

Job Description and Person Specification

**Director of Transport and
Infrastructure**

Job Title: Director of Transport and Infrastructure
Reference: CE226
Service: Highways and Infrastructure
Grade: D3 - D1(a) (£100,993 -£119,532) (Spot Point - subject to experience)
Reports to: Executive Director – Place
Location: Delamere House, Crewe with travel to Macclesfield Town Hall and other locations within Cheshire East
DBS: Yes - Basic

Strategic Overview

The role provides strategic leadership for the development, delivery and stewardship of Cheshire East Council's highways and public transport network, ensuring it supports sustainable economic growth, connectivity, and high-quality outcomes for residents and businesses. Working closely with the Executive Director, the postholder will shape long-term transport and infrastructure strategy, aligning investment decisions with the Council's wider place, regeneration and housing ambitions.

The role leads the Council's engagement with major regional and national partners, including Government, Network Rail, Transport for the North, Midlands Connect and the new and emerging Combined Authority. The combined authority will become the strategic transport authority for the wider region and will lead on integrated transport planning, infrastructure investment, key roads network, devolved funding, concessionary fares, this post holder is key to positioning Cheshire East as an influential and proactive partner within sub-regional and national transport programmes. It carries overall accountability for the Council's Highways Contract, and delivery of the Bus Improvement Plan, ensuring robust commercial management, strong customer focus and value for money.

As the Council's senior transport lead, the role holds strategic responsibility re-instigating / breathing new life into the case for high speed rail and Crewe Hub Station programme, working with the Executive Director to integrate transport investment with regeneration, land, property and planning objectives. This includes maximising the economic, social and place-based benefits arising from major infrastructure investment.

The postholder will also play a leading role in securing external funding for highways, transport and infrastructure, developing high-quality, competitive bids and business cases in collaboration with regeneration, planning and finance colleagues. Through strong partnership working and strategic leadership, the role ensures transport investment directly supports the Council's corporate priorities, inclusive growth and long-term resilience.

Your job

To develop, lead and manage the highway and public transport network for Cheshire East Council to ensure it meets the needs of residents and businesses.

To work with the Executive Director to deliver, lead and manage effective partnerships with key stakeholders, including the new and emerging Combined Authority', Transport for the North (TfN), Midlands Connect, Government and Network Rail.

You will also undertake the lead contract management role of the Council's Highways Contract and delivery of the Council's Bus Improvement Plans. You will ensure high-quality customer focused services and that contractors play a full part in delivering both corporate objectives and effective partnerships with key stakeholders in Cheshire East.

Your role will also include an overall lead for the HS2 and the Crewe Hub Station project and support the Executive Director in leading the wider elements of the HS2 programme that relate to property, land, regeneration and planning.

You will also play a lead role in preparing funding bids for highway, infrastructure and transport solutions, working collaboratively with regeneration and planning colleagues to maximise the council's economic and housing growth potential.

Our shared values

Here at Cheshire East Council, we have a clear set of values:

- **Drive:** striving for innovation, excellence and high performance.
- **Integrity:** acting ethically, being accountable and fostering trust.
- **Respect:** demonstrating empathy and appreciation for others, being inclusive.
- **Collaboration:** working and learning together with a focus on outcomes.

Co-produced with our staff, these values are critical to us achieving our vision as set out in the [Cheshire East Plan](#). It is important you take some time to understand our values and how you can bring these to life in your day-to-day work.

Further information on the values can also be found via the link [Our values](#).

In this job you will

- Ensure the Highways & Infrastructure team have effective programme management arrangements in place to successfully deliver the service capital programme.

- Lead the management, development and continuous improvement Highways & Infrastructure Services, to deliver an efficient and high quality highways network that contributes to future growth and development of Cheshire East.
- Hold overall responsibility for statutory and non-statutory Highways & Infrastructure services.
- Ensure effective customer service communication and engagement mechanisms are embedded throughout the service in relation to services and projects delivered by the service.
- Develop robust strategic alliances and sustain effective working arrangements with partners, Government departments, other relevant organisations, businesses, voluntary sector groups and user groups.
- Ensure effective contractual management and performance management arrangements are in place highways and infrastructure services to ensure compliance with the Council's rules and procedures.
- Ensure that the Highways & Infrastructure services are performance managed effectively against clear parameters in terms of delivery outcomes, governance, resource and financial management.
- Provide timely, effective and technical advice to Members and Officers to enable effective decision making by the Council.
- Lead and manage the delivery of the Cheshire East Local Transport Plan, including network and asset management and the provision of transport - meeting the needs of the Council, businesses and residents.
- Maintain a comprehensive knowledge of local, regional and national transport and highways matters, influencing Council strategy and policy as and when required, and taking responsibility through delegated authority arrangements for relevant statutory matters.

From time to time you may be asked to undertake work as may be determined by the Executive Director of Corporate Services. This will be up to or at a level that is consistent with your job role. This supports our joint commitment in our employee deal to work together as one team and one council to deliver the best service for our customers and communities.

In this job you will need

You must be able to demonstrate the following essential requirements:

Qualifications

- Degree level qualification in a relevant discipline
- Membership of a relevant professional body
- Post graduate management qualification (e.g. MBA) or relevant management experience.
- Evidence of continued professional development.

Knowledge and Experience

- Experience and consistent achievement at a senior management level in an organisation of comparable scope and complexity pursuing a transformational agenda.
- Significant relevant experience in leading and transforming the majority of services covered by the Highways & infrastructure Division.
- A proven track record of managing complex budgets to high standards of probity.
- Experience of leading the delivery of strategic objectives and policies through effective service planning.
- Experience of leading, motivating and managing services with multi disciplinary teams to achieve significant, sustainable improvements and positive outcomes through internal and external partnerships.
- Significant experience and demonstrable success in leading major organisational and cultural change, with evidence of innovative and transformational thinking.

Skills & Abilities

- Proven ability to lead teams, focused on delivering change and improvement across partnerships and organisational boundaries.
- Financial and commercial awareness, with strong analytical skills and an excellent aptitude for developing innovative solutions to complex problems.
- Planning, prioritising, persevering and delivering improvements to achieve objectives within timescales.
- Ability to explore innovative and creative means of delivering improved service outcomes through effective resource utilisation, whilst minimising risk and maintaining a focus on delivering business as usual.
- Ability to operate effectively within the democratic processes, with the political acumen and skills to develop productive working relationships with council members that command respect, trust and confidence. An excellent understanding of local

Artificial Intelligence (AI)

We embrace AI to enhance our operations and to innovate our services. However, we value human talent and are looking for passionate individuals to join our organisation. Please ensure you personally complete your application and read all the instructions carefully to maximise your chances of success.

Applications that rely too heavily on AI may be rejected during shortlisting, however we understand that AI may be used as a reasonable adjustment, if using AI to support your application, please give a brief explanation why to help ensure fair selection process.

democracy and the processes, practices and culture required delivering strong, healthy local governance.

- Ability to provide visible and supportive leadership, empowering, motivating and developing staff and fostering a positive organisational culture focusing on delivering improved outcomes for service users.
- Ability to initiate, develop and implement effective strategies with clear goals and to make clear, informed, appropriate and timely decisions together with an ability to challenge poor service delivery.
- Effective negotiating and presentational skills.
- Excellent communication skills to relate effectively to employees, council members, the general public and other stakeholders and command their respect, trust and confidence.

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