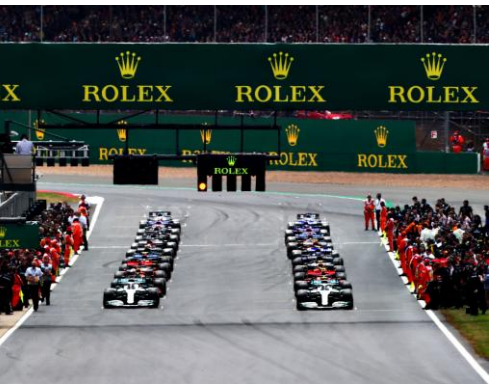
West Northamptonshire Council

Executive Recruitment

Candidate Information Pack






Corporate Director
Law & Governance

Resources Directorate

November 2026

WHERE CAREERS THRIVE

West Northamptonshire Council

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Welcome

Thank you for your interest in joining us at West Northamptonshire Council.

Established nearly six years ago, we are one of the country's newest councils and the fifth-largest unitary authority in the UK. We are proud of the strong start we have made and ambitious about making West Northamptonshire a great place to live, work, visit and thrive.

We are looking for an exceptional strategic leader for the role of Corporate Director Law and Governance (Monitoring Officer). Someone who can bring ambition, clarity and sound judgement to this important portfolio. You will provide expert legal and governance advice to the Chief Executive, elected members and senior colleagues, enabling the Council to deliver its priorities through lawful, transparent and effective decision-making.

As our statutory Monitoring Officer, you will uphold the highest standards of governance and conduct, ensuring our Constitution and decision-making arrangements are legally compliant and fit for purpose. Your leadership will support our vision of Thriving People in Thriving Places, combining clear advice and constructive challenge with an enabling approach that helps colleagues deliver confidently and effectively.

The successful candidate will lead a diverse portfolio spanning legal, democratic, electoral, regulatory and information governance services, alongside registration, local land charges, the Coroner's Service, crematorium and mortuary services. Working closely with elected members, colleagues and partners, you will build high-performing services that protect public trust, meet statutory responsibilities and make the best use of our resources.

This is a rare opportunity to shape the legal and governance foundations of an ambitious council while leading services that touch important moments in residents' lives. This role offers the opportunity to make a real and lasting difference, and I am genuinely excited about the impact the right person can have.

If you share our ambition and are excited by what we can achieve together, we would be delighted to hear from you.



Warm Regards,

Martin Henry
Chief Executive

West Northamptonshire Council

About West Northamptonshire

West Northamptonshire is a place with ambition, energy and momentum. Formed in 2021, we are a young council with a bold vision—to make our area the very best place to live, work, visit and thrive. We are proud of our heritage and excited about our future.

West Northamptonshire is an attractive, diverse and welcoming area to live and work, offering a blend of vibrant historic market towns, charming villages, beautiful rural landscapes and excellent national connectivity, all nestled in the heart of England. Northampton is our largest town and main urban area, located on the River Nene. It is also one of the largest towns in England without city status. The area includes a number of smaller historic and picturesque communities including the market towns of Brackley, Daventry and Towcester.

Also in West Northants is Silverstone Circuit, globally recognised as the heart of British Motorsport, home of the Formula 1 British Grand Prix and a year-round calendar of motorsport events including MotoGP, touring cars, and numerous community and corporate events. The area attracts hundreds of thousands of visitors annually and reinforces West Northamptonshire's reputation as the UK's motorsport heartland.



Beyond motorsport, our wider economy is well located, well connected and rich with potential. West Northamptonshire offers excellent accessibility, benefiting from strong rail links into London, with direct services from Northampton to London Euston taking as little as 55 minutes. Strong road networks, including the M1, M40, A14 and A43, provide convenient access to London, Birmingham, Oxford, Cambridge and beyond, ensuring smooth travel for commuters and visitors.

For those who value lifestyle as much as employment, the combination of countryside walks, historic market towns, thriving local businesses, sporting excellence and national attractions makes West Northamptonshire an attractive and well-connected place to live, work and build a career and to enjoy a fulfilling way of life. Many of our senior leaders live locally and love the blend of affordability, green space, community and opportunity.

Why Join Us Now?



This is a rare opportunity to shape how strong governance and enabling services support delivery across West Northamptonshire. Reporting to the Executive Director – Resources, you will sit within the Resources Directorate and be a member of the Council's Senior Management Team. With budget responsibility of £9.0m, you will lead Legal Services, Democratic Services, Electoral Services, Regulatory Services, Information Governance, Local Land Charges, Registration Services, the Coroner's Service, and crematorium and mortuary services.

As Monitoring Officer, you will discharge the statutory responsibilities set out in Section 5 of the Local Government and Housing Act 1989, as amended. You will oversee the Council's Constitution, support lawful member and officer decisions, promote high standards of conduct and provide clear advice on complex legal and governance risks. Your remit also includes oversight of the Children's Trust's governance and legal processes, access to information, electoral registration and the safeguarding of council information.

You will join a council with ambition and momentum, where there is genuine appetite for innovation, partnership and transformation. You will develop an enabling approach across the portfolio, strengthen performance and deliver continuous improvement. From regulatory and registration services to the countywide Coroner's Service and bereavement services, you will balance statutory responsibilities, customer needs and opportunities to deliver sustainable income and value for money.



If you are an inclusive and collaborative leader who can bring people together, navigate complexity and combine professional integrity with practical solutions, this is your opportunity to make a difference across the Council. You will work closely with the Chief

Executive, elected members, senior colleagues and partners, providing the advice, guidance and constructive challenge that help turn ambition into lawful and effective delivery.

The Leader We're Looking For

We are looking for an ambitious, inclusive and collaborative leader with the professional credibility and sound judgement to champion good governance while enabling the Council to achieve its priorities.

You will bring a successful track record as a Monitoring Officer, leading legal, constitutional and democratic processes and providing strategic legal advice to members and senior leaders. You will have substantial knowledge of local government law, statutory requirements, constitutions and decision-making frameworks, alongside an understanding of the challenges facing the sector.

You will hold a law degree or professional qualification and be a qualified and/or practising solicitor, barrister or CILEX-qualified Lawyer with a full practising certificate and an up-to-date CPD record.

A confident and credible communicator, you will explain complex advice clearly, build trusted relationships and offer constructive challenge. Political awareness, strong influencing skills and a commitment to high standards, transparency and inclusive leadership will underpin your approach.

With strategic insight and the energy to deliver, you will lead and develop professional teams, manage budgets effectively and apply commercial judgement to secure value for money. You will create a high-performing culture, encourage innovation and work with partners to deliver sustainable service improvements.

Hear more from our Chief Executive, in this short video

Join us, and help our area truly THRIVE.

Our Vision, Values and Organisation

Our vision at West Northamptonshire Council is:

To make West Northamptonshire a great place to live, work, visit and thrive.

As Corporate Director, you will be central to bringing this vision to life.

We truly stand by this and work hard every day to make this a reality, and at WNC it's about our people. People who thrive with ambition, bring new ideas, demand better ways of working, care about every detail, and who never shy away from a challenge.

The One West Northamptonshire Plan is our vision for how organisations can work together over the next 5 years to make a real difference to people's lives. At its heart, this role turns the ambition of the One West Northamptonshire Plan into visible, tangible outcomes.

The Corporate Director will champion the One West Northamptonshire Plan's ambition for Efficient and Enabling Services. Through expert legal advice, sound governance and effective leadership of a diverse statutory portfolio, they will support lawful, transparent decisions and high-quality services. Working across the Council and with partners, they will strengthen accountability, protect information, promote high standards and ensure resources are directed towards our priorities and residents' needs.

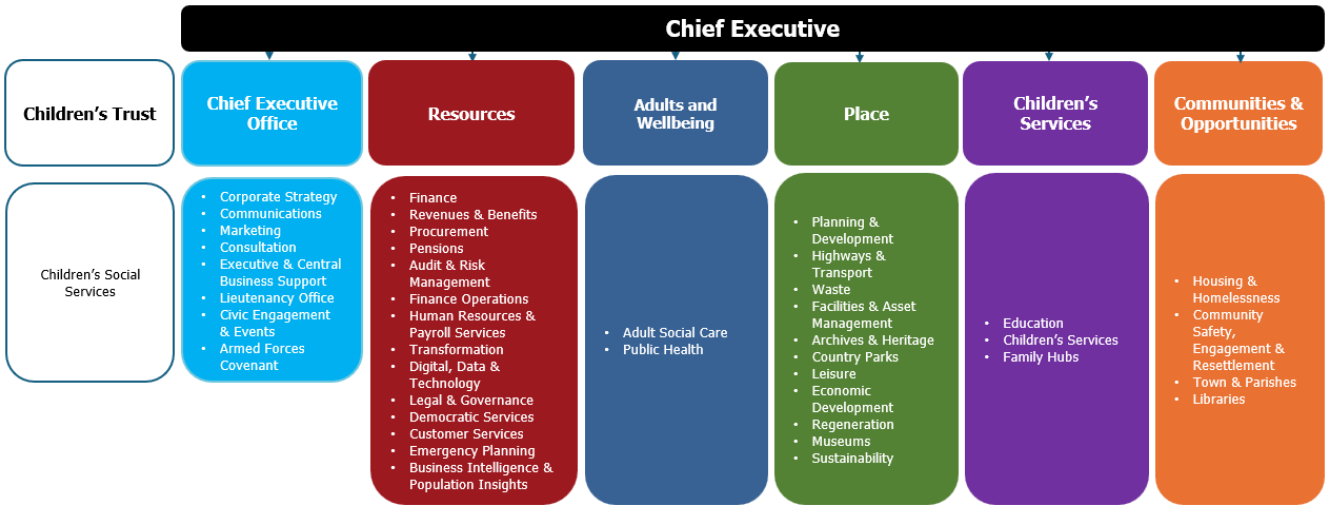
Our journey is guided by **our THRIVE values**:

T	Trust	We are honest, fair, transparent and accountable. We can be trusted to do what we say we will.
H	High Performing	we get the basics right and what we do, we do well. We manage our business efficiently.
R	Respect	we respect each other and our customers in a diverse, professional and supportive environment.
I	Innovate	we encourage curiosity, we are creative and seize opportunities to grow individually as an organisation and as an area.
V	Value	We continually strive for best practice and ways of improving existing procedures, practices and systems and thereby promoting efficiency and cost effectiveness
E	Empower	we believe in people, will listen, learn and trust them to make decisions. We help people to realise their ambitions.

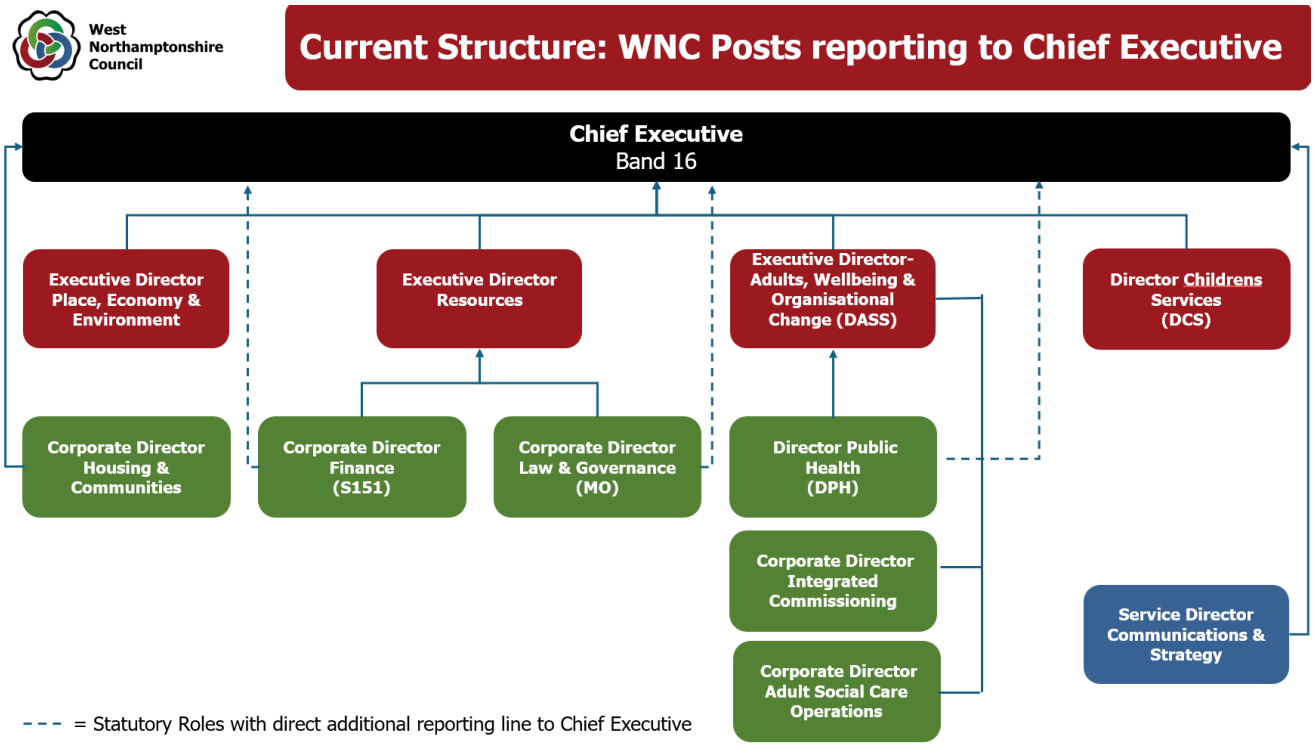
These shape our culture and define how we work together, they are more than words; they are the principles that underpin our decision-making, leadership, and service delivery.

Our organisational make-up

WNC directorates and areas of responsibility:



Structure Chart:





Recruitment Timetable

24 November 2026	Advertising Commences
13 December 2026	Advert closes
18 December 2026	Technical interviews (Virtual)
23 December 2026 onwards	Psychometric testing (Online)
7 January 2027	Interview day (One Angel Square, Northampton)

WHERE CAREERS THRIVE

When potential is unlocked, talent *thrives*

West Northamptonshire Council