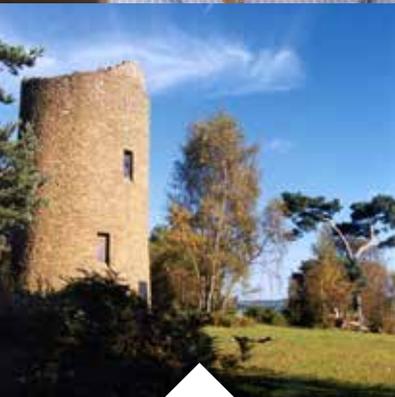


The right place to further your career in Planning



A great place to work
and a great place for
you to make a real
difference to people's
lives.



The right place to make a difference



Waverley is a great place to work and a great place for you to make a real difference to people's lives. Waverley is also a great place to make your mark, achieve outcomes that are recognised nationally and to benefit from a positive and supportive culture with a strong commitment to supporting your on-going learning and development.

About us

Waverley Borough Council is one of 11 local authorities in the county of Surrey. The council has an annual turnover of £60 million, employs over 470 staff and provides more than 110 services to a population of 121,000. These include services such as housing, planning, refuse collection, recycling, public health services and council tax collection.

Other Waverley Council services, like providing leisure facilities, the upkeep of playgrounds and parks and supporting the elderly and vulnerable families, has a big effect on people's lives.

Our services are delivered either directly by the council and/ or in partnership with a range of organisations including the

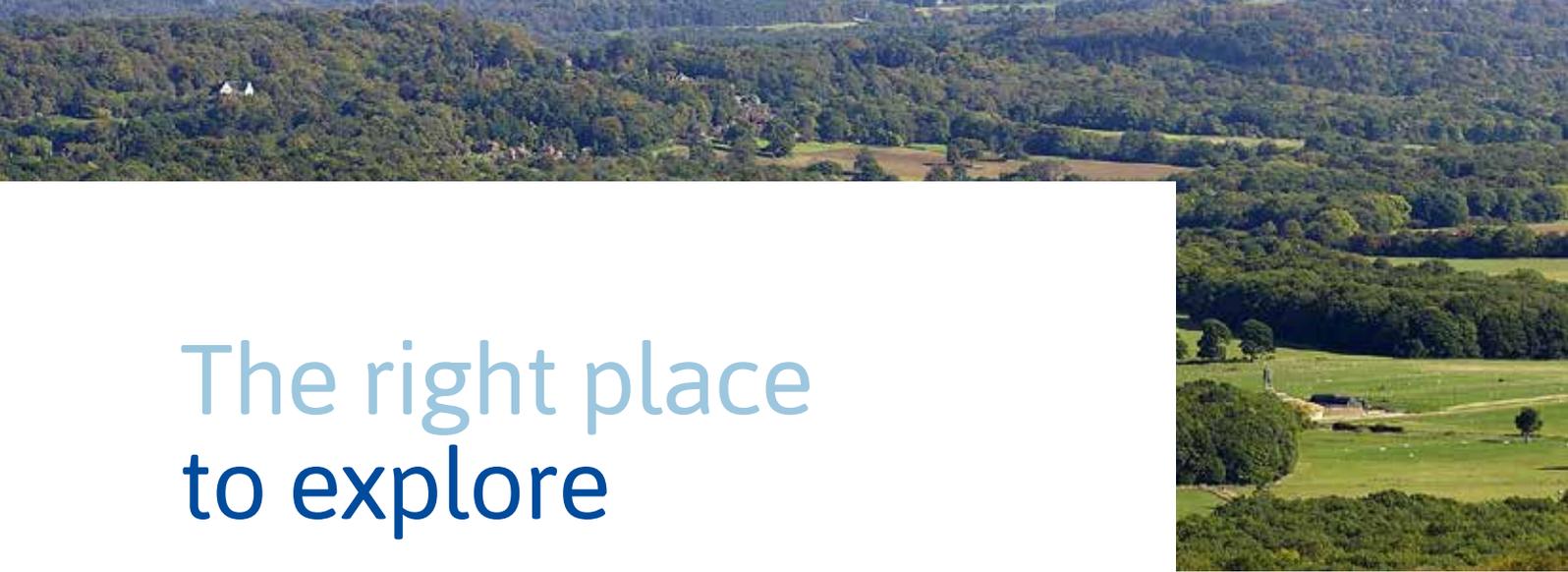
private sector, other public sector partners, charities and local and community groups. We achieve excellent performance by working with the organisations best able to help us deliver the highest quality services to our customers. Despite the pressure on spending across the public sector nationally, Waverley's robust financial platform is enabling us to continue to invest in the future – improving services and growing our skills base. We are now developing the borough blueprint for the future; setting out how we will support the success of our communities and businesses over the coming years.



Waverley is ranked 7th among Britain's best councils and number 1 in the south where homeowners get the benefit of good local services

Daily Telegraph 2014





The right place to explore

Over 80% of the borough has some type of protected national status and there are more than 400 miles of footpaths by which to explore the countryside.



About Waverley

Rather than being focused around a single large town, Waverley is shaped by four large and distinct settlements (Godalming, Farnham, Haslemere and Cranleigh) which bring with them a rich mix of perspectives and identity.

Waverley also boasts excellent transport links with journey times to London and the South East of England achievable in less than an hour. Waverley is an ideal base to experience the vibrancy and culture of London as well as the many beautiful coastal towns and villages along the south coast.

The borough benefits from a wealth of leisure and sporting opportunities including five state of the art leisure centres, a newly

refurbished tennis club, many sites of conservation and historical importance and a wealth of parks and open spaces, bustling market towns with a variety of independent shops and high-quality restaurants and cafes.

There are also four museums in Waverley, including the award winning Haslemere Educational Museum, and several acclaimed art centres including Farnham Maltings who work with a range of national and international partners to hold some 4,500 live performances and events per year. The Cranleigh Arts Centre and Haslemere Hall are equally thriving arts centres offering a varied programme of theatre, cinema, craft and music.



Locations Count

Excellent transport links.
Vibrant business economy.
First class leisure and culture venues.



Waverley named as the 6th most desirable place to live in the UK

2015 Halifax Quality of Life Rankings



The right approach



Our vision is 'Making Waverley a better place to live and work.'



Waverley has made major strides in developing a culture based on inclusion and communication with both staff and elected members. This ensures that there is a strong focus on objectives, performance and outcomes.

The council is in a strong financial position and is focussed on delivering improvements to all our services.

Customer service and communication are at the forefront of our approach to keeping both customers and staff informed about the services we deliver.

Our vision and values

Our vision is 'Making Waverley a better place to live and work.'
Our values are:

► Openness

Communication is clear and constructive and actions are transparent.

► Excellence

Working in a consistent and professional way to achieve the highest standards possible, taking the time to recognise and celebrate success.

► Fairness

Working with integrity to ensure that everyone is treated well and has equal access to the opportunities available.

► Team Work

And collaboration, with approachable staff actively contributing to our shared corporate goals.

► Taking Ownership

Where everyone feels personally committed to issues at hand and is working towards a positive outcome.

The right relationships

We work closely with a number of specialist organisations, fostering excellent working relations so we can secure the best possible outcomes for the people of Waverley.

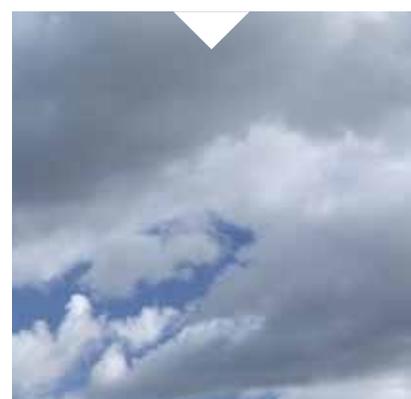
These organisations include:

- ▶ The County Council and our neighbouring boroughs where we have many examples of excellent collaboration.
- ▶ The Government, including Highways England and the Environment Agency.
- ▶ Key independent agencies such as Natural England and the Planning Inspectorate.
- ▶ The local business community, health and social care organisations where we have a long track record of successful partnership working
- ▶ Managing these external relationships well and developing strong and effective partnerships for the benefit of Waverley's communities has long been central to the councils "place making" and community leadership roles.



'The Senior Management Team of Waverley Council is recognised as one of the most effective in the country.'

Municipal Journal 2015





The right people



In November 2014, Investors in People (IIP) confirmed Waverley 'fully meets the IIP standard', 'exceeds it in a number of aspects', and highlighted a 'great deal of good practice' in the approach taken to engaging with our staff. Staff considered Waverley to be 'a great place to work.'

Our people are the main reason for the success of Waverley Borough Council.

We employ talented and committed people across a range of disciplines, from strategic thinkers whose role is to plan and map out the future direction for the borough to our people on the front line providing those vital services to our residents. Everyone at Waverley Borough Council is part of an organisation all working towards one ambition; to deliver excellent quality services to our residents.

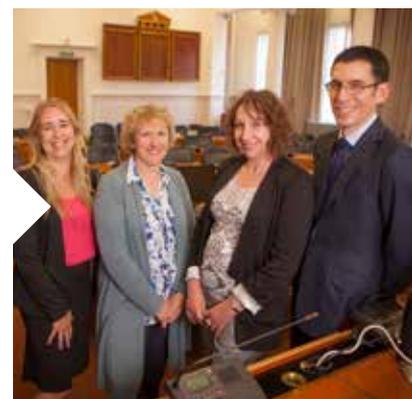
We are committed to investing in our staff and are delighted to have retained our Investors in People accreditation, a national standard that recognises excellence in how we engage and support our staff.

Learning and development is one of our key priorities. At Waverley we have a positive and comprehensive approach to learning and development and encourage staff to undertake courses of study and training

which are relevant to their role. We believe in the development of our managers and continue to build on our successful programme of graduate trainees and apprentices.

We offer job skills training development and qualification training opportunities and also have an in-house training programme open to all staff in the organisation.

To support staff with improving service delivery we have invested in the latest technology and equipment which provide opportunities to work in a flexible and streamlined way.



The right benefits



We hugely value our staff and know that, in order for us to continue to succeed, it's essential for us to recognise talented employees, developing and retaining them within the organisation and maintaining our status as a great place to work.

Staff consider Waverley to be 'a great place to work.'

Investors in People 2014

We recognise the importance of a good work-life balance and want to make sure all our staff feel supported and appreciated.

As an employee of the council there are many benefits you will get on top of your salary. Waverley offers all our employees a generous annual leave allowance and staff also are entitled to flexitime where time is accrued and can apply for flexible working.

Pension

Everyone is automatically opted into the pension scheme and employer contributions are some of the most advantageous in the current market. Furthermore the pension scheme is very secure because its benefits are defined and guaranteed in law.

Health and wellbeing

The following are some of the other (non-contractual) benefits Waverley employees can expect:

- ▶ Employee Assistance Programme
- ▶ Health advice
- ▶ Discounted gym membership
- ▶ Eye care vouchers
- ▶ On site discounted café
- ▶ Childcare Vouchers
- ▶ Sport and social club
- ▶ Volunteering scheme
- ▶ Car pool and car share





Planning

I have the opportunity to get involved in a variety of applications. One of the benefits of working at Waverley is there is a strong support network and a friendly team atmosphere. On the job training and opportunities for career development is excellent.'

Principal Planning Officer

'One of the things that attracted me to Waverley was the opportunity to work for a council seeking to deliver high quality development. I have a diverse caseload and get the opportunity to work on applications of strategic importance and am very well supported by senior officers.'

Major Projects Officer



The planning service is in the top 15% for the speed to determining planning applications.



About Planning

Waverley is a vibrant area with a strong economy, attractive towns and villages and exceptional countryside. Each of the borough's towns and villages has its own distinct character, architectural styles and strong sense of civic pride.

We have 1,749 listed buildings in the borough and 43 Conservation Areas.

However, we also need to accommodate new housing and provide opportunities for business to grow. Waverley is

a very expensive place with many residents unable to rent or buy housing in the area.

The planning service is currently amongst the top 15% of planning authorities in England for the speed of decisions when determining planning applications.



Our priorities

- ▶ Delivering high-quality developments that meet the needs of our communities.
- ▶ Updating the council's Local Plan to respond to the pro growth agenda.
- ▶ Supporting the delivery of 10 neighbourhood plans.
- ▶ Continuing to meet Government targets for speed of dealing with major applications.
- ▶ Protecting the borough's historic environment by continuing to undertake a series of conservation reviews and develop a programme of environmental improvements.
- ▶ Maintaining our position of one of the top planning authorities in determining planning applications.
- ▶ Maintaining excellence in design including the running of a highly successful biennial Design Awards.
- ▶ Considering the potential for a new settlement of 1,800 homes on a brownfield site.

Progressing your career

Waverley is at the forefront of innovation and is always seeking new ways to help its customers in an ever-changing society. It doesn't end here though; Waverley is equally as innovative in the ways in which it supports its employees and will continually look to invest, develop and support you.

Waverley is committed to your development. You'll have regular 1:2:1 meetings with your manager to discuss your performance and development needs.

You'll also attend regular team meetings to keep you informed of current business matters and work proactively with elected members supporting them in

their role as planning committee members and community champions.

Planning professionals need to stay up-to-date with developments in the sector, keep abreast of current issues and consider a range of ways to develop new skills and knowledge. Waverley supports its planners in a number of ways including presenting at committee, professional development, training and courses, membership resources and through engagement with your manager.

97%

of all major applications determined within target.

91%

of minor applications determined in target.

97%

of other applications determined in target.





The right connections

Located in the south west corner of Surrey Waverley is a great place to work and explore and offers easy access to the South East of England and beyond.

Transport links

Waverley has six railway stations located on two separate railway lines, both served by South West Trains.

Principal roads

A3, A31, A286, A281, A283, A287, A310 – easy access to London and the rest of the south east of England.

International Airports and Sea Ports:

(All within one hour's drive from Waverley). Heathrow Airport, Gatwick Airport, Southampton International Airport, Southampton Sea Port, Portsmouth Sea Port.

The right step for you

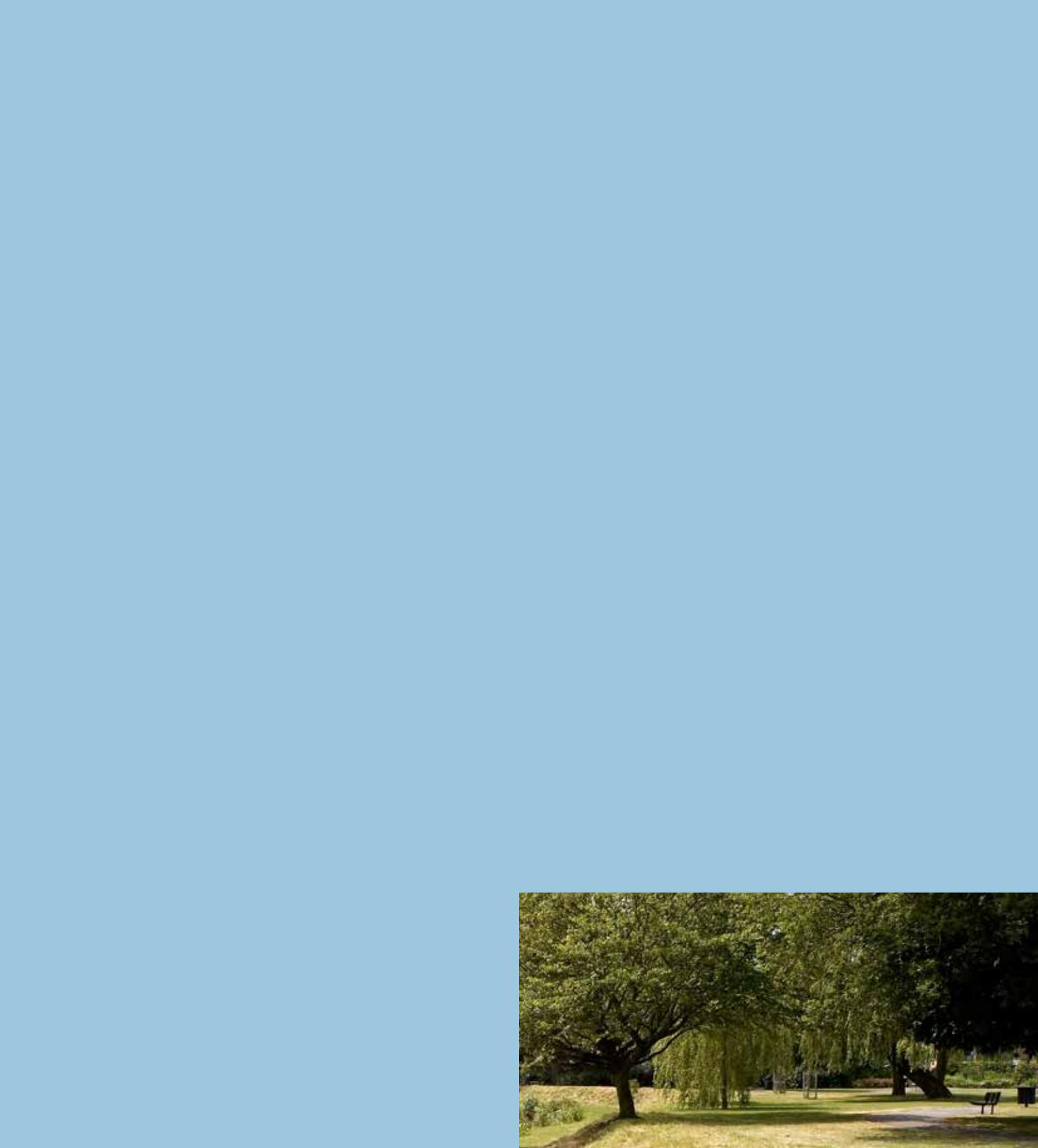
If you are looking for a friendly organisation that will support your professional career, take advantage of the fantastic opportunities that Waverley can give you.

Waverley Borough Council offers you a positive work environment and the opportunity to get involved in making a difference to people's lives whilst building a successful future.

For more information about Waverley and the opportunities we have available go to www.waverley.gov.uk

 Follow us on twitter: twitter.com/waverleybc

 Facebook: facebook.com/waverleybc



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