



JANUARY 2026

LGR IMPLEMENTATION DIRECTOR

NOTTINGHAM CITY COUNCIL



HELLO!

We are pleased to invite you to interview for the role of LGR Implementation Director with Nottingham City Council. Nottingham City Council is embarking on a major transformation as part of Local Government Reorganisation (LGR). This is a pivotal moment to design and implement a new Unitary Council model for Nottingham City. This is your opportunity to shape the future of public services for an ambitious City region and leave a legacy that will last for generations.

Please take a moment to review the following pages, which provide important details about Nottingham and Nottingham City Council.

We wish you the best of luck.

**LGR IMPLEMENTATION
DIRECTOR**

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ABOUT US

Nottingham City Council is responsible for delivering a broad range of public services to the residents of Nottingham. It plays a crucial role in shaping the city's infrastructure, economic development, and social services. The Council is dedicated to sustainability, economic regeneration, and enhancing the quality of life for its citizens. Through innovative policies and active community engagement, Nottingham City Council strives to make the city a vibrant, inclusive, and progressive place to live and work.





OUR VISION AND MISSION

OUR MISSION

Our mission is to create a healthier, more prosperous, and greener future for the city where everyone can thrive. This includes building a fair city with equal opportunities, supporting vulnerable citizens, improving housing, and ensuring communities are safe, clean, and connected. A key goal is for Nottingham to be the first carbon-neutral city in the UK by 2028.

OUR VISION

Nottingham City Council's vision is to create a city that is safe, clean, ambitious, and inclusive, where everyone can thrive.

See [here](#) for our Improvement Plan and the Strategic Council Plan [here](#).



IMPROVEMENT PLAN

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Nottingham City Council's Improvement Plan has focused on financial stability and improved governance under the oversight of government Commissioners, with a new Council Improvement Plan (CIP) that supersedes previous plans. Key areas of focus include strengthening finance and audit functions, modernising IT infrastructure, improving risk management, and embedding continuous improvement to become a more financially sustainable and well-run organisation

STRATEGIC COUNCIL PLAN

Nottingham City Council's Strategic Council Plan 2025-2029 focuses on three core areas: a "Renewed Council" , "Delivering for Local People" and "Leading Nottingham Forward". The plan includes commitments to financial stewardship, innovation, and a "One Council" approach, alongside priorities to improve communities by providing safe housing, ensuring healthy residents, and enhancing education and skills. The plan also works in conjunction with the Economic Growth Plan and Digital Strategy, which focus on economic development, technology, and inclusive growth.

The LGR Implementation Director will:

- Set the Vision & Strategy
- Lead the system-level PMO and ensure robust programme planning, coordination and delivery.
- Drive Change & Innovation
- Deliver a complex transformation programme in a politically dynamic and financially challenging environment.
- Champion new thinking and innovative service models, ensuring services become more efficient, effective and citizen focused.
- Lead People & Partnerships.
- Ensure Effective Governance & Operations

The LGR Implementation Director will:

- **Be an experienced senior leader** with a track record of delivering large-scale organisational change in a complex, multi-stakeholder environment.
- **Strategic Leadership Excellence**
- **People Leadership & Culture Building**
- Experience building high-performing, resilient teams.
- **Commitment to workforce planning** and future capability building.
- **Change & Innovation Expertise**
- **Strong programme** and project management capability.
- **Evidence of delivering major transformation** and change programmes within large scale and complex environments.
- **Experience working successfully** with councillors, partners and communities.
- **Equality, Diversity & Inclusion Leadership**

OUR BEHAVIOURS



LEAD

- Be an approachable, consistent leader who builds confidence in others.
 - Plan for the future by developing people and creating space to grow.
 - Make informed, evidence-based decisions and empower others to take ownership.
- Foster a culture of high performance, learning, and accountability.

BE INCLUSIVE

- Remove barriers, challenge exclusion, and act on what you see.
- Design services around real needs, using data and lived experience to improve access and impact.
- Use workforce insights to spot patterns, address barriers, and build accountability for diversity.
- Embed flexibility, progression, and support to tackle structural inequalities. Lead a culture that listens, adapts, and values every individual.

CHANGE & INNOVATE

- Challenge old ways of working and champion innovation through safe experimentation.
 - Align people, budgets, and milestones to deliver projects that offer best value.
 - Lead with calm adaptability — focus teams on what matters most as priorities evolve.
- Foster continuous improvement by rewarding ideas, removing barriers, and celebrating success.

COLLABORATE

- Connect people, share tools, and remove barriers that block joined-up working.
- Build strong relationships across sectors to unlock shared resources and collective impact.
- Align service needs with strategic goals so everyone can do their best work.
- Challenge constructively to overcome barriers and keep collaboration focused on results.



BENEFITS AND PERKS

Your journey with us is not just about work, it's about thriving both personally and professionally. Welcome to a workplace that cares about you. You can read more about the different benefits offered to colleagues working for Nottingham City Council [here](#).



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EMPLOYEE WELLNESS SNAPSHOT

Nottingham City Council places a strong emphasis on employee wellness, offering a range of initiatives to support physical, mental, and emotional health. These include flexible working arrangements, access to wellbeing programmes, mental health support, and opportunities for professional development to ensure staff maintain a healthy work-life balance.

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ANY QUESTIONS?

We want to address any remaining questions you may have. This is your chance to seek clarification on any aspect of your interview, the LGR Implementation Director role, company culture, or about Nottingham City Council as an employer. Your questions are valuable, and we're here to ensure you feel confident and well-informed. Let's make sure you're ready for the exciting journey ahead.

Email Lucy Wesson, Senior Recruitment
Business Partner at
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THANK YOU

GOOD LUCK!