

Dear Candidate,

Thank you for your interest in joining Crawley Borough Council at a time of significant change and opportunity. The next two and a half years will see this Council:

- Continue to tackle our strategic challenges of temporary accommodation, water neutrality restrictions, population migration and their impact on Council finances set out in our [Housing Emergency](#)
- Design and implement a new model of local government within Sussex through the Local Government Reorganisation and Devolution agendas, ensuring successful and safe transition and delivering on the transformation opportunities
- Deliver the administrations priorities for the town, including its emerging legacy projects to be set out in the new Corporate Plan
- Continue to deliver high quality services for the town, building on the recent [Corporate Peer Challenge](#) and the [C2 outcome from the Regulator for Social Housing](#).

It's a demanding agenda, but one that will make a substantial contribution to Crawley and its residents, both now and into the future. If you are motivated by making a difference for communities, then you will find a like-minded organisation here at Crawley Borough Council, with an agenda to match.

We are proud of the corporate culture we have developed over time, and this was reflected in our recent Corporate Peer Challenge:

*'Staff speak positively about the culture of the organisation, citing the supportive and collaborative approach and noting that it is a positive place to work... Feedback about CMT was positive ... 91% of staff agreed with the statement 'I have confidence in the leadership provided by CMT' and 93% agreed that CMT treat all staff with respect.'*

We believe that the right culture is critical to a successful workplace, and that starts at the top with CMT. You will find a leadership team that is supportive, collaborative, committed and principled.

This vacancy has arisen following the outgoing postholder's appointment as a Director at a London Borough. This speaks to the opportunities that the above agenda provides in supportive and collegiate environment. It offers the right candidate a rewarding experience and one in which there is ample opportunity for development.

The role of Head of Law & Governance and statutory Monitoring Officer is a senior leadership position that will be pivotal in guiding our organisation through a period of transformation. This is a rare opportunity to lead a diverse portfolio of corporate services, including legal, democratic services, elections, information governance, corporate performance and human resources & organisation development.

You will be at the heart of our strategic decision-making, working closely with elected members, the Chief Executive, and the wider leadership team to ensure that our governance is resilient, transparent, and future-ready.

Beyond the core responsibilities, this role offers the chance to contribute to exciting cross-cutting projects that will shape the future of public services in Crawley. From supporting the

development of new governance models to advising on complex legal matters and enabling service innovation, your influence will be felt across the organisation.

We are proud of our reputation for delivering high-quality services to our residents, and this commitment remains central to our mission. As we move toward a new model of local government, we need a leader who can balance legal rigour with strategic vision, the ability to problem solve, and someone who can help us manage change while keeping our communities at the heart of everything we do.

If you are a forward-thinking legal and governance professional with a passion for public service and a track record of leadership, we would be delighted to hear from you.

Yours sincerely,

Ian Duke  
Chief Executive  
Crawley Borough Council