



Strategy, Investment and Social Regeneration Team
Career Progression Framework Template & Guide



April 2026

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What should the Career Framework be used for?

- Reflecting on opportunities and career pathways within your own job profession
- Considering career and progression options across other professions, or the wider organisation
- Understanding behaviours linked to a successful career within the Strategy, Investment and Social Regeneration Team Team.
- Thinking about transferable skills and personal strengths
- Identifying your skills and experience gaps in reference to
- career progression
- Building a personal development plan
- Preparing for development or career conversations
- Learning more about Strategy, Investment and Social Regeneration Team colleagues and how they have successfully navigated their careers.

Strategy, Investment and Social Regeneration Team Career Progression Framework

The Strategy, Investment and Social Regeneration Team Career Progression framework is designed to help staff have better career conversations, plan meaningful development, and to experience fulfilling careers. This supports our long-term strategy, Employee Value Proposition and Medway Council's commitment to valuing staff. These frameworks will also help support any recruitment and retention issues as well as support managers with succession planning.

Having career progression frameworks will mean there will be one place where individuals can gain an understanding of the skills and experience needed in each role.

For some individuals thinking about their career in a professional context will be familiar and for others it will be a shift. Integrating those frameworks into the employee experience at the right points offers a real opportunity for all individuals to actively map out their own career progression journey, as they understand how to gain skills, experience, and identify the right learning for themselves in a structured way and at the right time.

For information on Career Frameworks and pathways in other areas within Medway Council, Please search for 'Career Frameworks' on the Council's Intranet site, MedSpace.

The Framework provides the following information within each job profession:

- Core Knowledge, skills, and experience at professional levels within job professions.
- Transferable skills and competencies associated with each professional level.
- Development activities that may support vertical and lateral career progression.

The Strategy, Investment and Social Regeneration Team Career Progression Framework should not be considered as an exhaustive resource, or as a guarantee of progression along any defined career pathway, but rather as a tool to support you to consider, discuss and plan your career and development at Medway Council. You should use your Performance Appraisal as an opportunity to discuss your career aspirations, and where possible, your professional learning and development will be supported in a variety of ways, whether that's learning something from a conversation with a colleague, doing a new piece of work, working in a new team, or taking a course or qualification.

What is the Strategy, Investment and Social Regeneration Team Progression Framework?

The framework is a development tool designed to support your thinking about career progression and development with the UK Shared Prosperity Fund team. It provides clarity and detail about the different job roles in these areas, signposts potential opportunities to seek out for personal and professional development and highlights transferable skills against each role.

Career progression frameworks are a key element of supporting individuals to grow and develop their career within a profession, which in turn support creating career pathways across Medway Council.

Strategy, Investment and Social Regeneration Team

The Strategy, Investment and Social Regeneration Service provides the strategic leadership that shapes Medway's long-term future. The team leads the development and delivery of Medway 2041, the Council's overarching regeneration and place-making strategy, ensuring all regeneration activity is aligned, evidence-based and focused on improving outcomes for residents, communities and the local economy. Working closely with senior leaders and elected Members, the service sets direction, provides high-quality strategic insight, and ensures Medway's priorities are positioned strongly at local, regional and national levels.

A core function of the service is securing investment and driving economic growth. The team leads Medway's investment pipeline, identifies and pursues major external funding opportunities, and manages the mobilisation and delivery of high-value programmes. This includes overseeing multi million pound regeneration schemes, fulfilling statutory funding obligations and building strategic partnerships that maximise Medway's influence and access to resources, strengthening the area's economic resilience and long-term prosperity.

The service also leads the Council's Social Regeneration agenda, ensuring Medway's communities directly benefit from growth and investment. Through a dedicated function, the team delivers inclusive regeneration programmes such as Medway Together Fund (previously UK Shared Prosperity Fund), strengthens community partnerships and secures future funding to sustain and expand this work. This approach embeds social value, equity and shared prosperity at the heart of Medway's transformation.

Together, the Strategy, Investment and Social Regeneration Service acts as the driving force behind Medway's Regeneration ambition shaping place, unlocking investment and ensuring regeneration improves lives, strengthens communities and delivers long-term economic success.

Job Profession:

Community Support Officer

The gatekeeper for the team, responsible for the virtual communication of the team, the first line response to enquiries, organising MTF Board meetings and other meetings. Whilst also attending and supporting the delivery of projects within the programme. The role is also required to support applicants in the development of new project ideas through consultation with prospective projects prior to applications being submitted, and provide support throughout the application process, to score applications and maintain contractual delivery arrangements.

MTF Programme Co-Ordinator

Lead officer on the management of the MTF Teams finances, responsible for the management of a significant volume of invoices concurrently, and overall allocations, responsible for assessing claims for funding, and coordination of the distribution of monthly reporting in alignment with Central Government. The role must use their initiative to find solutions to problems that might occur with project delivery with a close focus on the Feasibility Fund applications, and support projects on their own budgeting and financial management. The role is also required to meet and engage with project delivers, to ensure any queries are resolved, and closely support the MTF Network Manager with Central Government reporting and any activities required. This role is also required to have significant involvement in the MTF Application process, scoring applications, and ensuring all contractual obligations and met and delivery arrangements are maintained.

Fund Network Manager

Manages the Medway Together Fund team and budget, setting goal in alignment with Medway's corporate plans, wider regeneration strategies whilst meeting Central Government targets. Works closely with all key stakeholders across Medway's communities to facilitate the development of close working relationships with key delivery partners. Acting as the named officer point-of-contact for all project leads, who is responsible for resolving any and all issues that can affect the overarching programme of delivery. Other responsibilities include, briefing and advising members and portfolio holders on the strategic vision of the fund, leading the MTF board meetings with all external partners, responsibility for overarching programme management and ensuring projects sitting within the programme do not slip or are overspent, responsible for the development of the parameters of the fund in alignment of the fund, and managing all the phases of the programme including assessment and programme delivery, and is responsible for resolving any queries that do arise.

Strategic Projects Manager

Leads strategic project delivery, ensuring that each initiative is meticulously planned and executed, commissioning feasibility studies to assess project viability, assembling and leading dynamic project teams, securing necessary funding and fostering strong relationships with stakeholders to align their interests with project goals.

Represents the Council in external engagement events, supporting regeneration initiatives that drive community development and economic growth and oversee the implementation of strategic initiatives, ensuring they align with the Council's vision and deliver tangible benefits.

Strategic Investment Partnerships Adviser

Leads Medway Council's strategic investment and regeneration agenda through producing and promoting a commercially focussed Investment Strategy and Prospectus that secures major private-sector investment into Medway's regeneration pipeline.

The role develops and negotiates innovative funding models, public-private partnership arrangements and refinancing structures working with institutional investors, while leveraging senior partnerships across government, business and regional networks to maximise Medway's sustained long-term growth and influence.

How might you use the Career Framework?

The Strategy, Investment and Social Regeneration Team Framework aims to support your career. It provides clear and consistent information to help you to develop, and to plan your progress.

Depending on where you are in your career journey, the Framework could be used to inform conversations with your line manager by providing a foundation for discussions about your ongoing training and development needs, or preparation for the next stage in your career.

For Individuals:

You will be able to use the available frameworks to identify the skills and experience you need at any point in time for any given professional role. You will clearly be able to see how you can progress within each Role as well as how to progress through the career framework.

The frameworks will support you to plan and manage your own career, helping you plan your learning journey to support your career aspirations.

The frameworks will help you take control of and steer your development conversations more effectively, so they reflect your professional priorities and needs.

An understanding of the professional technical and experience needed for a role will also support you if you want to look for a move, as the professional requirements are reflected in recruitment.


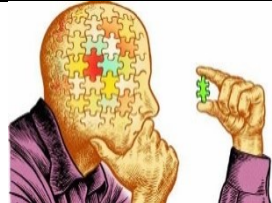


For Managers:

The frameworks will help you structure conversations with individuals in your team providing a narrative for you to use in development conversations.

The frameworks provide a way to build a joint understanding with individuals in your team, or the professional expectations, especially where you may be in a different profession.

Using frameworks and Job Descriptions to inform discussions on recruitment can help you ensure you get the right person in post, with the right skills needed.

Are you a browser, a thinker, a mover, or a supporter?

How can you use the Career Progression Framework?			
			
Browsers	Thinkers	Movers	Supporters
<p>Are you reflecting broadly on a career with Medway Council?</p> <p>If so, use the framework to look at the kinds of experiences and development you might need to join different job professions at different ranges.</p> <p>You may also be interested in transferable skills to see what pathway best suits you.</p>	<p>Are you thinking about your longer-term career and may be deliberating between a few directions?</p> <p>If so, you can use the framework to understand how to gain the kind of experience you need to progress your longer-term ambitions.</p> <p>You can gain insight into the kinds of development you might consider actioning.</p>	<p>Are you ready to progress, you know exactly where you want to go?</p> <p>If so, you can use this framework to gain information for your next move. You can locate the professional job role and level you are interested in and find relevant information on job titles, experience, skills, and development.</p>	<p>Are you a manager, a coach, a mentor, or a supportive friend?</p> <p>If so, you can use the framework to recruit, inspire and develop staff through meaningful conversations, even if you are not a subject matter expert in the professional field.</p>

How the Framework is organised

This framework is organised in the following way:

Job profession

A job profession represents a group of jobs that have similar professional characteristics. Although the level of responsibility will differ, the essential nature of activities carried out is consistent across the profession and there is a reasonable expectation that people would progress within the profession between levels.

This framework covers the following job profession(s):

- Business Support
- Administration
- Governance and Audit
- Regeneration
- Project Management
- Community and Stakeholder Management
- Contract Management
- Financial Management

A single job profession tends to represent an area of specialist expertise, described at different role levels.

Some job roles may combine more than one job profession, meaning that the post holder has expertise in more than one specialism. In these circumstances, consider how your role is reflected in one or a combination of professions, and how you would like to build your career going forward. Consider where you would like to focus your energies on building experience in your area of interest and potentially increasing your specialisation within a certain profession. Use the information in the framework relating to development and transferable skills and competencies to support your thinking.

Roles within the Strategy, Investment & Social Regeneration Team cover 8 professions with overlap across all roles.

Personal and Professional Development

The Career Progression Framework highlights diverse ways in which staff can actively develop their personal and professional skills.

This may include:

On the job learning (learning by doing)

Learning from others (through observing and interacting with other people or groups)

Formal learning (classroom based)

There are other ways in which staff can actively develop their personal and professional skills, such as:

Stepping Up (covering an employee's annual or sick leave to gain relevant experience and development (unpaid))

Acting Up (covering the duties of a higher-graded post on a longer-term basis (paid))

Secondments (a temporary transfer of an employee to another section or department. Usually within Medway Council but can also be an external organisation)

The Career progression framework points to relevant learning and development suggestions to reach the level at which they are displayed. For example, information displayed at a Level C refers to the development required to reach an accomplished level within that job role.

In some cases, development options should not be considered as essential, but as useful suggestions to build, encourage and support staff to build expertise, confidence, and experience to enable their next chosen move.

Transferable Skills

Thinking about the transferable skills you have can give a preliminary basis for identifying where these could be helpful to job mobility and provide a starting point for understanding your strengths. These skills can be developed and refined through working experience or learning interventions as part of any personal and professional Development.

Team Career Case Studies

NAME: Ryan Jagpal

JOB TITLE: Network Manager

BIO: Ryan joined Medway Council after completing a degree in Business and Management, progressing quickly from Elections Support Officer to Graduate Trainee in Economic Development. He led the development of an Innovation Hub that secured Future High Streets Funding and has delivered Medway's Covid business support grants under unprecedented intense and time pressures, demonstrating exceptional project and financial management skills. He later joined the Housing Infrastructure Fund team as a Rail Project Officer, supporting the £64m programme and periodically leading Project delivery in the Programme Manager's absence.

Ryan now serves as Network Manager, where he designed and implemented Medway's nationally recognised funding approach to the Shared Prosperity Fund, which has evolved to the Medway Together Fund. He manages a complex portfolio of over 100 diverse community-led projects, overseeing stakeholder engagement, programme delivery, governance and strategic development. Ryan has excellent Project Management skills and is PRINCE2 and APM qualified, whilst undertaking an MSc in Construction Project Management.

NAME: Rak Dass

JOB TITLE: Strategic Projects Manager

BIO: Rak recently joined the Strategy and Investment team following an alignment of roles. Rak has had an extensive career working for the Council gaining a wealth of experience across several teams including Regeneration, Public Health and Capital Projects. Rak has successfully progressed through supporting delivery of key projects in his various roles and has been involved in securing high-profile funding streams for the Council including Brownfield Land Release Fund and One Public Estate.

Rak supports the Head of Service and is currently responsible for the direct client-side project management of the Pride in Place Impact Fund, as well as managing governance for other funding streams and securing investment for the Council.

NAME: Aaron Scanlon

JOB TITLE: Programme Coordinator

BIO: Aaron joined Medway Council as a Graduate Trainee in the Housing Infrastructure Team after completing a degree in Criminology and progressed to Programme Coordinator for Programme Management of the £170m scheme. He has been integral to programme delivery, assuming responsibility for its complex financial management and working closely with Finance to oversee a portfolio of over 100 projects, demonstrating advanced analytical capability and exceptional attention to detail.

Aaron has strengthened his project management expertise through direct support to project leads and effective stakeholder engagement, while continuing to provide key programme support to the Fund Network Manager. He has achieved his PRINCE2 qualification, further evidencing his commitment to professional excellence and high-quality programme delivery.

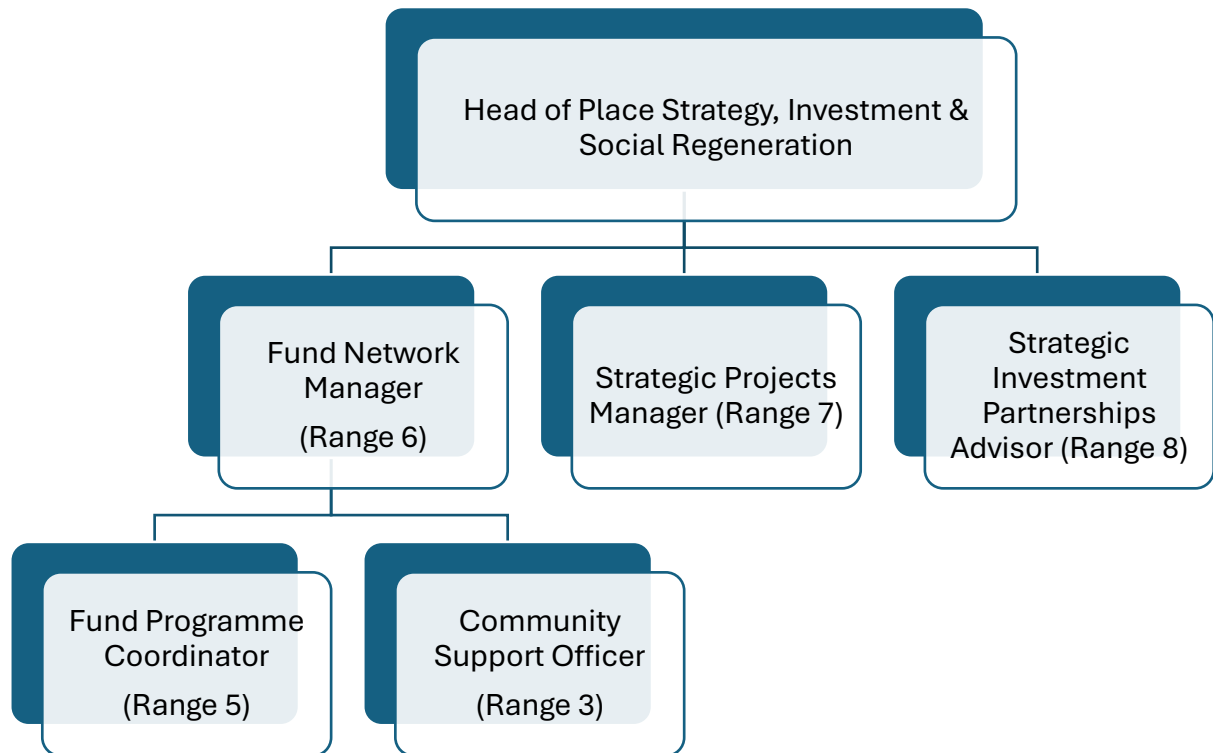
NAME: Shaurav Rai

JOB TITLE: Community Support Officer

BIO: Shaurav joined Medway Council as Community Support Officer also working closely with Town Centres team and supporting Heritage England projects. His previous role was Administration Team Leader at Forward Trust, where he developed strong stakeholder management skills and the ability to navigate complex, high-pressure situations with a variety of audiences. These strengths have translated directly into his work within this team.

Since joining the Council, Shaurav has rapidly expanded his skillset, demonstrating excellent administrative capability, creative problem-solving, and advanced communication skills. He leads on managing the shared inbox, ensuring timely and effective responses to all correspondence, and provides key programme and administrative support to both the Programme Coordinator and the Network Manager.

Meet the Strategy, Investment and Social Regeneration Team



Evidence required to progress through the Framework

For career progression applications a portfolio of evidence is required to demonstrate skill, knowledge and experience of the required criteria. One document can be used to meet multiple criteria, and you will need to ensure that you add enough documents to cover all the criteria to be met.

Community Support Officer		
EVIDENCE FOR LEVEL 3A	EVIDENCE FOR PROGRESSION TO LEVEL 3B	EVIDENCE FOR PROGRESSION TO LEVEL 3C
<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> • Provide original certificates 	<p><u>Qualifications:</u></p>	<p><u>Qualifications:</u></p>
<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> • Demonstrate at interview stage via questions and answers each of the knowledge requirements. 	<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> • Provide a portfolio with at least 2 examples showing how you have used your knowledge or technical skills to meet each of the required criteria. You can include documents like emails, reports, spreadsheets, meeting minutes, and screenshots to show how you meet each knowledge requirement. You can also add records of 1:1 discussion with your manager or they may observe you demonstrating your knowledge and understanding. 	<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> • Provide a portfolio with at least 3 examples showing how you have used your knowledge or technical skills to meet each of the required criteria. You can include documents like emails, reports, spreadsheets, meeting minutes, and screenshots to show how you meet each knowledge requirement. You can also add records of 1:1 discussion with your manager or they may observe you demonstrating your knowledge and understanding.
<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Evidence of experience of supporting or managing projects and of setting up team; from job application and at interview via scenario-based questions. 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Minimum of 12 months working at level 3A evidenced by personnel records and/or performance appraisal documents. 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Minimum of 18 months experience at Level 3B evidenced by personnel records and/or performance appraisal documents.

<ul style="list-style-type: none"> Use of references to evidence previous work experience in a customer service, hospitality, event management or similar role. 	<ul style="list-style-type: none"> Give at least 2 examples showing how you meet each experience requirement. You can use evidence like emails, reports, feedback, spreadsheets, meeting minutes, data analysis, and notes from one-on-one discussions or observations by your manager. 	<ul style="list-style-type: none"> Give at least 3 examples showing how you meet each experience requirement. You can use evidence like emails, reports, feedback, spreadsheets, meeting minutes, data analysis, and notes from one-on-one discussions or observations by your manager.
<p><u>Skills:</u></p> <ul style="list-style-type: none"> All the required skills will be assessed/evidenced via job application or scenario-based questions at interview. 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> Provide written evidence, to include documents such as reports, minutes, project plans, analysis undertaken, feedback received, line manager records from 1:1 of at least 2 examples of the application of each skill criteria required to be met. 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> Provide written evidence, to include documents such as reports, minutes, feedback received, risk assessments, line manager record from 1:1 of at least 2 examples of the application of each skill criteria required to be met.
<p>Fund Programme Coordinator</p>		
<p>EVIDENCE FOR LEVEL 5A</p>	<p>EVIDENCE FOR PROGRESSION TO LEVEL 5B</p>	<p>EVIDENCE FOR PROGRESSION TO LEVEL 5C</p>
<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> Provide original certificates. 	<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> Provide written evidence of commencement of qualification 	<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> Provide certification of completion
<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> Demonstrate at interview stage via questions and answers each of the knowledge requirements. 	<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> Provide a portfolio of work with a minimum of 3 examples evidencing how knowledge and/or technical proficiency has been applied in relation to the knowledge requirements at this level. Evidence within the 	<p><u>Knowledge:</u></p> <ul style="list-style-type: none"> Provide a portfolio of work with a minimum of 3 examples evidencing how knowledge and/or technical proficiency has been applied in relation to the knowledge requirements at this level. Evidence within the portfolio could include emails,

	<p>portfolio could include emails, reports, spreadsheets, minutes, funding papers, case studies to demonstrate application against each knowledge criteria. Evidence may be supplemented with records (e.g. manager's note) of professional discussions at 1:1 or by line manager observation to demonstrate knowledge or understanding</p>	<p>reports, spreadsheets, minutes, project plans, funding applications prepared, KPI data, to demonstrate application against each knowledge criteria. Evidence may be supplemented with records (e.g. manager's note) of professional discussions at 1:1 or by line manager observation to demonstrate knowledge or understanding</p>
<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Evidenced on job application and at interview via scenario-based questions. • Use of references may evidence previous work experience 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Minimum of 18 months at level A experience evidenced by personnel records and/or performance appraisal documents. • Provide a minimum of 3 examples demonstrating how each of the experience criteria has been achieved. The evidence could include emails, reports, project reports, feedback received, funding bids, presentations, spreadsheets, minutes, case studies) and records of any verbal discussions at 1:1 or by line manager observation. 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Minimum of 18 months experience at level B evidenced by personnel records and/or performance appraisal documents. • Provide a minimum of 2 examples demonstrating how each of the experience criteria has been achieved. The evidence could include emails, reports, feedback received, spreadsheets, minutes, case studies, KPIs and records of any verbal discussions at 1:1 or by line manager observation.
<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Evidence on job application and/or competency test at interview each of the skills requirements 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Provide written evidence, to include documents such as reports, minutes, feedback received, risk assessments, board reports, line manager records from 1:1 of at least 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Provide written evidence, to include documents such as reports, minutes, feedback received, line manager record from 1:1 of at least 2 examples of the application

	1 examples of the application of each skill criteria required to be met.	of each skill criteria required to be met.
Fund Network Manager		
EVIDENCE FOR LEVEL 6A	EVIDENCE FOR PROGRESSION TO LEVEL 6B	EVIDENCE FOR PROGRESSION TO LEVEL 6C
<u>Qualifications:</u>	<u>Qualifications:</u>	<u>Qualifications:</u>
<ul style="list-style-type: none"> • Provide original certificates 	<ul style="list-style-type: none"> • Copy of CPD/Learning log 	
<u>Knowledge:</u>	<u>Knowledge:</u>	<u>Knowledge:</u>
<ul style="list-style-type: none"> • Demonstrate at interview stage via questions and answers all knowledge requirements. 	<ul style="list-style-type: none"> • Provide a portfolio of work with a minimum of 3 example evidencing how knowledge and/or technical proficiency has been applied in relation to the knowledge requirements at this level. Evidence within the portfolio could include emails, reports, spreadsheets, papers, minutes, case studies to demonstrate application against each knowledge criteria. Evidence may be supplemented with records (e.g. manager's note) of professional discussions at 1:1 or by line manager observation to demonstrate knowledge or understanding 	<ul style="list-style-type: none"> • Provide a portfolio of work with a minimum of 3 examples evidencing how knowledge and/or technical proficiency has been applied in relation to the knowledge requirements at this level. Evidence within the portfolio could include emails, reports, papers, spreadsheets, minutes, case studies to demonstrate application against each knowledge criteria. Evidence may be supplemented with records (e.g. manager's note) of professional discussions at 1:1 or by line manager observation to demonstrate knowledge or understanding.
<u>Experience:</u>	<u>Experience:</u>	<u>Experience:</u>
<ul style="list-style-type: none"> • Evidenced on job application and at interview via scenario-based questions for all experience required. 	<ul style="list-style-type: none"> • Minimum of 18 months experience at Level A evidenced by personnel records and/or performance appraisal documents. 	<ul style="list-style-type: none"> • Minimum of 18 months experience at Level B evidenced by personnel records and/or performance appraisal documents.

<ul style="list-style-type: none"> • Use of references may evidence previous work experience 	<ul style="list-style-type: none"> • Provide a minimum of 3 example demonstrating how each of the experience criteria has been achieved. The evidence could include emails, reports, budgeting data, project plans, feedback received, spreadsheets, minutes, case studies) and records of any verbal discussions at 1:1 or by line manager observation. 	<ul style="list-style-type: none"> • Provide a minimum of 3 examples demonstrating how each of the experience criteria has been achieved. The evidence could include emails, reports, feedback received, bid applications, budgeting information, spreadsheets, minutes, case studies and records of any verbal discussions at 1:1 or by line manager observation.
<p>Skills:</p> <ul style="list-style-type: none"> • Provide copy of driving licence, car details - MOT certificate and proof of insurance including for business use • Demonstrate all other skills via competency-based interview questions 	<p>Skills:</p> <ul style="list-style-type: none"> • Provide written evidence, to include documents such as reports, minutes, feedback received, papers, data analysis, line manager records from 1:1 of at least 3 examples of the application of each skill criteria required to be met 	<p>Skills:</p> <ul style="list-style-type: none"> • Provide written evidence, to include documents such as reports, minutes, feedback received, papers or presentations produced, data analysis, line manager record from 1:1 of at least 3 examples of the application of each skill criteria required to be met.
Strategic Projects Manager		
EVIDENCE FOR LEVEL 7A	EVIDENCE FOR PROGRESSION TO LEVEL 7B	EVIDENCE FOR PROGRESSION TO LEVEL 7C
<p>Qualifications:</p> <ul style="list-style-type: none"> • Provide original certificates 	<p>Qualifications:</p> <ul style="list-style-type: none"> • Certificate of completion of qualifications • Copy of CPD/Learning log 	<p>Qualifications:</p> <ul style="list-style-type: none"> • Written proof of Professional Accreditation & Membership of a recognised body in the relevant industry
<p>Knowledge:</p> <ul style="list-style-type: none"> • Demonstrate at interview stage via questions and answers all knowledge requirements. 	<p>Knowledge:</p> <ul style="list-style-type: none"> • Provide a portfolio of work with a minimum of 3 example evidencing how knowledge and/or 	<p>Knowledge:</p> <ul style="list-style-type: none"> • Provide a portfolio of work with a minimum of 3 examples evidencing how knowledge and/or technical

	<p>technical proficiency has been applied in relation to the knowledge requirements at this level. Evidence within the portfolio could include emails, reports, spreadsheets, papers, minutes, case studies to demonstrate application against each knowledge criteria. Evidence may be supplemented with records (e.g. manager's note) of professional discussions at 1:1 or by line manager observation to demonstrate knowledge or understanding</p>	<p>proficiency has been applied in relation to the knowledge requirements at this level. Evidence within the portfolio could include but is not limited to project plans, emails, reports, papers, spreadsheets, minutes, feedback testimonials, analyses, reports, dashboards, data returns, compliance documentation, case studies to demonstrate application against each knowledge criteria. Evidence may be supplemented with records (e.g. manager's note) of professional discussions at 1:1 or by line manager observation to demonstrate knowledge or understanding.</p>
<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Evidenced on job application and at interview via scenario-based questions for all experience required. • Use of references may evidence previous work experience. 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Minimum of 12 months experience at Level A evidenced by personnel records and/or performance appraisal documents. • Provide a portfolio of work, including documents listed above for Knowledge, with at least one example for each experience criteria at level 7B to demonstrate how it has been achieved. 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> • Minimum of 24 months experience at Level B evidenced by personnel records and/or performance appraisal documents. • Provide a portfolio of work, including documents listed above for Knowledge, with at least one example for each experience criteria at level 7C to demonstrate how it has been achieved.
<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Evidence via job application and/or 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Provide evidence, presented in writing, such 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> • Provide evidence, presented in writing, such as those

competency test at interview	as those listed above for Knowledge or verbally at 1:1 with line manager, of an example of the application of each skill at level 7B required.	listed above for Knowledge or verbally at 1:1 with line manager, of an example of the application of each skill at level 7C required.
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Strategic Investment Partnerships Advisor

EVIDENCE FOR LEVEL 8A	EVIDENCE FOR PROGRESSION TO LEVEL 8B	EVIDENCE FOR PROGRESSION TO LEVEL 8C
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<u>Qualifications:</u> <ul style="list-style-type: none"> • Provide original certificates 	<u>Qualifications:</u> <ul style="list-style-type: none"> • Certificate of completion of qualifications • Copy of CPD/Learning log 	<u>Qualifications:</u> <ul style="list-style-type: none"> • Written proof of Professional Accreditation & Membership of a recognised body in the relevant industry
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<u>Knowledge:</u> <ul style="list-style-type: none"> • Demonstrate at interview stage via questions and answers all knowledge requirements. 	<u>Knowledge:</u> <ul style="list-style-type: none"> • Provide a portfolio of work with a minimum of 3 examples evidencing how knowledge and/or technical proficiency has been applied in relation to all of the knowledge requirements at this level. Evidence within the portfolio could include emails, reports, spreadsheets, papers, minutes, case studies to demonstrate application against each knowledge criteria. Evidence may be supplemented with records (e.g. manager’s note) of professional discussions at 1:1 or by line manager observation to demonstrate knowledge or understanding 	<u>Knowledge:</u> <ul style="list-style-type: none"> • Provide a portfolio of work with a minimum of 3 examples evidencing how knowledge and/or technical proficiency has been applied in relation to all of the knowledge requirements at this level. Evidence within the portfolio could include but is not limited to project plans, emails, reports, papers, spreadsheets, minutes, feedback testimonials, analyses, reports, dashboards, data returns, compliance documentation, case studies to demonstrate application against each knowledge criteria. Evidence may be supplemented with records (e.g. manager’s note) of professional discussions at 1:1 or by line
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		manager observation to demonstrate knowledge or understanding.
<p><u>Experience:</u></p> <ul style="list-style-type: none"> Evidenced on job application and at interview via scenario-based questions for all experience required. Use of references may evidence previous work experience. 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> Minimum of 18 months experience at Level A evidenced by personnel records and/or performance appraisal documents. Provide a portfolio of work, including documents listed above for Knowledge, with at least one example for each experience criteria at level 8B to demonstrate how it has been achieved. 	<p><u>Experience:</u></p> <ul style="list-style-type: none"> Minimum of 24 months experience at Level B evidenced by personnel records and/or performance appraisal documents. Provide a portfolio of work, including documents listed above for Knowledge, with at least one example for each experience criteria at level 8C to demonstrate how it has been achieved.
<p><u>Skills:</u></p> <ul style="list-style-type: none"> Evidence via job application and/or competency test at interview 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> Provide evidence, presented in writing, such as those listed above for Knowledge or verbally at 1:1 with line manager, of an example of the application of each skill at level 8B required. 	<p><u>Skills:</u></p> <ul style="list-style-type: none"> Provide evidence, presented in writing, such as those listed above for Knowledge or verbally at 1:1 with line manager, of an example of the application of each skill at level 8C required.