



**Assistant Director  
at Wigan Council**

# Welcome

We're all about people here at Wigan Council, working in an asset-based way alongside our communities. Our incredible workforce, our behaviours, the permission we have to innovate and our approach to working alongside our residents and partners in our communities is at the heart of what we do at Wigan.

We've been on a journey of workforce reform for several years now to embed our principles and positive team culture. Wigan Council is an amazing place to work - full of positive, accountable, courageous, and kind people. This is such an exciting time to join us. 10 years on from re-imagining public service, we are again radically re-thinking our philosophy and strategic intent to ensure we support our residents and communities through the specific challenges and opportunities of this coming decade. As we carry out this strategic re-set, we recognise that fully implementing our community health and wealth building mission and meaningfully addressing the structural inequalities in our borough will be deeper components of our future whilst continuing to utilise the latest technology and digital methods to transform how we work in a truly preventative way.

To ensure we have the right leadership capacity to help steer us through this exciting period and these crucial priorities, we're looking for creative leaders with a can-do mindset and a real desire to improve public services for residents.

We are determined to remain at the forefront of local public service excellence, and we are determined to make sure Wigan Council continues to be an amazing place to work with the right conditions, compassion and care for our residents and communities and we are delighted that you are interested in joining us.

We look forward to meeting you.



**Alison McKenzie-Folan**  
Chief Executive

# Wigan Council

As one of the biggest employers in the borough we have focussed on our relationship with staff through an innovative range of engagement, reward, and recognition initiatives. We were crowned 'Council of the Year' in the prestigious APSE Service Awards 2023, iese Awards 2021 LGC Awards 2019. Leader of Wigan Council Councillor David Molyneux said: "Just to be shortlisted in such a prestigious category at these national awards is a great accolade for the council but to win is phenomenal. This is an enormous achievement for us and is acknowledgement of all that we have achieved."

Alison McKenzie-Folan, Chief Executive of Wigan Council said: "The recognition Wigan Council gets on a national level is down to the hard work of our brilliant staff. We look forward to continuing to work closely with our partners to reform services and adopting a person-centred approach that has our residents' strengths at the heart."

As an organisation we have a vision for Wigan borough to be the best possible place for people to live and work.

## Our journey

In the early part of the last decade, we responded to severe austerity by re-imagining the intent, philosophy, behaviours and approach of local government and our relationship with residents and communities and partners. Rather than a technocratic, top-down corporate strategy – a highly effective movement for change emerged out of series of experimental approaches and deep consideration of wicked problems and this movement, and our approach has been recognised as a highly effective movement for public service and cultural reform. 10 years on, new challenges have emerged, most notably the severe economic downturn that we are working within and the connected cost of living crisis that our residents, businesses and workforce are facing. It's vital to develop an ambitious, innovative, holistic, and impactful new movement that takes the best from our past approach and applies new thinking, research, and ideas for us to commit to relentlessly and consistently for the next 10 years. This exciting and important work is starting now, and we'd love you to play a leading role.

## We care for our staff





Wigan Council has been named an excellent employer, by the Workplace Wellbeing Charter, a national accreditation that recognises businesses that achieve the highest standards in workforce wellbeing. Achieving the highest level of excellence in four of the eight Workplace Wellbeing Charter standards and scoring highly in the other four areas shows how Wigan's commitment to our staff and caring for the health and wellbeing of Team Wigan is real!



If you are courageous, positive, accountable, and kind then Wigan Council is the perfect place for your next career move!

## Our rewards and benefits

We are passionate about celebrating our employee's contribution and inspiring them to thrive. It's really important to us that they feel valued and rewarded for the work that they do. As an employer, we want to thank employees for all their hard work and commitment by giving them the opportunity to access a range of exclusive rewards and benefits. From a generous pension scheme and a range of wellbeing support to an employee benefits platform – what we offer at Wigan is much more than just a payslip. Here are some of the fantastic benefits available for our employees making sure their wellbeing, money, career and work-life balance is cared for.

Caring for your wellbeing...		Supporting your working life...	
 <p><b>Wellbeing Hub and Helpline</b> Free and confidential 24/7 support for you and your family members.</p>	 <p><b>Fast-track Physio</b> Access to fast-track physiotherapy.</p>	 <p><b>Generous leave entitlement</b> Up to 31 Days plus Bank Holidays.</p>	 <p><b>Blended approach to work</b> We work flexibly across My Place (homes), Our Place (office space), Your Place (community).</p>
 <p><b>Wellbeing Sessions</b> Giving you time to focus on your wellbeing and connect with colleagues through bespoke sessions – including Mental Health Aware &amp; Mental Health First Aider training.</p>	 <p><b>Supporting Attendance</b> Our new sickness management framework that focuses on having early conversations to prevent absence where we can and help people back to work in a supportive way.</p>	 <p><b>Special Leave</b> Managers can grant up to 10 paid days in any given year (pro-rata for part-time employees).</p>	 <p><b>Flexible working</b> Some roles are able to operate flexibly, using flexi-time and applications for formal arrangements can be made.</p>
 <p><b>Wellbeing Champions</b> We've recruited a number of champions across the organisation to listen, support and signpost you to relevant services.</p>	 <p><b>Corporate Gym Membership</b> Discounted gym membership at our BeWell Leisure Centres across the borough.</p>	 <p><b>Caring for our Carers</b> Support in place if you have caring responsibilities.</p>	 <p><b>Thinking Digitally</b> Providing you with the technology you need to do your job and access information from any place.</p>
 <p><b>Enhanced Mental Wellbeing Support</b> We have a number of specialist programmes to support your mental health, including TRIM (Trauma Risk Management) &amp; Schwartz Rounds.</p>	 <p><b>Medical Support</b> Paid time off to attend non-routine medical appointments and free flu jabs annually.</p>	 <p><b>Family Life Policies</b> Leave to support your family, including, maternity, paternity, shared parental, adoption and fostering.</p>	 <p><b>Our Culture and Behaviours</b> Team Wigan is who we are and how we do things – a shared culture that embodies being kind, positive, accountable and courageous.</p>
Making your money go further...		Inspiring you to thrive...	
 <p><b>Local Discounts</b> Helping to support our communities &amp; making money go further by promoting local discounts available.</p>	 <p><b>Pension</b> We're part of Greater Manchester Pension Fund offering an attractive and flexible pension package.</p>	 <p><b>Opportunities to Learn &amp; Grow</b> A range of training and learning opportunities to support you in your career at #TeamWigan</p>	 <p><b>Loyalty Reward</b> A reward to say thank you for your dedication and an invite to celebrate with The Leader and Chief Executive.</p>
 <p><b>Free Parking</b> Access to free parking near your regular work base.</p>	 <p><b>Savings and Support</b> Access to financial advisors, specialist will writing experts and support to help you to manage your money.</p>	 <p><b>Awards &amp; Celebrations</b> Recognition for the hard work you do through a variety of awards and celebrations.</p>	 <p><b>Opportunities to Shape &amp; Innovate</b> Regular engagement sessions and ways to feedback so that your voice is heard and valued, and your ideas are acted upon.</p>
 <p><b>Cycle to Work Scheme</b> You can purchase a bike and accessories up to the value of £2,500 via salary sacrifice.</p>	 <p><b>Car Lease Scheme</b> Employees can purchase a car via salary sacrifice.</p>	 <p><b>Team Wigan Days</b> Protected time for you to work alongside communities, support others, learn new skills and achieve your individual aspirations.</p>	 <p><b>My Time</b> Dedicated time to understand your needs and aspirations, and provide you with the right support and guidance throughout your career.</p>
 <p><b>Public Transport Discounts</b> If you travel by train or bus, you can get discounted tickets on your journey to and from work.</p>	 <p><b>Vivup Rewards Platform</b> Online employee benefit platform offering staff rewards and discounts.</p>	 <p><b>Supportive Staff &amp; Manager Induction</b> Induction program to guide you through your new role, ensuring you to feel welcomed to Team Wigan, understand our values and the way we work.</p>	 <p><b>Retirement Support</b> Support for you whilst enabling the council to retain your skills, knowledge and experience to aid in succession planning.</p>

# About Wigan as a place

Wigan is an exciting and vibrant borough, encompassing Wigan and Leigh towns, serving approximately 330,000 residents. Geographically it lies between the major cities of Manchester and Liverpool and affords great transport links, making Wigan an ideal destination to live, work and visit.

Complemented by many outdoor spaces to enjoy, the Wigan borough has plenty of great places to visit. Our residents enjoy living close to beautiful countryside, as 70% of Wigan's 77 square miles is green open space. This 'Greenheart' includes stunning flashes, woodlands, wetlands, canals, and green space. It is a great place for outdoor activities for all the family to explore.

Wigan is also home to many high quality and beautifully maintained parks such as Mesnes Park and Lilford Park. For the more adventurous, Haigh Woodland Park has a high ropes course, mini golf, train rides and nature walks as well as the chance to see the grand Haigh Hall, dating back to the early 19th century and owned by Lord Crawford.

[You can find out more about what Wigan has to offer on our website.](#)

## **Sporting success**

Wigan and Leigh have a strong sporting tradition, embedding passion and belief within the community. The amateur sports scene is well established across the borough; with a wide range of sports clubs ensuring people can enjoy regular physical activity.

## **We are Wigan**

In Wigan we aspire to see the potential, the possibilities, the promise of a diverse and resilient economy and we know that partnership is key to achieving that success. Our economic vision for the borough is ambitious, with regeneration plans designed to attract investment which supports inclusive economic growth and our education and skills agenda. We're also committed to reducing our carbon footprint, by exploring more ways to build a cleaner, greener, and more sustainable borough for the future.

We have several exciting projects underway in partnership with key developers and investors, including our flagship £135m redevelopment of Wigan Galleries Shopping Centre with development partners, Cityheart.

## **Invest in Wigan**

Wigan Borough has a strong industrial heritage and contributes to the prosperity of the Greater Manchester region with over 8,000 companies as part of our active business base. We are proud to be the home of recognised businesses such as Kraft-Heinz, AB World Foods, Bunzl, Milliken, Bakkavor, Poundland, Arrow XL, Wincanton and Snuggledown but also our many SMEs that form the backbone of our local economy.

We are shaping a thriving, inclusive economy to actively connect and attract businesses and people, encourage entrepreneurship, and generate sustainable employment opportunities.

We support our local businesses, entrepreneurs and those looking to invest in the borough. We have a joint commitment between the council and our local businesses to work collectively to create sustainable growth and retain the inclusive economic and social benefits within the community. Over 350 businesses have signed up to date and the number is growing. This collaboration led to the creation of the Believe in Business Festival which brings together businesses and entrepreneurs from across the borough to share their stories, experiences, and good practice.



# About the council

Wigan Council employs over 5000 staff, not including schools. We are the ninth largest metropolitan authority in the country and the second largest in Greater Manchester, delivering over 700 services.

The council consists of 75 Councillors. The term of office is 4 years for each member. Election is each year by thirds

- Labour: 64 seats
- Independents: 6 seats
- Independent Network: 4 seats
- Conservatives: 1 seat

About the cabinet: <https://www.wigan.gov.uk/Council/Councillors-and-Committees/Cabinet/The-Cabinet.aspx>

Performance and spending: <https://www.wigan.gov.uk/Council/Performance-and-Spending/index.aspx>



# How to apply

To apply for our senior officer vacancy, please visit the link below and click on the **apply now** button.

[Assistant Director - Environmental Services and Operational Development in Wigan | greater.jobs](#) – the closing date is 14<sup>th</sup> July 2024.

