

Head of Civil Contingencies and Organisational Resilience

Candidate Pack

• FOR A MORE
• EQUAL FUTURE •



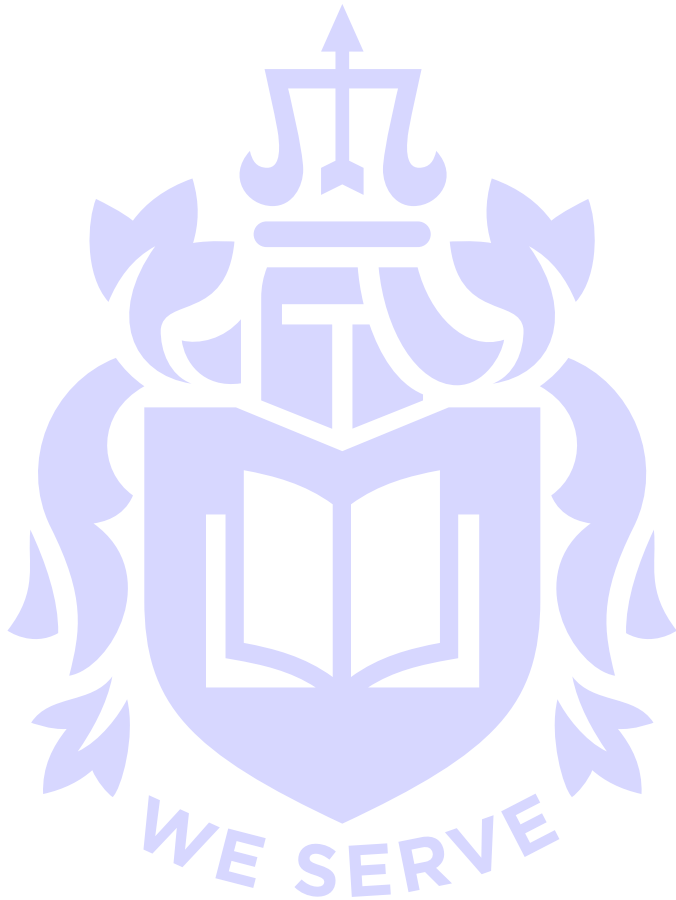
ISLINGTON

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Welcome



Dear Candidate,

Islington is an amazing place, and we are delighted that you are considering joining us as our Head of Civil Contingencies and Organisational Resilience.

Islington is a vibrant north London borough with a proud history of challenging inequality and inspiring progress. Our purpose is simple: to work together for a more equal Islington, because a more equal Islington is better for everyone.

This is a pivotal leadership role at the heart of the council's emergency preparedness, crisis response and organisational resilience. Reporting to the Director of Environment and Public Safety, you will lead our statutory responsibilities as a

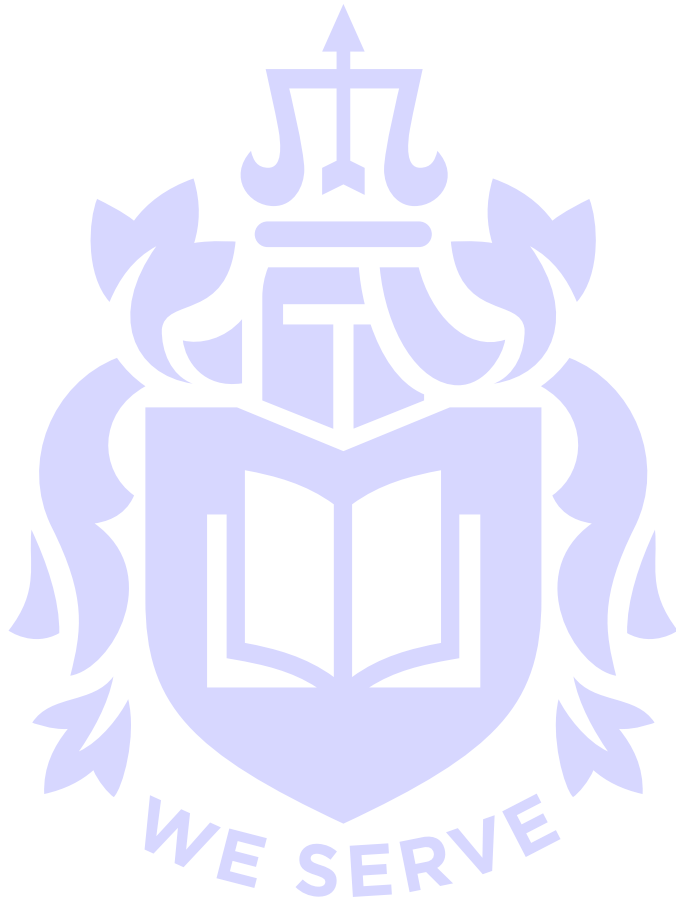
Category 1 responder and ensure the council is prepared to respond effectively to emergencies, major incidents and emerging threats.

You will lead emergency planning, business continuity, and organisational resilience, working closely with senior leaders, elected members, emergency services and partners.

You will oversee our 24/7 crisis response arrangements, strengthen multi-agency preparedness and ensure lessons from incidents and exercises lead to continuous improvement.

If you are ready to help shape a safer, stronger and more resilient Islington, we would be delighted to hear from you.

Welcome



We need strong, calm and credible leadership: someone who can bring sound judgement, confidence and clarity to complex and fast-moving situations. You will lead emergency preparedness, business continuity and crisis response, ensuring the council can protect residents, support essential services and recover effectively.

You will be a visible senior leader, working across the council and with emergency services, voluntary organisations and regional partners. You will model our CARE values and build an inclusive, high-performing culture where colleagues are equipped and confident to respond.



Victoria Lawson
Chief Executive,
Islington Council



Cllr Una O'Halloran
Leader of Islington
Council

Our Values

We care about Islington and the people we serve; it's the reason why most of us do what we do and why we're determined to deliver our purpose. To help create the positive change our purpose demands, we need to be open to change ourselves. To changing how we do things and how we work with one another and our community. We're guided to create that positive change by our shared values.



We collaborate

We work together. In everything we do we break down boundaries and siloes, and collaborate across teams, disciplines and service areas. We collaborate with our community too, co-creating hand in hand with residents and partners. We seek out difference, embracing Islington's rich diversity, because we know that better ideas and faster progress come from a mix of perspectives, representative voices and real life, lived experience.



We're ambitious

We have an ambitious purpose that demands change. We pour all our energy and passion into making that change happen. We do what we say we'll do. We commit. We walk the walk, and we follow through. We work hard to create positive impact, tangible outcomes and lasting change. We deliver for our colleagues and our community and make the effort to show how our work makes a difference.



We empower each other

We can't do everything on our own. To deliver our purpose we need to plug into the energy, ideas and experience in Islington, inside the council and our wider community. To get the best out of each other, we're open, straightforward and transparent. We share information. We enable. We pass on power and create space for others to influence and lead. We listen and we're not afraid to ask tough questions, admit when we're learning and let more people into our decision-making processes.

We're resourceful

To create the momentum our purpose demands we need to be creative, agile and fluid in how we work. We harness our energy and enthusiasm to make our resources go further for the people we work with and the people we serve. We use our ingenuity to think ahead connect things up and deliver services that create more positive change.



Join Us



Watch our video

Clicking this link will take you to YouTube,
opening in a web browser.





2nd
Lowest proportion
of green space

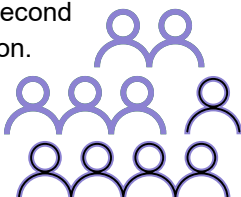
in the country, with only 2.83 square
meters per resident

Most residents can reach a
public park or green space
within a 15-minute walk

Islington council is the second
largest landlord in London.
Approximately

40%

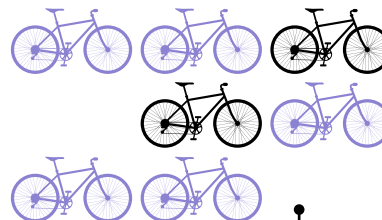
of the Islington population lives
in a socially rented property.



17 per **1000**

households in temporary
accommodation, significantly lower
than London (20 per 1,000).

Islington adults walking or cycling for
travel at least **5 times a week** is
consistently higher compared to London



92% feel very/
fairly safe



67% feel very/
fairly safe

Based on Islington
Wellbeing Survey 2025

Islington

Key facts



81%

of Islington's population
aged 16-64 is
economically active



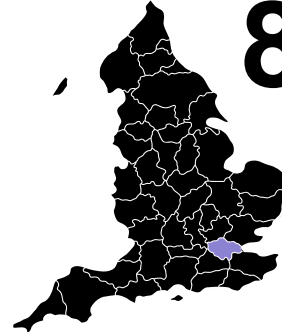
Home to
23,335
businesses

mainly small to medium enterprises,
concentrated in the south of the borough.
Over the past decade, the number of
businesses has been steadily growing

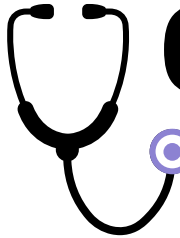
There are 
224,745
people living in
Islington in 2026

Islington's population is young. There are an estimated 35,202 children and young people aged under 18 years (16% of the total population). There is a higher proportion of residents aged 20-35 (38%) compared to London (27%)

Islington is the
8th
most deprived
borough in London

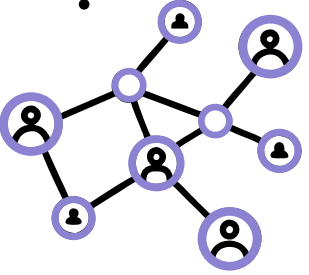


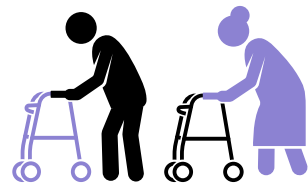
50th
most deprived
across England

 **65%**
of children
at 5 years old registered
with an Islington GP have
had all their vaccination.

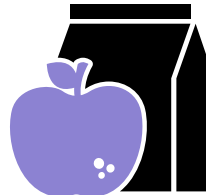

33%
(10,500 children)
live in poverty after housing
costs, placing Islington 9th
highest in London

60%
of the population identify as non-White
British. The largest non-White group is
Black African (8% of the population)

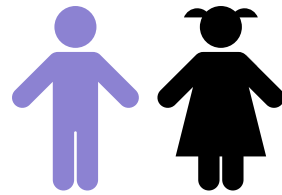



83.7 Female life expectancy at birth
– lower than the London average
78.7 Male life expectancy at birth – lower
than London and England averages
Life expectancy gap between the most deprived and least
deprived is 9 years for males and 3 years for females.

Key facts

46% 
of Islington pupils

across all school phases were eligible
for free school meals, in 2024/25.
Steady increase since 2019/20 (32%).


As of 2025, the rates of children
looked after in Islington (79 per
10,000) and children in need (521
per 10,000) are both significantly
higher than London and England

The Opportunity

Are you ready to lead with resilience, respond with confidence and protect our communities?

Islington is a vibrant and diverse inner London borough, committed to working together for a more equal future. Strong resilience is fundamental to protecting our residents, communities and essential services.

Reporting to the Director of Environment and Public Safety, you will provide strategic leadership for emergency planning, business continuity and organisational resilience across the council.

You will lead our statutory responsibilities as a Category 1 responder, oversee 24/7 corporate crisis arrangements and ensure the council is ready to coordinate an effective response through the Borough Emergency Control Centre.

Working with senior leaders, elected members, emergency services, voluntary organisations and regional partners, you will strengthen multi-agency preparedness, community resilience and recovery.

This is an opportunity to shape a modern, confident and learning-focused resilience service, where exercises, assurance and lessons from incidents drive continuous improvement.

Your leadership priorities

- Lead Islington's statutory responsibilities as a Category 1 responder.
- Oversee emergency planning, business continuity and organisational resilience.
- Maintain effective 24/7 crisis response and Borough Emergency Control Centre readiness.
- Strengthen multi-agency preparedness, counter-terrorism planning and recovery arrangements.
- Provide clear advice to senior leaders, elected members and partners.
- Drive assurance, exercising, training and lessons learned.

The leader we are looking for

We are seeking an experienced and credible resilience professional with substantial knowledge of emergency planning, business continuity, incident management and the Civil Contingencies Act.

You will bring sound judgement and remain calm and authoritative in complex, fast-moving situations. You will be able to translate technical risks into clear advice for senior leaders, elected members and partners.

You will build trusted relationships across organisational and agency boundaries, develop the capability of the team and wider crisis-response community, and create an inclusive culture of preparedness, learning and continuous improvement.

Above all, you will be a visible and collaborative leader who lives our CARE values and gives colleagues confidence when it matters most.

**Application closing date:
Wednesday 28 October 2026**

Our Purpose

In Islington, we work together for a more equal future, because we believe a more equal Islington is better for all of us.

To achieve this goal, we know that we need to be more together. More together inside the council – across teams, disciplines and service areas. More together with our residents – with open doors and open minds. More together with our partners, and everyone who chooses to call Islington home.

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

The Role

Head of Civil Contingencies and Organisational Resilience

Directorate: Environment and Climate Change

Grade: PO10

Reports to: Director of Environment and Public Safety

Direct reports: Up to 5

Your team: Civil Contingencies and Organisational Resilience

Service area: Civil Protection

Work style: Front facing, high presence, 3–4 days per week

Other information: Standard DBS and NPPV Level 2 Counter Terrorism clearance required



Key Responsibilities

PREPARE AND ASSURE

- Lead the council's statutory responsibilities as a Category 1 responder under the Civil Contingencies Act 2004.
- Set the strategic direction for emergency planning, business continuity and organisational resilience.
- Oversee risk assessment, plan auditing, testing, exercises and the implementation of lessons learned.
- Build capability through competence assessment, training and development across the wider crisis-response community.

RESPOND AND RECOVER

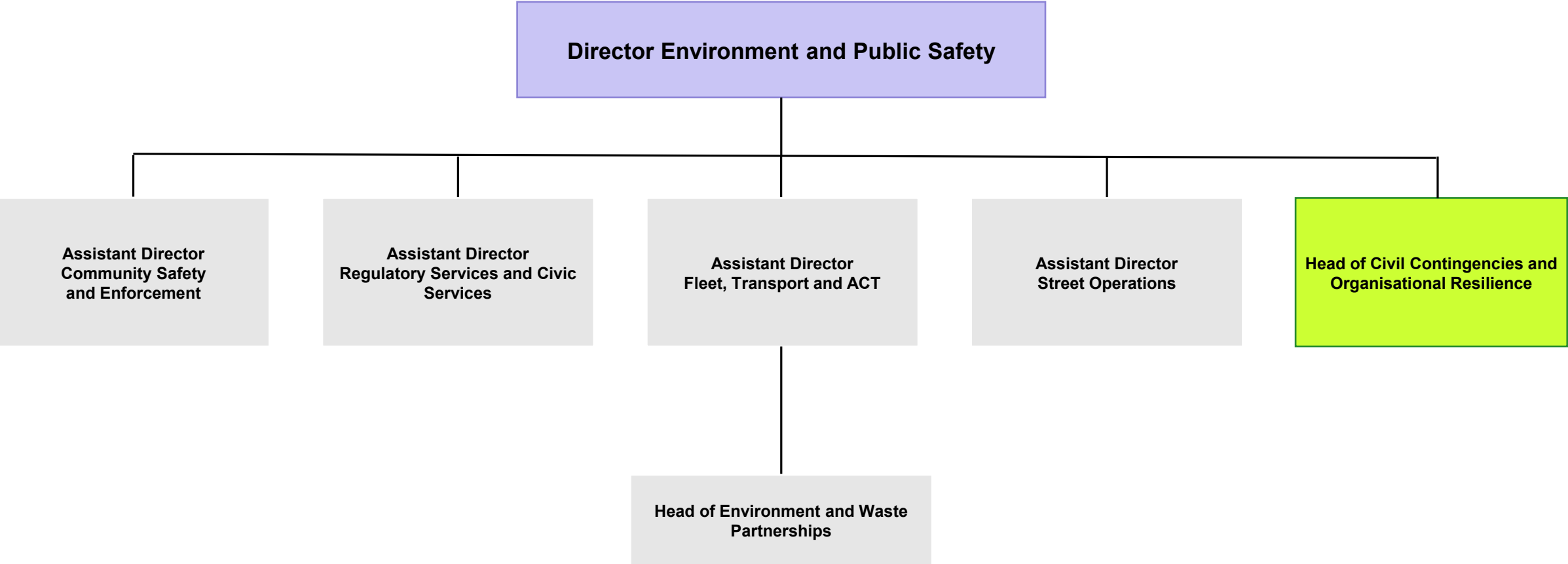
- Maintain effective 24/7 corporate crisis arrangements and readiness of the Corporate Emergency Response Team.
- Ensure the Borough Emergency Control Centre can be opened and managed during emergencies.
- Participate in the Tactical or Strategic on-call rota and attend borough locations within 60 minutes when required.
- Maintain response resources, equipment and protocols and support effective recovery and service continuity.

LEAD AND COLLABORATE

- Lead statutory borough resilience and wider multi-agency arrangements alongside the Director.
- Provide clear expert advice to directors, managers and elected members.
- Lead Protect and Prepare counter-terrorism responsibilities and the operational framework for elected member safety.
- Strengthen community resilience, public information and partnership working.
- Lead service planning, performance and an inclusive team culture, deputising for the Director when required.

The role connects preparedness, operational response, recovery and organisational learning across the council and with partners.

Environment & Public Safety Structure



Civil Contingencies & Organisational Resilience Structure





How to apply

Apply online through the Islington Council careers website. Please complete an online application form, clearly demonstrating how your knowledge, experience and skills meet the essential criteria for the role.

**[APPLY THROUGH
ISLINGTON HR](#)**

Key dates

Closing date:
Wednesday 28 October 2026

Potential interview dates:
Week commencing 9 November 2026
**Technical and final interviews, including
a conversation with the Chief Executive**

Shortlisted candidates will receive confirmation of the detailed arrangements.

More information

For an informal discussion about the role, please contact:

Besserat Atsebaha
Director of Environment and Public Safety

Besserat.Atsebaha@islington.gov.uk

We are committed to an accessible and inclusive recruitment process. If you need reasonable adjustments or an alternative format at any stage, please indicate this through the application process.

Thank you
for your interest
in Islington

