



Chief Officer - Strategic Place Planning

Recruitment pack

Welcome

Thank you for your interest in the role of **Chief Officer - Strategic Place Planning** and for considering Aberdeen as a place where you can use your skills, knowledge, experience, and passion to make a difference.

We have transformed our structure in recent years and take great pride in our collaborative, evidence-led approach to delivering the best outcomes for the people of Aberdeen. Strategic Place Planning sits at the heart of this ambition, helping to shape a city that is ambitious, inclusive and sustainable, whilst supporting economic growth, energy transition, regeneration and thriving communities.

Aberdeen is a city of opportunity and change. From city centre regeneration and major housing investment to net zero ambitions, infrastructure delivery and long-term place-making, the Strategic Place Planning service plays a critical role in shaping the future of both the city and the wider region.

We are committed to innovation and continuous improvement. Through our involvement in the Health Determinants Research Collaborative, we are strengthening the use of research, data and evidence to inform decision-making and ensure that health and wellbeing are embedded in how we plan places and services. This commitment to evidence-based policy and collaborative working is helping us deliver better outcomes for our communities.

We also have a strong track record of planning performance. Recent years have seen significant improvements in the quality and timeliness of decision making, successful delivery of key planning policy and place-making initiatives, and a continued focus on providing a responsive and customer-focused planning service.

Our teams are helping to shape and deliver nationally significant developments whilst maintaining a strong focus on creating great places across Aberdeen.

We have a fantastic senior leadership team that is collaborative, supportive and committed to making a positive difference for Aberdeen and as well as leading the service you will play a key role at a corporate level.

Following the move of our current Chief Officer of Strategic Place Planning to the Scottish Government, we now have an exciting opportunity for a new Chief Officer to join the team. This is a chance to lead one of Scotland's most influential place-making portfolios at a pivotal moment in Aberdeen's development, shaping policy, driving regeneration and helping deliver our ambitions for people, place and prosperity.

Aberdeen is a city with and of energy. We are looking for an inspiring planning leader who will bring vision, creativity and enthusiasm to the role, make a lasting impact and help shape the next chapter of Aberdeen's story. If this sounds like you, I look forward to receiving your application.



Gale Beattie
*Executive Director City
Regeneration & Environment
Aberdeen City Council*



Aberdeen – Place, People and Prosperity

Place

Aberdeen is a city of national significance and distinct character. Its historic architecture, cultural attractions, coastline, and proximity to Royal Deeside and the Cairngorms contribute to an exceptional quality of life. Continued investment in regeneration, public spaces, culture and communities is helping to create a vibrant, sustainable and welcoming city for the future.

People

At the heart of Aberdeen's success are its people. Serving as the regional centre for North East Scotland, the city benefits from a highly skilled workforce and internationally recognised education, research and health institutions, including the University of Aberdeen, Robert Gordon University and NHS Grampian. Through the Community Planning Partnership and Local Outcome Improvement Plan, partners work together to improve outcomes, reduce inequalities and ensure that economic success is shared more widely across communities.

Prosperity

Aberdeen is one of the UK's most productive economies and is playing a leading role in the transition to Net Zero. Building on decades of entrepreneurship, the region is diversifying into high-value sectors including digital technology, life sciences, tourism, food and drink, and creative industries. Backed by significant public and private investment, Aberdeen is well positioned for long-term economic growth.

Why Aberdeen?

Aberdeen has a long history of adapting to change. From its origins as a trading and maritime centre to its emergence as a global energy capital, the city has repeatedly reinvented itself.

For senior leaders, this presents a rare opportunity: to help shape the future of a city that is nationally significant, internationally connected and ambitious for generations to come. Working with partners across the public, private and third sectors, you will lead the Council's contribution.

Aberdeen at a Glance

- Scotland's third-largest city
- Regional centre for North East Scotland
- One of the UK's most productive economies
- A thriving education sector with two universities, NESCol and specialist institutions including SRUC
- One of the UK's most highly skilled workforces
- At the forefront of the UK's energy transition
- More than £1 billion invested through the Aberdeen City Region Deal
- A globally connected city



About Aberdeen City Council

Aberdeen City Council is a large, complex and influential local authority, delivering a wide range of services that support residents, businesses and communities across the city.

Our purpose is to work with communities and partners to make Aberdeen a place where everyone can thrive, regardless of background or circumstance. The Local Outcome Improvement Plan (LOIP) 2026-2036 sets out a shared ten-year vision for achieving this through five long-term priorities: childhood experiences, working lives and access to work, communities and housing, neighbourhoods and the environment, and reducing preventable deaths.

Reflecting these shared ambitions, the Council's priorities are centred on improving outcomes and reducing inequalities, helping children and young people get the best start in life, creating healthy and resilient communities, driving economic growth and opportunity, and delivering modern, sustainable public services.



Strategic Context

The Council is undertaking a significant programme of organisational reform, modernising how it operates, makes decisions and delivers services to meet future financial, demographic and service challenges. This includes strengthening governance, expanding prevention and early intervention, making better use of data and technology, and ensuring the effective stewardship of public resources.



Medium Term Financial Strategy

The Medium Term Financial Strategy (MTFS) provides the framework for the Council's long-term financial planning. It identifies future funding pressures, investment priorities and the actions required to ensure services remain sustainable while delivering best value for residents.

Transformation Programme

The Council is delivering an ambitious transformation programme focused on service redesign, digital innovation, prevention, property rationalisation and new delivery models. The programme aims to improve outcomes for residents, strengthen organisational resilience and help address long-term financial challenges.





About Aberdeen City Council

Economic Growth Ambitions

Aberdeen has ambitious plans to build a diverse, resilient and globally competitive economy. Working closely with regional and national partners, the Council supports investment, innovation and skills development across key sectors including energy transition, digital technology, life sciences, tourism, food and drink, and the creative industries.

Community Planning

Through Community Planning Aberdeen, the Council works alongside public, private and third-sector partners to improve outcomes for residents. The partnership focuses on tackling poverty and inequality, improving health and wellbeing, supporting children and families, and strengthening communities through prevention, empowerment and collaborative action.

Our Culture

The Council's culture is shaped by our people and our Guiding Principles, which were developed with employees from across the organisation and reflect the values and behaviours that matter to people. They provide a shared framework for how we work with residents, partners and colleagues.



We are committed to creating a workplace where people feel welcome, respected and able to contribute. We value different perspectives and experiences and believe they strengthen our ability to serve Aberdeen's communities and deliver better outcomes.

For further information about Aberdeen City Council and to support your application, you may find it useful to consider the following documents:

- [ACC Organisation Structure](#)
- [Local Outcome Improvement Plan](#)
- [Aberdeen City Region Deal](#)
- [Council's City Centre and Beach Masterplan](#)
- [Regional Economic Strategy](#)
- [Medium Term Financial Strategy](#)



The Opportunity

This is an exciting opportunity for an ambitious and influential leader who wants to make a lasting impact on Aberdeen: shaping major infrastructure, development and regeneration; supporting the transition to net zero; and ensuring the city's future growth is informed by strong evidence, meaningful engagement and effective partnership working.

As Chief Officer – Strategic Place Planning, you will play a pivotal role in shaping Aberdeen's future as a prosperous, sustainable and inclusive city.

You will:

- provide strategic leadership across place planning, including planning, transport, environment, building standards, climate change and net zero, ensuring that the city's spatial, infrastructure and investment priorities are aligned to support sustainable growth and deliver positive outcomes for Aberdeen and its communities.
- As the Council's statutory Chief Planning Officer, you will provide professional leadership and assurance, ensuring the Council meets its statutory and regulatory responsibilities while helping to shape an ambitious, long-term vision for the city.
- Working collaboratively with elected members, colleagues, communities, developers, public-sector partners, neighbouring authorities and national agencies, you will lead the development and delivery of key Council and Community Planning Partnership priorities.
- You will ensure that policy, investment and services come together effectively to deliver economic, social and environmental outcomes for Aberdeen.
- As a member of the Extended Corporate Management Team, you will also contribute to the wider leadership of the Council, helping to shape corporate priorities, transformation, public service reform and strategic decision-making.

This is an opportunity not simply to plan for Aberdeen's future, but to help shape it.

For further detail, please see the full [job profile](#) for the role.



The Candidate

We are looking for an influential, credible and forward-thinking strategic leader who can operate effectively within a complex, politically led and partnership environment. You will combine strong professional expertise with the strategic judgement, leadership presence and collaborative approach needed to help shape Aberdeen's future.

You will bring a proven track record of:

- **Providing strategic leadership**, developing and implementing policy and translating ambitious strategies into deliverable plans that achieve measurable outcomes for places and communities.
- **Leading change and transformation**, bringing services and professional disciplines together around a shared vision and creating the conditions for innovation and continuous improvement.
- **Operating successfully in a politically led environment**, providing clear professional advice and building constructive and trusted relationships across organisational and professional boundaries.
- **Building effective partnerships** with communities, developers, public-sector partners, trade unions and professional stakeholders to deliver shared priorities.
- **Using evidence and insight to inform decision-making**, establish priorities, manage risk and support the effective deployment of resources.
- Demonstrating **strong governance and financial stewardship**, with a clear focus on accountability, performance and the delivery of improved outcomes.
- **Engaging and influencing effectively**, ensuring that diverse perspectives help inform the development of policy, priorities and solutions.
- Applying a **strong understanding of the current and emerging Scottish legislative and policy landscape** relating to planning, building standards, transport and climate change, together with approaches to supporting the transition to a net zero city.

You will have the professional credibility, leadership and judgement required to fulfil the Council's statutory Chief Planning Officer responsibilities, while also bringing a broader corporate perspective and contributing to the strategic leadership of the Council.

You will hold a degree in Town Planning or an associated discipline, or an appropriate professional qualification supported by extensive relevant experience. Chartered membership of the Royal Town Planning Institute (RTPI) is required, together with evidence of continued professional development.





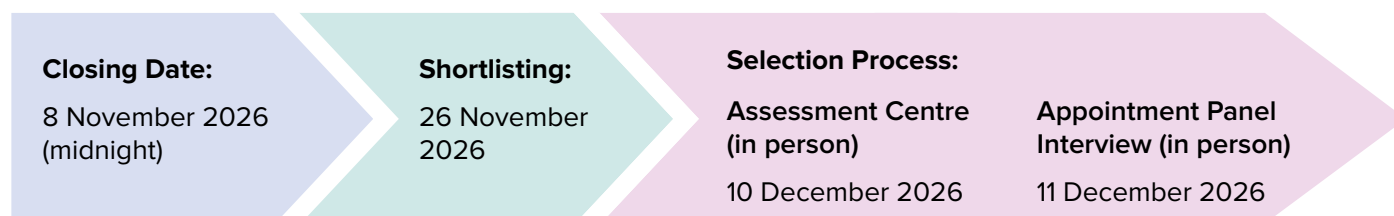
How to Apply

We hope that you have found the information in this recruitment pack useful and informative and that we have inspired you to find out more and/or to make your application.

If you would like to discuss the role, please contact: Gale Beattie, Executive Director City Regeneration and Environment by email on directoratempa@aberdeencity.gov.uk

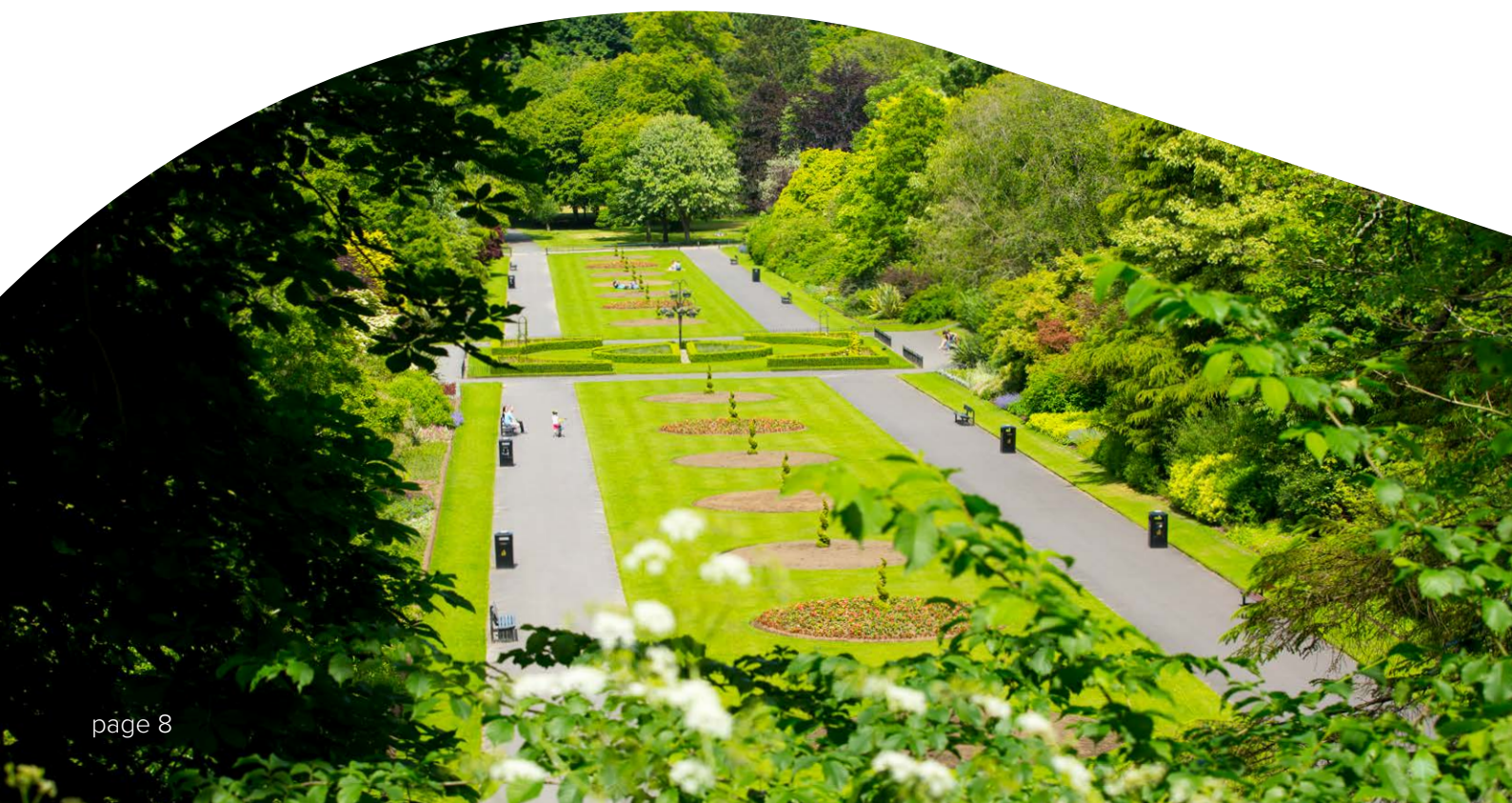
To apply: [please visit My Job Scotland](#).

Selection Process Timetable



Equality, Diversity and Inclusion

Aberdeen City Council is an equal opportunities employer. We believe diverse perspectives strengthen decision-making, leadership and public service delivery. We welcome applications from candidates who share our commitment to inclusive leadership and improving outcomes for all communities across Aberdeen, and particularly from those currently under-represented in public sector leadership. Further information on Equality, Diversity and Inclusion can be found in our [Equality, Diversity, Inclusion and Recruitment pack](#).



Summary of Terms

Terms and conditions of employment

The terms and conditions of employment associated with this role are in accordance with and subject to collective agreements negotiated from time to time by the Scottish Joint Negotiating Committee for Chief Officials of Local authorities, set out in the SJNC Scheme of Salaries and Conditions of Service for Chief Officials (the 'Chief Officials Book'), as supplemented by local collective agreements reached with trade unions recognised by the Council.

Salary

The salary for the role is **£109,032** (Chief Officer Salary Scale Point 36).

Holiday entitlement

This role attracts an annual leave entitlement of 28 days (including 5 floating days in respect of public holidays) plus an additional 5 days for five years continuous Local Government service plus a further 3 days for 10 years continuous Local Government service. In addition, the Council recognises 7 public holidays throughout the calendar year.

Place of work

The recognised base for employment is Marischal College, Aberdeen.

Flexible Working

Aberdeen City Council supports flexible and agile working arrangements where these meet the needs of the role and the objectives of the Council. The Chief Officer role requires the postholder to maintain a regular and visible presence within Aberdeen and must be able to attend Council premises and partner meetings as required.

Pension fund

Employees will automatically be contractually enrolled into the Local Government Pension Scheme (LGPS). The Scheme is a statutory local government scheme, and the Council pays an employer contribution. Employee contributions are tiered and depend on an individual's pay. Rates are reviewed annually. You can find more information by visiting www.nespf.org.uk or by calling 01224 264264.

Political restriction

Under the terms of the Local Government and Housing Act 1989, this role has been designated as politically restricted. Consequently the terms and conditions attached to the post are deemed to incorporate various clauses as detailed in the Local Government Officers (Political Restrictions) Regulations 1990 (as amended).

