

DUNDEE

Recruitment Pack

Dundee City Council

Dundee is a dynamic, ambitious
city with a remarkable history
and an exciting future.

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Welcome from the Chief Executive

Thank you for your interest in this role.

We are a council with big ambitions because we want the best for all our citizens. We want Dundee to be the best place to grow up, study, work and live long and happy lives.

Dundee has transformed itself into a growing city on a journey of major economic, social and cultural development, including its world renowned £1bn Waterfront development with V&A Dundee at its heart. Further opportunities lie ahead such as the £300 million Tay Cities Deal, the Michelin Scotland Innovation Parc, a Life Sciences Innovation District and the Eden Project - all examples of Dundee's bold and creative ambition. As a result, Dundee has been named as one of the world's top "places of the future".

The Council has a vital role in enabling transformational change to meet the needs of the city and at the same time maintain the financial sustainability of local services. We continue to work with partners, businesses, citizens and communities to tackle challenges and grasp opportunities.

Many uncertainties still remain about the impacts of the UK withdrawing from the EU, the COVID-19 pandemic and now the cost of living crisis. We pay particular attention to the impact on the local economy; on the funding of employability, social inclusion, regeneration and support for key business sectors; and on the work of our universities and colleges, which play such a key role in the city.

As a Council, we provide best value and are committed to continuing to change for the future. Given the ongoing financial uncertainties we need to look again at how we design and deliver our services. That will also affect how we design our budgets and income, our service structures and workforce planning to ensure that we are working in the most efficient, effective and innovative ways.

Our success is reliant on our employees who are motivated, innovative and productive. Our workforce deliver services confidently and competently, with the right skills, knowledge and values.

In return for your leadership, we offer a friendly and welcoming place to work with a talented team of staff and a competitive salary and benefits package

If you have the drive, skills and experience to contribute and influence I would be delighted to receive your application.



Greg Colgan
Chief Executive, Dundee City Council



Dundee City

Dundee is a modern, vibrant city which is continuing to transform culturally.

It is a leader in many fields including life sciences, technology, gaming, digital media, art and design and is developing capacity in the green jobs sector.

Particularly after the opening of the V&A Dundee, it is increasingly becoming a tourist destination for Scottish, UK and international visitors. Dundee was Scotland's first Fair Trade City, the UK's first Living Wage City and the UK's first UNESCO City of Design. Dundee has been named as one of the world's top "places of the future" in a report examining how new technologies will create jobs. The 21 Places of the Future report looks for where new jobs will appear, hotbeds of innovation and ideas, and affordable and enjoyable places to work – places "where the future is being built right now."

Dundee is well positioned for the future with two globally renowned universities in the city and St Andrews close by.

Dundee has an international reputation for using culture and creativity as a catalyst for building resilient and robust communities. Our strong history of cultural investment means Dundee is a vibrant place which harnesses its creativity and cultural richness to support



the engagement, ambition, achievements and wellbeing of its citizens.

Diversity is welcomed with opportunities for worship in a wide range of faiths including Christianity, Buddhism, Hinduism, Islam, Judaism and Sikhism, as well as multi-denominational institutions, which welcome people of all faiths or none.

As well as being Scotland's sunniest city Dundee is a place that is friendly, fascinating and easy to reach. All persuasive factors when deciding where to live and work.





Dundee is a great place to live and work



Beautiful scenery with seaside, mountains and forests so close you can visit them all in one day.



Compact, so you can easily walk or cycle around the city.



26 mile cycle route around the city.



Scotland's Sunniest city.



Variety of outdoor activities easily available including watersports, skiing, skateboarding, golf and mountain climbing.



Steeped in history, there is a lot to explore.



Home to some of the best museums in Scotland.



UK's first UNESCO City of Design.



Cost of living is cheaper than other Scottish cities.



House prices are more affordable than in any other Scottish city.



You can fly to London from Dundee Airport in an hour or travel to Edinburgh International Airport in an hour.



Excellent schools, colleges and universities with highly ranked graduate prospects.



Dundee City Council

Dundee City Council is a democratically elected body for the Dundee area with 29 elected members representing 8 wards.

The Dundee City Council area is geographically the smallest local authority area in Scotland with a population of 147,720. We also serve as the regional centre for approximately 500,000 people in the surrounding areas of Perth & Kinross, Angus and Fife.

We deliver services aimed at providing a better quality of life for the people of Dundee. We are also one of the largest employers in the city with 6,706 employees.

We have a strong local and national reputation for providing good quality and effective services to our citizens through our strategic services areas and partners. We have performed well, despite the significant financial challenges, the pandemic and increased demand for our services.

It is our vision to continuously improve service delivery and to support and enable initiatives which make our services more accessible, more convenient, more operationally effective and cost effective.

Our employees are our biggest asset.



Our Council's Vision, Values and Key Priorities

The City Plan and Council Plan are two key documents which spell out the Dundee Partnership's vision for the future of the city and the Council's key priorities.

The City Plan sets out ambitious but realistic targets for improving a range of outcomes across the partnership agenda, while the Council Plan details the local authority's targets and actions for making improvements on its priorities.

Dundee City Council fully endorses the shared vision for our city set out in the Dundee Partnership's City Plan 2022-2032. This reflects a consensus in the city which we can all work towards and is set out as follows:



Our Council's Vision, Values and Key Priorities (continued...)

To achieve the vision, we have selected five priorities to focus on for the next five years and to underpin our bold and ambitious culture to encourage everyone at Dundee City Council to live by these values and deliver on these priorities.



Our values

Living our Values

Be open and honest	Be fair and inclusive	Be innovative and transforming	Be constantly learning
<ul style="list-style-type: none">• Develop our talent• Have a full engagement with our workforce• Encourage feedback• Develop our workforce information and analytics to aid decision making• Manage workforce change	<ul style="list-style-type: none">• Promote diversity, inclusion and difference• Provide an Employee Wellbeing Service• Ensure healthy and safe working practices• Encourage 2-way conversations• Demonstrate respect and dignity	<ul style="list-style-type: none">• Encourage curiosity• Open to suggestions and change• Share new ideas, thinking and practice• Be evidenced-based in our decisions	<ul style="list-style-type: none">• Identify and deliver future skills• Use learning to improve our work• Have Coaching Conversations• Encourage reflective learning

Benefits of working with us

Home/Work benefits

- Annual leave up to 32 days plus 5 public holidays
- Enhanced Occupational Maternity/Adoption Pay
- Flexible Working
- Family Friendly Workplace
- Hybrid working (home and office)
- Secure employment
- Work/life balance

Financial benefits

- Credit Union
- Incremental pay scales
- Local Government Pension Scheme (including AVC's and Ill Health Retirement enhancements)
- Staff Benefits Scheme (including bikes, cars, dental and lifestyle savings)

Career development benefits

- Career change opportunities
- Career progression opportunities
- Learning & Development opportunities
- Quality Conversations



Wellbeing support benefits

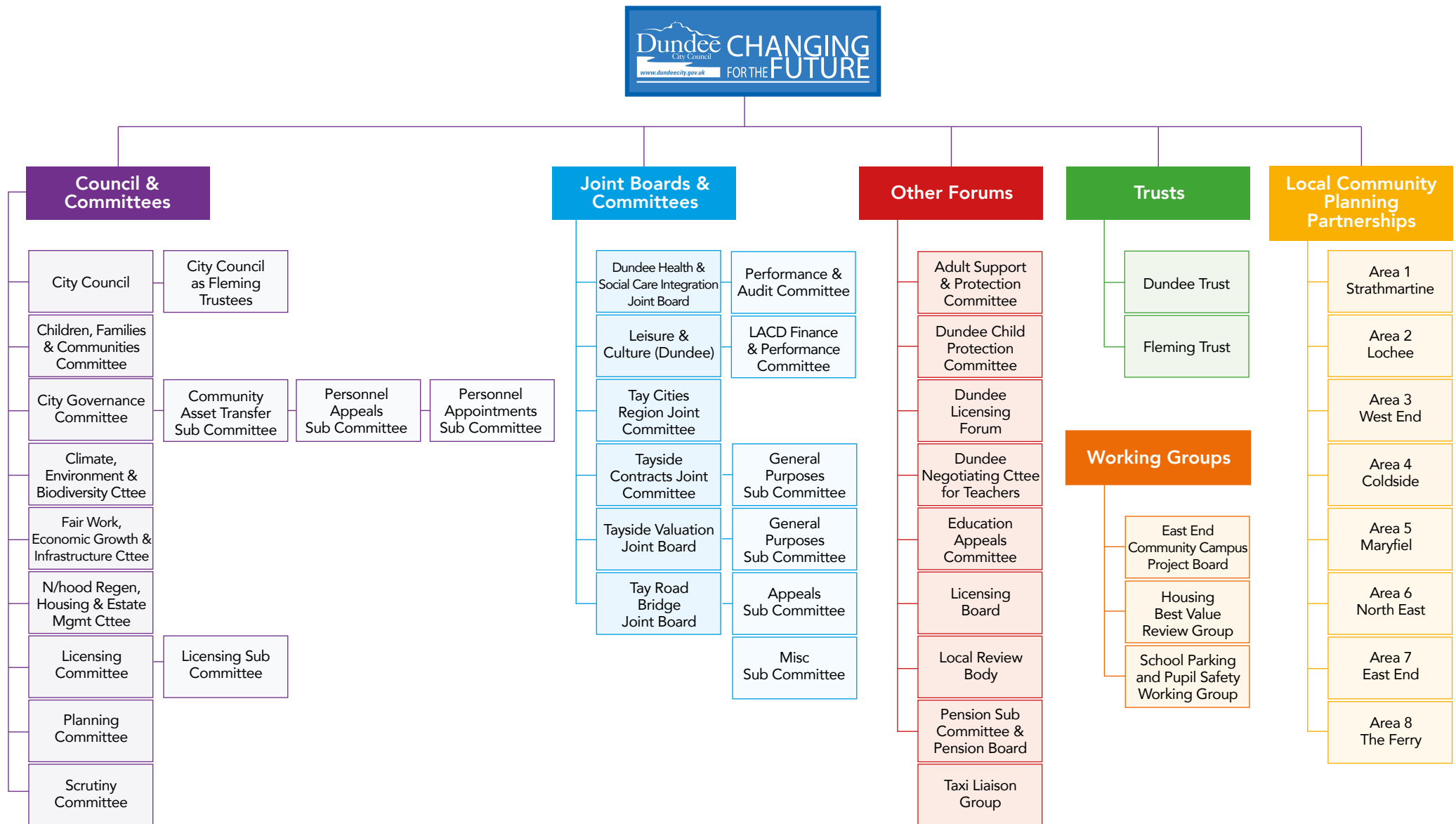
- Attendance support
- Counselling Service
- Occupational Health Service
- Occupational sick pay
- Physiotherapy Service
- Wellbeing Support Service

National accreditation benefits

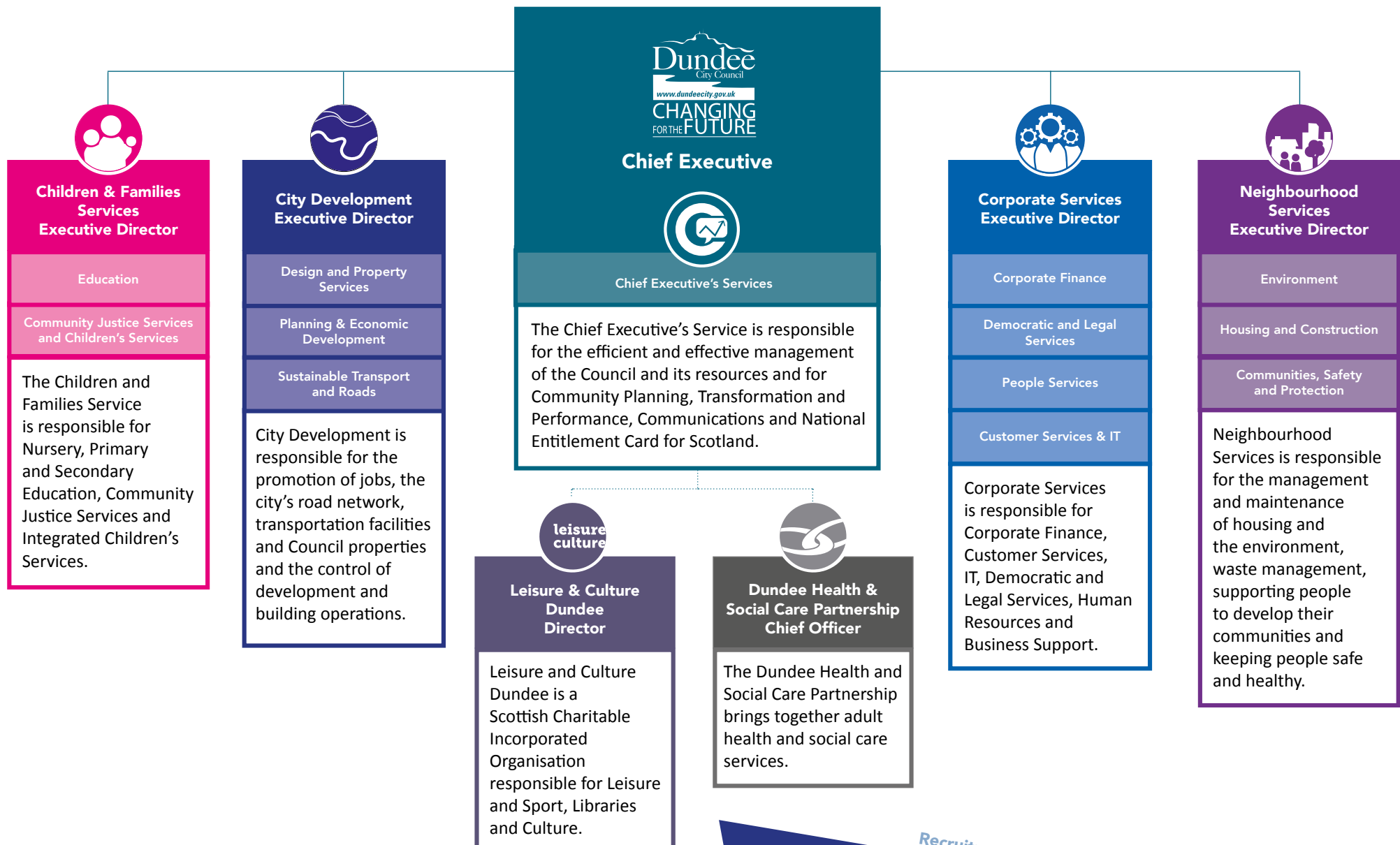
- Armed Forces Gold Award Employer
- Disability Confident Employe
- Healthy Working Lives Commitment
- Scottish Living Wage Employer



Dundee City Council Governance Structure



Dundee City Council Executive Structure





Key documents

Here are links to our key corporate documents.

[City Plan](#)

[Council Plan](#)

[Our People Strategy](#)

[Employee Health and Wellbeing Framework](#)

Social media and web links

[Dundee City Council website](#)

[OneDundee on the Move](#)

[LinkedIn](#)

[X](#)

[Facebook](#)

[Instagram](#)

[Dundee - One City Many Discoveries website](#)





www.dundee.gov.uk