan 2019 – 2023 and the development of the new plan for 2023 – 2030 are both key commitments within the Council Plan delivery plan for 2022/23.

## **10.0 Implications for consideration – Climate change**

10.1 This role will be key to supporting the delivery of the final year of the current Climate Change action plan and enabling us to concentrate resources on the development of the new plan for 2023 – 2030.

## **11.0 Implications for consideration – Equality and diversity**

11.1 The new role will be recruited to in-line with the Council’s recruitment and selection policy which includes a range of equality and diversity provisions including the disability confident scheme and job-share / flexible working arrangements.

## **12.0 Implications for consideration – Risk management**

Description of the Risk	Impact	Likelihood	Mitigating Action	Impact	Likelihood
Continued capacity challenges leading to under performance on	H	H	New role developed to maximise team productivity and	M	M

the current climate change action plan.			respond to pressures and emerging challenges.		
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### Decision information

<b>Key decision number</b>	<b>N/A</b>
<b>Wards affected</b>	<b>All</b>

### Document information

<b>Report author</b>
Donna Reddish – Service Director Corporate
<b>Background documents</b>
These are unpublished works which have been relied on to a material extent when the report was prepared.
None
<b>Appendices to the report</b>
Appendix 1 – Job description and person specification.

## JOB DESCRIPTION

<b>JOB TITLE:</b>	Assistant Climate Change Officer	<b>JE NUMBER:</b> TBC
<b>DIRECTORATE:</b>	Corporate	<b>BAND:</b> Grade 5 TBC
<b>RESPONSIBLE TO:</b>	Policy and Partnerships Manager	
<b>RESPONSIBLE FOR:</b>	N/A	
<b>MAIN PURPOSE OF POST:</b>	To support the Climate Change Officer by providing co-ordination, administrative and monitoring functions for the delivery of the Council's Climate Change Action Plan.	

### DUTIES AND RESPONSIBILITIES:

Duties and responsibilities must be undertaken to comply with Council policies/procedures.

1.	Deliver a full range of administrative duties to support the provision of efficient and effective climate change programme management. This includes organising meetings, note taking, and managing correspondence.
2.	Provide a first point of contact and for internal colleagues, stakeholders, members, local interest groups, and partners on climate change, resolving queries or escalating to the Climate Change Officer where appropriate.
3.	Co-ordinate Climate Change Action Plan delivery reports and monitor actions. Liaise with / support key services to collate updates and escalate to Climate Change Officer where appropriate.
4.	Providing support to service areas on completing Climate Change Impact Assessments and keeping records of completed assessments.
5.	Providing administrative support to the Carbon Literacy training programme for employees and members.
6.	Working with the Climate Change Officer and Communications and Marketing to plan content for Climate Change campaigns and external and internal communication activity.
7.	Supporting Climate Change community engagement programme including supporting working groups, training, research and information.
8.	Liaise with Democratic and Elections Services and provide content for the Climate Change column of the Members Bulletin.
9.	Utilising the Council's financial management system to raise requisitions, purchase ordering and raising invoices.
10.	Undertaking research and data collection to support climate change activities
11.	Producing and amending letters, reports, spreadsheets and presentations.

12.	Support the development and delivery of engagement activity in relation to the development of the Council's Climate Change Action Plan.
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**GENERAL – To be aware of and implement the following:**

**Equalities** – The council's Equality and Diversity Policy which sets out the council's commitment to advancing equality and social inclusion while celebrating the diversity within our communities.

**Code of Conduct** – All employees of Chesterfield Borough Council must comply with the Employees' Code of Conduct.

**Health & safety** – To comply with the Health and Safety at Work etc. Act (1974) and carry out all duties in accordance with the Council's Health and Safety policy.

**Staff Development** - The Council's Performance & Development Review is an integral part of Chesterfield Borough Council's performance management framework as well as a key employee development procedure. You will be required to undertake any training required for the job role.

**Data Protection** – All employees must adhere to the requirements of the General Data Protection Regulations (GDPR) and the Data Protection Act 2018 in respect of confidentiality and disclosure of data.

**Safeguarding Children and Vulnerable Adults** - The council has both a moral and legal obligation to ensure a duty of care for children and vulnerable adults across its services. We are committed to ensuring that all children and vulnerable adults are protected and kept safe from harm, and we have a responsibility to safeguard and promote well-being.

**SPECIAL FEATURES OF POST:**

Political Restriction	YES		NO	x
Vetting Checks eg. Disclosure and Barring Service (DBS)	YES		NO	x
Flexible approach to time of work, with ability to work evenings and weekends as required by the needs of the service.	YES	X	NO	
You may be required to carry out those duties at your present workplace or at another council venue.	YES	X	NO	

It is the council's intention that this job description is seen as a guide to the main areas and duties for which the job holder is accountable. However, as the work that the council changes the job holder's obligations are also bound to vary and develop, so the job description should be seen as a guide and not as a permanent, definitive and exhaustive statement. This job



description is non-contractual.

## PERSON SPECIFICATION

<b>JOB TITLE:</b>	Assistant Policy Officer – Climate Change	<b>JE NUMBER:</b>	TBC
<b>DIRECTORATE:</b>	Corporate	<b>DATE:</b>	

<b>KNOWLEDGE / SKILLS / ABILITIES</b>		<b>Assessment Method</b>
-		Application Form, Presentation, Scenario based Exercise, Interview, Qualification / Certificates
<b>Essential</b>		
•	Computer literate with good IT skills including Microsoft Office – Outlook, Word, Excel, PowerPoint and Teams.	AF
•	Good communication and inter-personal skills appropriate for effective working with a wide range of service areas across the organisation and with external partners.	AF/ I
•	Strong administrative skills including minute taking, organising meetings, managing correspondence, invoicing, requisitioning and purchase ordering.	AF/ I
•	Organisational skills	AF/ I
•	Research and data collection skills	AF/ I
•	Knowledge of confidentiality issues and ability to observe data protection guidelines	AF/ I
<b>Desirable</b>		
•	Sound general understanding of climate change and interest in the subject matter	AF / I
<b>EXPERIENCE</b>		
<b>Essential</b>		
•	Experience of administrative and co-ordination roles	AF / I
•	Experience of undertaking research and data collection.	AF / I
<b>QUALIFICATIONS</b>		
<b>Essential</b>		

•	Educated to GCSE, O Level or equivalent.	AF / Q
<b>OTHER REQUIREMENTS</b>		
<b>Essential</b>		
•	To display the council's values and behaviours when carrying out the job role	Application Form, Interview
•	To perform the job role in accordance with the specified level of the council's Competency Framework	Application Form, Interview
•	Commitment to self-development, service improvement and organisational effectiveness	Application Form, Interview
<b>COMPETENCY REQUIREMENT:</b>		
<b>Seeing the Big Picture</b>	<p>Seeing the big picture is about having an in-depth understanding and knowledge of how your role fits with and supports the council plan and the wider public needs and the national interest. For all staff, it is about focusing your contribution on the activities which will meet the council goals and deliver the greatest value.</p> <p>For leaders, it is about scanning the political context and taking account of wider impacts to develop long term implementation strategies that maximise opportunities to add value to the customer and support economic, sustainable growth.</p>	Interview
<b>Level: 1</b>		
<b>Changing and Improving</b>	<p>People who are effective in this area take initiative, are innovative and seek out opportunities to create effective change. For all staff, it's about learning from what has worked as well as what has not, being open to change and improvement, and working in 'smarter', more focused ways. For leaders, this is about creating and encouraging a culture of innovation and allowing people to consider and take informed decisions. Doing this well means continuously seeking out ways to improve policy implementation and build a leaner, more flexible and responsive council. It also means making use of alternative delivery models including digital and partnership approaches wherever possible.</p>	Interview
<b>Level: 1</b>		
<b>Making Effective Decisions</b>	<p>Effectiveness in this area is about using sound judgement, evidence and knowledge to arrive at accurate, expert and professional decisions and advice. For all staff it's being careful and thoughtful about the use and protection of council and public information to ensure it is handled</p>	Interview
<b>Level: 1</b>		

	<p>securely and with care.</p> <p>For leaders it's about reaching evidence based strategies, evaluating options, impacts, risks and solutions and creating a security culture around the handling information. They will aim to maximise return while minimising risk and balancing a range of considerations to provide sustainable outcomes.</p>	
<p><b>Leading &amp; Communicating</b></p> <p><b>Level: 1</b></p>	<p>At all levels, effectiveness in this area is about showing our pride and passion for public service, communicating purpose and direction with clarity, integrity, and enthusiasm.</p> <p>It's about championing difference and external experience and supporting principles of fairness of opportunity for all. For leaders, it is about being visible, establishing a strong direction and persuasive future vision; managing and engaging with people in a straightforward, truthful, and candid way.</p>	Interview
<p><b>Collaborating and Partnering</b></p> <p><b>Level: 1</b></p>	<p>People skilled in this area are team players. At all levels, it requires working collaboratively, sharing information appropriately and building supportive, trusting and professional relationships with colleagues and a wide range of people within and outside the council, whilst having the confidence to challenge assumptions.</p> <p>For senior leaders, it's about being approachable, delivering business objectives through creating an inclusive environment, welcoming challenge however uncomfortable</p>	Interview
<p><b>Developing self and others</b></p> <p><b>Level: 1</b></p>	<p>Effectiveness in this area is having a strong focus on continuous learning for oneself, others and the organisation. For all staff, it's being open to learning, about keeping one's own knowledge and skill set current and evolving.</p> <p>For leaders, it's about investing in the capabilities of our people, to be effective now and in the future as well as giving clear, honest feedback and supporting teams to succeed. It's also about creating a learning and knowledge culture across the organisation to inform future plans and transformational change</p>	Interview
<p><b>Delivering Value for Money</b></p> <p><b>Level: 1</b></p>	<p>Delivering value for money involves the efficient, effective and economic use of taxpayers' money in the delivery of public services. For all staff, it means seeking out and implementing solutions which achieve the best mix of quality, and effectiveness for the least outlay. People who do this well base their decisions on evidenced information and follow agreed processes and policies, challenging these appropriately where they appear to prevent good value for money.</p> <p>For leaders it's about embedding a culture of value for money within their area/function. They work collaboratively across boundaries to ensure that the council maximises its strategic outcomes within the resources available</p>	Interview

<b>Managing a Quality Service</b>	<p>Effectiveness in this area is about valuing and modelling professional excellence and expertise to deliver service objectives, taking account of diverse customer needs and requirements. People who are effective plan, organise and manage their time and activities to deliver a high quality, secure, reliable and efficient service, applying programme, project and risk management approaches to support service delivery.</p> <p>For leaders, it is about creating an environment to deliver operational excellence and creating the most appropriate and cost effective delivery models for public services</p>	Interview
<b>Level: 1</b>		
<b>Delivering at Pace</b>	<p>Effectiveness in this area means focusing on delivering timely performance with energy and taking responsibility and accountability for quality outcomes. For all staff, it's about working to agreed goals and activities and dealing with challenges in a responsive and constructive way.</p> <p>For leaders, it is about building a performance culture where staff are given space, authority and support to deliver outcomes. It's also about keeping a firm focus on priorities and addressing performance issues resolutely, fairly and promptly</p>	Interview
<b>Level: 1</b>		

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