

Your job

Job Title: Chief Officer Inclusive Growth

Service: Place

Grade: Director Level 2

Reporting to: Chief Executive

The Chief Officer for Inclusive Growth is a pivotal organisational, system and place leader responsible for ensuring that economic growth, investment and regeneration create fair opportunities and help every town and neighbourhood in Wigan Borough to flourish.

Reporting directly to the Chief Executive and working collectively as a member of the Chief Officer Team, the postholder will provide leadership across the Council and wider borough partnership to deliver the two defining missions of Progress with Unity:

Mission 1: Create Fair Opportunities for all children, families, residents and 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.”

The Chief Officer will bring these missions together through a commitment to good growth in every community. This means ensuring that economic success is measured not simply through investment, development, productivity and financial performance, but through improved life chances, stronger local economies, healthier communities, increased community resilience, thriving neighbourhoods, greater pride in

place and reduced inequalities. The role will connect economic development, regeneration, planning, strategic transport, housing growth, skills and employment, community wealth building, land and property, infrastructure and neighbourhood renewal into a single mission-led approach to inclusive growth. The purpose of the role is not simply to generate growth. It is to shape the kind of growth Wigan Borough needs, ensuring that opportunity reaches every resident, investment benefits every community and prosperity is shared across every town and neighbourhood.

The Chief Officer will lead major investment, regeneration and development opportunities whilst ensuring that growth is rooted in the strengths, ambitions and identities of local communities. Economic development and neighbourhood flourishing will be viewed not as separate agendas but as mutually reinforcing ambitions that together improve outcomes for residents and strengthen the future of the borough.

Mandatory Statement

The Council is committed to complying with European General Data Protection regulations (UKGDPR) and meeting the requirements of the Information Commissioner's office (regulating data protection compliance in the UK). It is your responsibility to ensure that the work you undertake is compliant with the General Data Protection regulations.

Wigan Council is an active, strong, and committed corporate parent. As a priority, all employees have a responsibility towards the children we look after and care leavers, not just those employed by the Children's Directorate.

Strategic Vision

Inclusive Growth and Fair Opportunities

- Lead the borough's Inclusive Growth Mission and ensure economic growth translates into improved life chances for residents.
- Create the conditions in which every resident can access good work, skills, enterprise, progression and opportunity.
- Ensure growth reduces inequalities and increases access to opportunity for those communities least likely to benefit from economic success.
- Champion fair opportunities in every community.
- Align economic development, skills, employment, education and investment activity around improved outcomes for residents.

- Develop a borough-wide approach to economic opportunity that is inclusive, sustainable and future-focused.

Thriving Towns and Neighbourhoods

- Lead the borough's ambition to ensure every town and neighbourhood can flourish.
- Ensure growth and investment strengthen local identity, pride, belonging and community resilience.
- Develop approaches which recognise the unique strengths, opportunities and challenges of different places across the borough.
- Work with residents, businesses, community organisations and anchor institutions to unlock the potential that already exists within communities.
- Ensure neighbourhoods are connected to opportunity through transport, housing, skills, employment, digital connectivity, community assets and public services.
- Champion neighbourhood working and ensure growth and investment are integrated with wider public service reform.
- Support communities to shape and influence the future of their places.

Community Wealth Building

- Position Wigan as a national leader in community wealth building.
- Maximise local retention of wealth through procurement, commissioning, employment, investment and ownership.
- Strengthen local supply chains, local businesses and social enterprises.
- Increase the contribution of anchor institutions to local economic resilience.
- Ensure public and private investment creates demonstrable social value and community benefit.
- Support the development of a more resilient, locally rooted economy.

Regeneration and Good Growth

- Provide strategic leadership for regeneration across the borough.
- Lead major regeneration programmes, development opportunities and investment initiatives.
- Ensure development contributes to long-term economic, social and environmental outcomes.
- Promote a model of growth that creates thriving places, stronger communities and greater opportunity.

- Ensure regeneration improves outcomes for existing residents as well as attracting future investment.
- Champion design quality, sustainability and place stewardship across all major developments.

Future Economy, Skills and Innovation

- Lead the development of the borough's future economy strategy.
- Build a collaborative and forward-looking skills and employability ecosystem.
- Strengthen relationships with colleges, universities, employers, investors and innovation partners.
- Increase productivity whilst ensuring growth remains inclusive and sustainable.
- Position Wigan Borough to benefit from future economic opportunities and emerging sectors.
- Ensure residents can access lifelong learning, progression and future employment opportunities.

Mission-Led Leadership and Public Service Reform

- Work across the Council and wider partnership to deliver Progress with Unity.
- Build stronger connections between economic prosperity, community wellbeing, health and resilience.
- Support neighbourhood-based approaches that strengthen community capacity and social capital.
- Align organisations, investment and influence around shared missions and outcomes.
- Promote preventative and long-term approaches to growth and community development.
- Position Wigan nationally as a leading example of mission-led place leadership.

Progress with Unity recognises that the most important outcomes for residents are created through relationships, collaboration and shared ambition rather than through organisational hierarchy and traditional power. As a result, leadership within Wigan Borough is increasingly exercised through networks of people, communities, businesses, public services and partner organisations working together around shared missions and outcomes. Whilst this role carries significant accountabilities and responsibilities, it should not be viewed simply through the lens of traditional service leadership. The Chief Officer is expected to provide

mission-led leadership across organisational boundaries, mobilising collective effort, aligning investment and influence, and creating the conditions through which fair opportunities can be created and towns and neighbourhoods can flourish – and to welcome and encourage such approaches in their areas of accountability. Success will be measured not only by the performance of individual services, but by the ability to bring people together around a shared vision and deliver meaningful improvements in the lives of residents and communities.

Specific Accountabilities

The Chief Officer will provide strategic leadership and accountability for:

- Economic Development
- Business Growth and Business Support
- Inward Investment
- Employment and Worklessness
- Regeneration Strategy and Delivery
- Town Centre and Neighbourhood Regeneration
- Major Development and Investment Programmes
- Planning Policy and Development Management
- Strategic Transport and Connectivity
- Community Wealth Building
- Housing Growth and Place-making
- Land and Property Strategy
- Strategic Asset Development
- Infrastructure Planning and Delivery

The postholder will:

- Act as the Council's principal adviser on inclusive growth, regeneration and place leadership.
- Lead the implementation of the borough's Economic Vision and Inclusive Growth agenda.
- Ensure all major investment decisions contribute directly to the Progress with Unity missions.
- Provide strategic leadership for major development, regeneration and infrastructure programmes.
- Influence regional and national policy and investment decisions in support of the borough's ambitions.
- Represent the Council at regional, national and international forums where appropriate.

- Contribute to the collective leadership, stewardship and long-term success of the organisation and borough.
- Participate in the Council's Senior Duty Officer and Civil Contingencies arrangements.

Planning, Performance and Programme Management

- Lead the delivery of the borough's Inclusive Growth Strategy and associated delivery plans.
- Establish clear outcomes, measures and performance frameworks across all areas of responsibility.
- Provide strategic oversight of major regeneration, development and infrastructure programmes.
- Lead delivery of town centre regeneration, neighbourhood renewal and strategic employment site development.
- Ensure housing growth, transport investment, infrastructure and regeneration are coordinated around long-term place outcomes.
- Establish robust programme governance, assurance and accountability arrangements.
- Maximise opportunities to secure external investment and funding.
- Ensure resources are targeted towards interventions that create the greatest economic, social and community benefit.
- Maintain a strong focus on delivery whilst ensuring alignment to long-term strategic ambitions.

People and Resource Management

- Directly manage Directors, Assistant Directors and senior leaders within the service.
- Provide visible, inclusive and values-led leadership.
- Create the conditions in which people can innovate, collaborate and succeed.
- Build a high-performing leadership team focused on shared outcomes.
- Ensure services operate effectively across organisational and professional boundaries.
- Take strategic accountability for Directorate budgets, resources and assets.
- Ensure effective governance, financial stewardship and value for money.
- Promote continuous improvement, innovation and organisational learning.

- Embed the Team Wigan behaviours and Progress with Unity ways of working throughout the service.

Partnership Working

- Operate within and influence partnerships at local, Greater Manchester, regional and national levels.
- Build strong relationships with government departments, investors, developers, businesses, educational institutions, anchor organisations and community partners.
- Work alongside residents and businesses to shape the future of the borough.
- Align public, private, community and voluntary sector investment around shared priorities and outcomes.
- Promote collaboration between partners to maximise economic, social and environmental value.
- Work closely with elected members, providing strategic, professional and politically aware advice.
- Act as a visible ambassador for Wigan Borough and its ambitions.
- Strengthen Wigan's influence across Greater Manchester and nationally.

Managing and Responding to Change

- Lead transformational change across the borough's growth, regeneration and place agendas.
- Anticipate and respond to changing economic, social, environmental and political conditions.
- Develop innovative approaches to growth, community wealth building and neighbourhood renewal.
- Ensure the Council is well positioned to respond to future opportunities and challenges.
- Drive continuous improvement and organisational learning.
- Champion mission-led leadership and create the conditions for collaboration, creativity and innovation to flourish.
- Ensure resident, business and community voice informs policy, investment and service design.
- Lead confidently through ambiguity and complexity whilst maintaining a clear long-term vision.

Deep Listening

- Ensure resident and business voice informs strategic priorities and investment decisions.

- Champion co-design and meaningful participation across all major initiatives.
- Develop approaches that build on local strengths, relationships and community assets.
- Support residents, businesses and communities to play an active role in shaping the future of their places.
- Ensure neighbourhoods have genuine influence over the changes and investment affecting them.
- Promote a culture of listening deeply and recognising that communities know best what matters to them.
- Embed participation, inclusion and neighbourhood stewardship within all major programmes.

National Leadership and Influence

- Position Wigan as a national leader in inclusive growth, neighbourhood flourishing and community wealth building.
- Influence policy development across Greater Manchester and nationally.
- Build strategic relationships with government, think tanks, universities and national partners.
- Promote Progress with Unity as a leading example of mission-led place leadership.
- Develop and share innovative practice that combines economic growth, community wealth building and public service reform.
- Ensure Wigan remains at the forefront of emerging policy and practice in place leadership, neighbourhood renewal and inclusive prosperity.

In this job you will need:

You must be able to demonstrate:

- A significant track record of strategic leadership within a large, complex and politically led organisation.
- Extensive experience of leading place-based, regeneration, growth or economic development portfolios.
- Evidence of delivering transformational change through partnership and collaboration.
- Experience of influencing regional and national policy and investment decisions.

- Significant experience of working with elected members, senior leaders, communities and strategic partners.
- Experience of leading large budgets, investment programmes and significant resources.
- A strong understanding of economic development, regeneration, planning, housing growth, transport, community wealth building and neighbourhood renewal.
- Proven ability to lead through influence within complex partnership environments.
- Strong political awareness and judgement.
- Outstanding communication, influencing and relationship-building skills.
- The ability to think systemically whilst maintaining a strong focus on delivery and outcomes.
- A commitment to inclusive growth, fairness, sustainability and community empowerment.
- A degree, professional qualification or equivalent experience relevant to the role.
- Evidence of continued professional and leadership development.

Our Culture

For us, it's not just about all we achieve as an organisation, but how we do it. Therefore, all employees are expected to display our **TeamWigan** behaviours.

Be Positive	“ Take pride in all that you do and support and develop yourself and others. ”
Be Accountable	“ Be responsible for making things better, enabling change and supporting improvement. ”
Be Courageous	“ Be open to doing things differently and working collaboratively with others. ”
Be Kind	“ Be helpful, generous and thoughtful towards yourself and others. ”