



Wigan♥
Council

Chief Officer for Inclusive Growth at Wigan Council

Author:
Date:

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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.



Ten years on from re-imagining public service, we have taken the opportunity to reflect on our philosophy and strategic intent to ensure we support our residents and communities through the specific challenges and opportunities of this coming decade.

The outcome is a new co-produced movement for change, 'Progress with Unity', which will be delivered as a borough-wide partnership. At the heart of this are two key missions focusing on addressing inequalities and helping our towns and neighbourhoods to flourish.

The council will support these missions with a stronger appetite than ever for radical reform with a renewed commitment to neighbourhood working, deeper community engagement and co-production, investment in our workforce and digital transformation.

To ensure we have the right leadership capacity to help steer us through this exciting period and deliver on our borough's missions, 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 OBE
Chief Executive

Wigan Council

Wigan Council is consistently recognised as a national leading authority thanks to its progressive and innovative leadership. The council has been named 'Council of the Year' three times in the past five years by the LGC, IESE and APSE.

The council was also named Finance Council Team of the Year and overall winner in the Public Finance Awards in 2024.

In an LGA Peer Review in 2024 peers found the council was: "A well-managed and well-led authority that consistently delivers high-quality services to residents while ensuring value for money."

The peer team also praised the borough's partnership strategy 'Progress With Unity' as a clear and consistent narrative regarding the vision and outcomes for the borough.

The council's political and officer leadership sets the tone for the culture of the organisation which is embodied in the Team Wigan behaviours and values.

Wigan Council is a regular contributor and influence on the national stage regarding public sector reform and in sharing best practice through think tanks, conferences and hosting visits from councils nationally and internationally.



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Our journey

A decade ago, we responded to austerity by re-imagining our approach to public service delivery and our relationship with residents, communities and partners. Ten years on, new challenges have emerged. To meet these challenges, we undertook a journey of honest reflection with our residents, partners and communities, with the aim of recommitting to what has been effective, while also refreshing our strategic purpose and ways of working. Our new movement 'Progress with Unity' builds on all of our existing strengths, while bringing together the council and local partners to commit to two shared, borough-wide missions:

Progress with Unity

A new era for Wigan Borough



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Mission 1

**Create fair opportunities
for all children, families,
residents & businesses.**

*"Together, we will break
down the barriers that create
financial, health, education
and environmental
inequalities in our borough."*

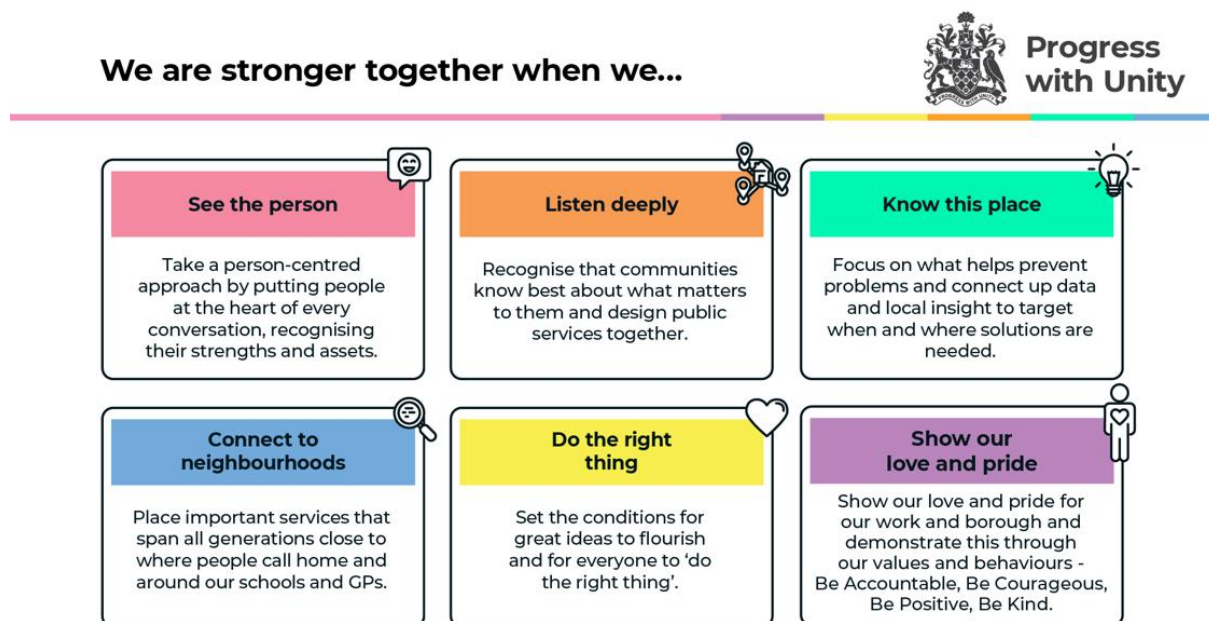
Mission 2

**Make all our towns and
neighbourhoods flourish
for those who live and
work in them.**

*"Together, in genuine partnership
with our residents and
businesses, who know our
communities best, we will help
each town and neighbourhood in
the borough to celebrate and
maintain their identity whilst
understanding and helping to
achieve what is needed to thrive."*

**As residents, businesses, public services and
community organisations of this borough we will
come together to deliver these two key missions.**

We also listened carefully to what people told us were important when staff were working with residents or in partnership. We know we are stronger together when we work in this way:



We care for our staff

We are all proud of our long-standing commitment to supporting our teams to stay happy and healthy at work; a commitment that is set out in Progress with Unity. The inclusion of Be Kind in our staff behaviours has never been more important, and we know our managers continue to lead with care and compassion.

Our people are what make Wigan a special place to work and creating a place where we are happy and healthy is at the heart of everything we do. Progress with Unity sets out how we work together to create an environment where we can all be our best self.

We want #TeamWigan to be a place where we all feel like we belong. A place where we feel safe to be ourselves; where our differences are appreciated, and our strengths are valued. We are always happy to listen to what more we can do to ensure we all feel part of the team.

Our rewards and benefits

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

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, 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: 42 seats

Reform UK: 25 seats

Independent Network: 3 seats

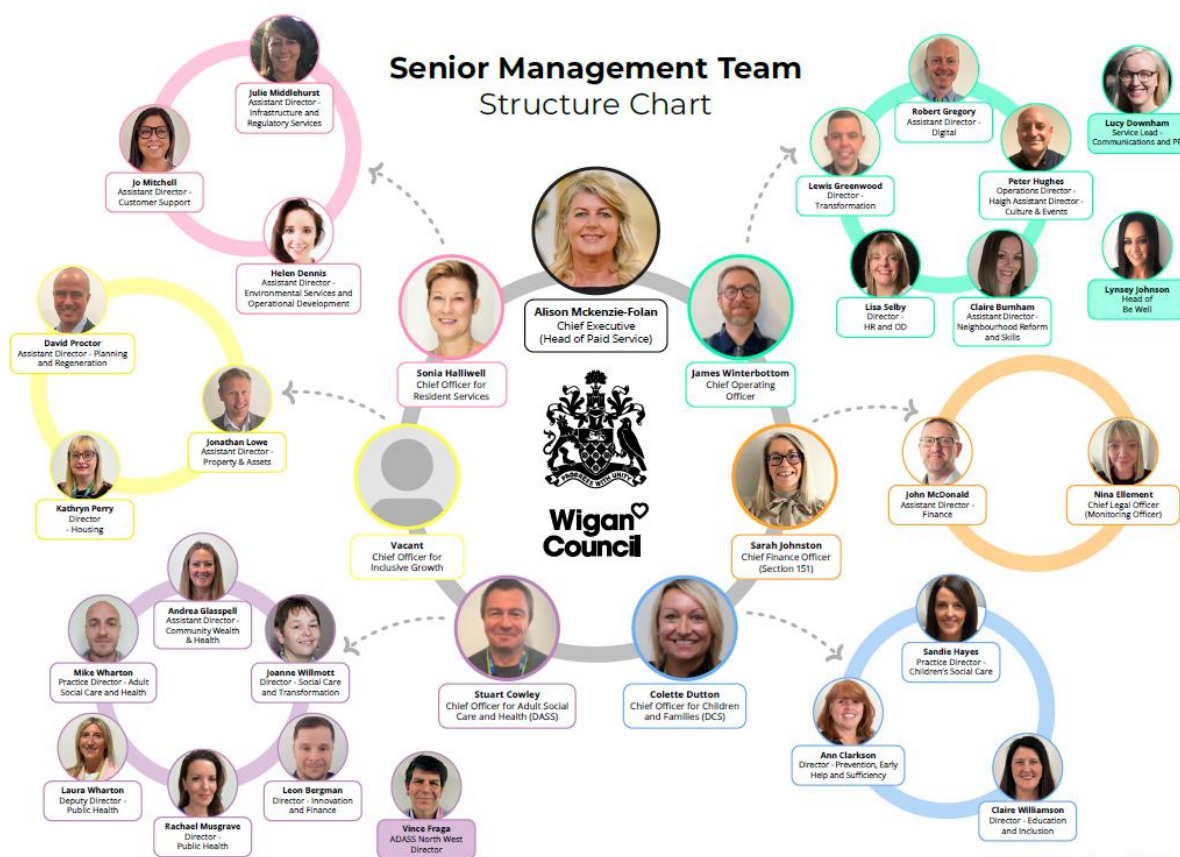
Independent: 4 seats

Vacancy: 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>



October 2026

How to apply

To apply for our Chief Officer for Inclusive Growth vacancy, please visit the link below.

<https://www.tile-hill.co.uk/job/chief-officer-for-inclusive-growth>

The closing date is 9th November at midnight

Interviews will be on the 23rd November 2026

