

Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)
River Strategy Delivery Officer	MPR5	<p>Identify, liaise and establish working relationships with relevant groups, organisations and internal teams to be represented on the River Strategy Partnership Group and stakeholder groups ensuring inclusive, coordinated and effective collaboration that aligns priorities, informs decision making and supports the successful delivery of the River Strategy.</p> <p>Create, organise and manage a timetable of meetings for each group and motivate members to fulfil their delegated, agreed action points within each group providing direction, advice, guidance, taking minutes and recording actions, tracking progress and managing expectations whilst keeping within resources, budget, scope and operating within the decision making process.</p> <p>Seek and identify funding streams relevant to each river strategy group, undertaking work to submit funding bids, attend internal and external meetings, and chair key stakeholder meetings on a rotational basis. Work with stakeholders to develop, implement, monitor, and evaluate evidence-based projects that focus on the delivery of outcomes and ambitions set out in the river</p>	<p>Required for this level</p> <p>Qualifications</p> <ul style="list-style-type: none"> 5 GCSEs Grade 4 - 9 (or equivalent) including English and Maths. <p>Knowledge</p> <ul style="list-style-type: none"> Knowledge of practice, policy and key aims across the directorates. Knowledge of best practice in establishing effective internal and external partnerships. Awareness of the River Strategy's aims, stakeholder landscape and governance arrangements. A good understanding of commercial, leisure and volunteer organisation's which operate on tidal river Medway within the Medway Council boundary and awareness of the national and international wildlife protections relating to the Medway Estuary. An understanding of implementing strategy aims and objectives which include project delivery and stakeholder engagement. 	<p>In addition to level A</p> <p>Qualifications</p> <ul style="list-style-type: none"> Willingness to work towards Level 4 qualification, e.g. Associate Project Manager or equivalent level qualification. <p>Knowledge</p> <ul style="list-style-type: none"> An understanding of how to leverage stakeholder priorities to mutually beneficial outcomes. knowledge and understanding of how Medway Council operates, including IT, systems to provide accurate management information and support efficient performance in role. Knowledge of river Medway key commercial and ecological stakeholders including sea grass and salt marsh restoration projects. Knowledge of behaviour change, social marketing and community influence. 	<p>In addition to levels A and B</p> <p>Qualifications</p> <ul style="list-style-type: none"> Level 4 qualification, e.g. Associate Project Manager or equivalent level qualification. Evidence of continuous professional development. <p>Knowledge</p> <ul style="list-style-type: none"> An understanding of how to plan, organise and safely manage site visits to remote locations accessed by boat, including completing and applying appropriate risk assessments. Developed knowledge of working with and through strategies to improve desired outcomes. Knows how to work autonomously to seek out new partnerships and gain agreement for joint, mutually beneficially projects. Knows how to engage, direct, and motivate internal and external stake holders. Good knowledge of project management methodologies, monitoring and evaluation. Advanced knowledge of river strategies, environmental, economic and social policy impacts.

	<p>strategy to improve the river offer.</p> <p>Represent the Council at local, regional, and national steering groups, networks and other meetings to progress the aim and objectives of the river strategy and projects relating to each stakeholder group.</p> <p>Design and deliver formal presentations to key stakeholders and potential project funders ensuring compliance with aims of the river strategy.</p> <p>Deliver outcomes through influencing and working collaboratively with internal colleagues and external partnerships to identify priorities and develop actions</p>	<p>Experience</p> <ul style="list-style-type: none"> • Demonstrable experience of undertaking complex minute taking and taking a proactive approach to tracking actions. • Experience of planning ahead and having the ability to respond positively to change. • Experience of developing and maintaining effective administration and forward planning. • Experience of developing and implementing clear and well thought out plans, taking into account risks, resources, and stakeholder expectations. • Experience of building sound and productive working relationships with customers, colleagues, partners and staff groups and can engage others in a credible and persuasive way. • Experience in connecting communities, groups, and individuals to provide active input in improvement projects. • Experience of dealing with difficult issues that may arise from time to time with external and internal stakeholders in a calm and constructive way. 	<p>Experience</p> <ul style="list-style-type: none"> • Experience of setting up and establishing effective internal and external partnerships and working groups ensuring key parties are updated and agreed actions are followed up. • Experience of adapting to change, managing uncertainty, solving problems, aligning clear goals with the aims of a strategy. • Experience of evaluating partnerships and addressing barriers to successful collaboration. • Experience of collaborating to create new solutions to complex problems by promoting innovation and the sharing of ideas, practices, resources, leadership and learning. • Experienced in developing plans for the medium term (several months up to a year), to ensure stake holder driven project delivery. • Experience of report writing to a standard that is appropriate for representing the council at external stakeholder and partnership forums. 	<p>Experience</p> <ul style="list-style-type: none"> • Experience of conducting formal project evaluations and/or research projects. • Experience of influencing and coordinating other organisations and agencies to increase their engagement with local government projects. • Experience of presenting findings/ updates/ developments to a wide audience, including senior management, Councillors, and internal and external stakeholders. • Experience of managing and monitoring project budgets. • Experience of securing significant external funding through strategic bids and relationships. • Acting as the Council's authoritative representative on high-profile steering groups and networks.
		<p>Skills</p> <ul style="list-style-type: none"> • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Full driving licence valid for use in the UK or ability to travel to relevant destination 	<p>Skills</p> <ul style="list-style-type: none"> • Respond constructively to political and other tensions while encouraging a focus on the interests of advancing the river offer. 	<p>Skills</p> <ul style="list-style-type: none"> • Able to monitor and report on the progress of projects and make interventions to improve efficient project delivery. • Able to communicate complex information and concepts (including ecological initiatives to improve biodiversity of an

			<p>on time.</p> <ul style="list-style-type: none"> • Ability to model high levels of professionalism and promote a culture of professional standards. • Ability to use own judgement and creativity to assess situations, solve problems and adapt to new ways of working. • Excellent communication, negotiation, consultation and influencing skills tailored to meet the needs of a wide range of audiences and stakeholders and comfortable in representing the council. • Ability to deliver on service plan and stakeholder targets for the team. • Excellent organisational skills with ability to manage own workload and balance competing priorities and deadlines. • Initiate and/or support action to create environments that facilitate positive dialogue between a range of stakeholders, groups, and communities. • Work with communications team to manage public perception and convey key messages on progress of projects. • Able to provide constructive feedback to stakeholder contributions towards agreed aims and projects 	<ul style="list-style-type: none"> • Engage stakeholders in project design and development, to deliver aims and objectives of the river strategy. • Ability to make decisions independently, showing initiative and understanding of the whole Council. • Ability to work under pressure and manage stakeholder expectations. 	<p>estuarine landscape) to a wide range of audience members.</p> <ul style="list-style-type: none"> • Undertakes work that requires a range of imaginative solutions and responses and involves application of fresh and innovative thinking. • Able to identify unlikely funding streams and submit fully researched funding bids. • Work to understand and help stakeholder groups to manage expectations and explain limitations of the council powers in relation to the river Thames and Medway.
--	--	--	--	--	--

Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	Required for this level	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> Educated to HND level or equivalent professional level 5 qualification in an environmental discipline 	<p>Qualifications</p> <p>Working towards Project Management Qualification – Level 6 or equivalent</p>	<p>Qualifications</p> <p>Achieved Project Management Qualification – Level 6 or equivalent</p>
			<p>Knowledge</p> <ul style="list-style-type: none"> Knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. Funding landscape for greenspace improvements and demonstrating benefits delivery. Contract management of consultants and contractors to ensure effective resource delivery. Working within a political model delivering administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. A good understanding of equality, diversity and inclusion and how these impact the workplace. A detailed understanding of GDPR legislation and best practice in relation to information sharing. Familiarity with project lifecycle, budgeting, and resource allocation. 	<p>Knowledge</p> <ul style="list-style-type: none"> Broad knowledge of greenspace, natural environment, access and recreation management principles within the Local Authority and third-party ownership model Developing and delivery of successful partnership models for greenspaces Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT). 	<p>Knowledge</p> <ul style="list-style-type: none"> Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals.
			<p>Experience</p> <ul style="list-style-type: none"> Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles Experience in business case development bid writing and commercial negotiations to support delivery of greenspace

			<p>recreation management principles.</p> <ul style="list-style-type: none"> • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success 	<p>recreation management principles.</p> <ul style="list-style-type: none"> • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. 	<p>Improvement programmes and greenspaces partnership working.</p> <ul style="list-style-type: none"> • Experience of resilience management demonstrating ability to manage conflicting workload priorities.
			<p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Resilience management skilled in managing challenging workloads with conflicting priorities • Ability to drive • Strong verbal and written communication skills to interact effectively with partners, community 	<p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations. • Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. • Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. • Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local communities and council members. • Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies.

Principal Regeneration Officer	MPR6	<p>Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.</p> <p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	representatives, and funding providers		
			Required for this level	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject 	<p>Qualifications</p> <ul style="list-style-type: none"> Working towards Project Management Qualification – Level 6 Equivalent Level 	<p>Qualifications</p> <ul style="list-style-type: none"> Achieved Project Management Qualification – Level 6 Equivalent Level
			<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. Familiarity with cost-benefit analysis and value-for-money principles. Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). Understanding and application of procurement policy & guidelines to deliver regeneration projects. Contract management of consultants and contractor to ensure effective resource delivery. Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. Awareness of the One Medway Council Plan Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding 	<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, change management, programme and time management, payment mechanisms and dispute resolution. Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. 	<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects. Expert knowledge of NEC/JCT contracts gained through formal training.
			Experience	Experience	Experience

Commented [rj3]: Previous comments from NT related to this section have not been included or responded to:

Financial knowledge / knowledge of Council finance process and systems?

Commented [rj1]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd2R1]: I think this understanding is needed at this level. I will have a look at the wording

			<ul style="list-style-type: none"> • Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. • Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). • Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions • Experience in maintaining effective records management processes. • Experience in managing project risk registers and implementing risk mitigation strategies. 	<ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration projects. • Track record in large complex regeneration project delivery • Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. • Experience in managing compliance with internal and external reporting obligations for project delivery 	<ul style="list-style-type: none"> • Minimum 5 years relevant work experience of managing regeneration projects. • Experience of autonomously delivering regeneration projects. • Experience of deputising for Line Manager. • Track record in large complex regeneration project delivery across multiple sites. • Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews.
			<p>Skills</p> <ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. 	<p>Skills</p> <ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. • The ability to engage with suppliers, ensuring they 	<p>Skills</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. • Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. • Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. • Excellent problem-solving skills with the ability to streamline and/or improve service delivery.

Commented [rj4]: Not clearly covered in guidance
Commented [pj5R4]: Added in

			<ul style="list-style-type: none"> Ability to independently seek out and gather relevant information. Basic skills in providing customer service. Good negotiation skills with the ability to successfully resolve any conflict arising. Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 	<p>meet safety and compliance standards</p> <ul style="list-style-type: none"> Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	
Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management</p>	<p>Required for this level</p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject Project/Programme Management Qualification – Level 6 or equivalent 	<p>In addition to level A</p> <p><u>Qualifications</u></p>	<p>In addition to levels A and B</p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status,

Commented [rj6]: Another previous comment not addressed. Part of the table is missing - the required at level line

	<p>frameworks, and maintain compliance with complex agreements and governance standards.</p> <p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.</p>	<ul style="list-style-type: none"> • Management Qualification – ILM 5-6 or Equivalent. <p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to develop partnership working to realise regeneration programme outcomes. • Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. • Contract management of consultants and contractor to ensure effective resource delivery. • How to work within a political model delivering administration priorities around regeneration programme delivery. • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. • An awareness of the One Medway Council Plan. 	<p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of procurement policy & guidelines necessary to deliver capital programmes within the public sector. • Demonstrable knowledge of how to organise and chair design team, senior management and stakeholder meetings. • Excellent knowledge and understanding of the One Medway Council Plan and how the work of Regeneration contributes to successful delivery. 	<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. • Expertise in procurement for large regeneration programmes (valued at £5 million plus).
		<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. • Proven track record of developing and managing project teams and successfully delivering projects. • Experience managing budgets and reporting on service delivery outcomes. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. • Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. • A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. • Extensive experience in leading large project teams and managing multiple projects simultaneously. • Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project management frameworks and methodologies. • Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. • Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending.

Commented [rj9]: Review guidance evidence requirement for this point

Commented [pj10R9]: reworded

			<ul style="list-style-type: none"> • Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. • Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>and ensuring adherence to relevant regulatory frameworks and industry standards. </p> <ul style="list-style-type: none"> • A track record of successfully delivering projects within set timelines and budgets. • Creation of policy, procedures and processes in relation to leading on implementation of Construction Design Management (CDM) regulations within a specialist projects team. 	<ul style="list-style-type: none"> • Experience of deputising for the Head of Service at meetings. • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities.
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings.

Commented [rj7]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj8R7]: Re-worded

Commented [rj11]: Missing from guidance document

Commented [pj12R11]: Added in

			<ul style="list-style-type: none"> • Use of Power BI as a regeneration programme management tool for performance management. • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence. • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 	<p>respect, and shared accountability to achieve common goals.</p> <ul style="list-style-type: none"> • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 	
Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)
Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration</p>	Required for this level	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> • Educated to HND level or equivalent professional level 5 qualification in an environmental discipline 	<p>Qualifications</p> <p>Working towards Project Management Qualification – Level 6 or equivalent</p>	<p>Qualifications</p> <p>Achieved Project Management Qualification – Level 6 or equivalent</p>
			<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of greenspace, natural environment, access 	<p>Knowledge</p> <ul style="list-style-type: none"> • Broad knowledge of greenspace, natural 	<p>Knowledge</p>

		<p>with developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	<p>and recreation management principles within the local authority and third-party ownership model.</p> <ul style="list-style-type: none"> • Funding landscape for greenspace improvements and demonstrating benefits delivery. • Contract management of consultants and contractors to ensure effective resource delivery. • Working within a political model delivering administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. • A good understanding of equality, diversity and inclusion and how these impact the workplace. • A detailed understanding of GDPR legislation and best practice in relation to information sharing. • Familiarity with project lifecycle, budgeting, and resource allocation. 	<p>environment, access and recreation management principles within the Local Authority and third-party ownership model</p> <ul style="list-style-type: none"> • Developing and delivery of successful partnership models for greenspaces • Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT). 	<ul style="list-style-type: none"> • Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. • Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals.
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and recreation management principles. • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and recreation management principles. • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. • Experience of resilience management demonstrating ability to manage conflicting workload priorities.

			<p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Resilience management skilled in managing challenging workloads with conflicting priorities • Ability to drive • Strong verbal and written communication skills to interact effectively with partners, community representatives, and funding providers 	<p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations. • Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. • Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. • Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local communities and council members. • Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies.
Principal Regeneration Officer	MPR6	Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.	Required for this level	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> • Degree or equivalent Level 6 Qualification in a relevant subject 	<p>Qualifications</p> <ul style="list-style-type: none"> • Working towards Project Management Qualification – Level 6 Equivalent Level 	<p>Qualifications</p> <ul style="list-style-type: none"> • Achieved Project Management Qualification – Level 6 Equivalent Level
			Knowledge	Knowledge	Knowledge

Commented [rj15]: Previous comments from NT related to this section have not been included or responded to:

Financial knowledge / knowledge of Council finance process and systems?

		<p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	<ul style="list-style-type: none"> • Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. • Familiarity with cost-benefit analysis and value-for-money principles. • Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). • Understanding and application of procurement policy & guidelines to deliver regeneration projects. • Contract management of consultants and contractor to ensure effective resource delivery. • Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. • Awareness of the One Medway Council Plan • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding <p>Experience</p> <ul style="list-style-type: none"> • Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. • Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). 	<ul style="list-style-type: none"> • Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). • Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, change management, programme and time management, payment mechanisms and dispute resolution. • Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. <p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration projects. • Track record in large complex regeneration project delivery • Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. 	<ul style="list-style-type: none"> • Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects. • Expert knowledge of NEC/JCT contracts gained through formal training. <p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience of managing regeneration projects. • Experience of autonomously delivering regeneration projects. • Experience of deputising for Line Manager. • Track record in large complex regeneration project delivery across multiple sites. • Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews.
--	--	--	--	---	---

Commented [rj13]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd14R13]: I think this understanding is needed at this level. I will have a look at the wording

		<ul style="list-style-type: none"> • Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions • Experience in maintaining effective records management processes. • Experience in managing project risk registers and implementing risk mitigation strategies. 	<ul style="list-style-type: none"> • Experience in managing compliance with internal and external reporting obligations for project delivery 	
		<p>Skills</p> <ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. • Ability to independently seek out and gather relevant information. • Basic skills in providing customer service. • Good negotiation skills with the ability to successfully resolve any conflict arising. • Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. 	<p>Skills</p> <ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. • The ability to engage with suppliers, ensuring they meet safety and compliance standards • Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	<p>Skills</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. • Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. • Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. • Excellent problem-solving skills with the ability to streamline and/or improve service delivery.

Commented [rj16]: Not clearly covered in guidance

Commented [pj17R16]: Added in

			<ul style="list-style-type: none"> Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 		
Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management frameworks, and maintain compliance with complex agreements and governance standards.</p> <p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p>	Required for this level	In addition to level A	In addition to levels A and B
			Qualifications	Qualifications	Qualifications
			Knowledge	Knowledge	Knowledge
			<ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject Project/Programme Management Qualification – Level 6 or equivalent Management Qualification – ILM 5-6 or Equivalent. 	<ul style="list-style-type: none"> Extensive knowledge of procurement policy & guidelines necessary to deliver capital programmes within the public sector. Demonstrable knowledge of how to organise and chair design team, senior management and stakeholder meetings. 	<ul style="list-style-type: none"> MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status, Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. Expertise in procurement for large regeneration programmes (valued at £5 million plus).

Commented [rj18]: Another previous comment not addressed. Part of the table is missing - the required at level line

	<p>Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.</p>	<ul style="list-style-type: none"> Contract management of consultants and contractor to ensure effective resource delivery. How to work within a political model delivering administration priorities around regeneration programme delivery. Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. An awareness of the One Medway Council Plan. 	<ul style="list-style-type: none"> Excellent knowledge and understanding of the One Medway Council Plan and how the work of Regeneration contributes to successful delivery. 	
		<p>Experience</p> <ul style="list-style-type: none"> Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. Proven track record of developing and managing project teams and successfully delivering projects. Experience managing budgets and reporting on service delivery outcomes. Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. Experience of line managing staff, experience in line management, supporting professional development, and ensuring high 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, and ensuring adherence to relevant regulatory frameworks and industry standards. A track record of successfully delivering projects within set timelines and budgets. Creation of policy, procedures and processes in relation to leading on implementation of 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. Extensive experience in leading large project teams and managing multiple projects simultaneously. Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project management frameworks and methodologies. Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending. Experience of deputising for the Head of Service at meetings. Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. Track record of resilience management demonstrating ability to manage conflicting workload priorities.

Commented [rj21]: Review guidance evidence requirement for this point

Commented [pj22R21]: reworded

Commented [rj23]: No evidence for this in guidance

Commented [pj24R23]: Added in

Commented [rj19]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj20R19]: Re-worded

			performance within team environments	Construction Design Management (CDM) regulations within a specialist projects team.	
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. • Use of Power BI as a regeneration programme management tool for performance management. • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared accountability to achieve common goals. • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings.

Commented [rj25]: Missing from guidance document

Commented [pj26R25]: Added in

			<p>represent the Council externally with professionalism and influence.</p> <ul style="list-style-type: none"> • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 		
Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)
Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to</p>	Required for this level	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> • Educated to HND level or equivalent professional level 5 qualification in an environmental discipline 	<p>Qualifications</p> <p>Working towards Project Management Qualification – Level 6 or equivalent</p>	<p>Qualifications</p> <p>Achieved Project Management Qualification – Level 6 or equivalent</p>
			<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Funding landscape for greenspace improvements and demonstrating benefits delivery. • Contract management of consultants and contractors to ensure effective resource delivery. 	<p>Knowledge</p> <ul style="list-style-type: none"> • Broad knowledge of greenspace, natural environment, access and recreation management principles within the Local Authority and third-party ownership model • Developing and delivery of successful partnership models for greenspaces • Good knowledge of contract management practices requiring a higher level of coordination, risk 	<p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain

		<p>support successful and lasting outcomes.</p>	<ul style="list-style-type: none"> • Working within a political model delivering administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. • A good understanding of equality, diversity and inclusion and how these impact the workplace. • A detailed understanding of GDPR legislation and best practice in relation to information sharing. • Familiarity with project lifecycle, budgeting, and resource allocation. 	<p>management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT).</p>	<p>successful collaborations in complex environments.</p> <ul style="list-style-type: none"> • Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals. 	
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and recreation management principles. • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and recreation management principles. • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. • Experience of resilience management demonstrating ability to manage conflicting workload priorities. 	
			<p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. • Proficient in the use of Microsoft Word, Excel, 	<p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes 	<p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development • Developed budget management skills to manage and monitor development 	

			<p>PowerPoint, Teams and Outlook.</p> <ul style="list-style-type: none"> Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. Financial control including estimating, monitoring, and grant claim submissions Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. Resilience management skilled in managing challenging workloads with conflicting priorities Ability to drive Strong verbal and written communication skills to interact effectively with partners, community representatives, and funding providers 	<p>identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations.</p> <ul style="list-style-type: none"> Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<p>budgets and financial contributions.</p> <ul style="list-style-type: none"> Confident public engagement skills and able to communicate effectively with local communities and council members. Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies.
Principal Regeneration Officer	MPR6	<p>Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.</p> <p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in</p>	<p>Required for this level</p> <p>Qualifications</p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. Familiarity with cost-benefit analysis and value-for-money principles. Knowledge of financial management systems and project management tools 	<p>In addition to level A</p> <p>Qualifications</p> <ul style="list-style-type: none"> Working towards Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement 	<p>In addition to levels A and B</p> <p>Qualifications</p> <ul style="list-style-type: none"> Achieved Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects. Expert knowledge of NEC/JCT contracts gained through formal training.

Commented [rj29]: Previous comments from NT related to this section have not been included or responded to:
 Financial knowledge / knowledge of Council finance process and systems?

		<p>line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	<p>that integrate financial tracking (e.g., MS Project, Power BI, Excel).</p> <ul style="list-style-type: none"> • Understanding and application of procurement policy & guidelines to deliver regeneration projects. • Contract management of consultants and contractor to ensure effective resource delivery. • Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. • Awareness of the One Medway Council Plan • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding 	<p>and project delivery methods, risk management, change management, programme and time management, payment mechanisms and dispute resolution.</p> <ul style="list-style-type: none"> • Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. 		
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. • Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). • Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions • Experience in maintaining effective records management processes. • Experience in managing project risk registers and 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration projects. • Track record in large complex regeneration project delivery • Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. • Experience in managing compliance with internal and external reporting obligations for project delivery 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience of managing regeneration projects. • Experience of autonomously delivering regeneration projects. • Experience of deputising for Line Manager. • Track record in large complex regeneration project delivery across multiple sites. • Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews. 	

Commented [rj27]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd28R27]: I think this understanding is needed at this level. I will have a look at the wording

			<p>implementing risk mitigation strategies.</p> <p>Skills</p> <ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. • Ability to independently seek out and gather relevant information. • Basic skills in providing customer service. • Good negotiation skills with the ability to successfully resolve any conflict arising. • Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. • Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. • Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, 	<p>Skills</p> <ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. • The ability to engage with suppliers, ensuring they meet safety and compliance standards • Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	<p>Skills</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. • Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. • Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. • Excellent problem-solving skills with the ability to streamline and/or improve service delivery. 	
--	--	--	---	---	---	--

Commented [rj30]: Not clearly covered in guidance

Commented [pj31R30]: Added in

			<p>stakeholders, and other parties.</p> <ul style="list-style-type: none"> Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 			
Regeneration Programme Manager	MPR 8	Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.	Required for this level	In addition to level A	In addition to levels A and B	
		Oversee multidisciplinary teams, implement robust performance and risk management frameworks, and maintain compliance with complex agreements and governance standards.	Qualifications <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject Project/Programme Management Qualification – Level 6 or equivalent Management Qualification – ILM 5-6 or Equivalent. 	Qualifications	Qualifications <ul style="list-style-type: none"> MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status, 	
		Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.	Knowledge <ul style="list-style-type: none"> Understanding of how to develop partnership working to realise regeneration programme outcomes. Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. Contract management of consultants and contractor to ensure effective resource delivery. How to work within a political model delivering administration priorities around regeneration programme delivery. Knowledge of legislation, policies and procedures in 	Knowledge <ul style="list-style-type: none"> Extensive knowledge of procurement policy & guidelines necessary to deliver capital programmes within the public sector. Demonstrable knowledge of how to organise and chair design team, senior management and stakeholder meetings. Excellent knowledge and understanding of the One Medway Council Plan and how the work of Regeneration contributes to successful delivery. 	Knowledge <ul style="list-style-type: none"> Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. Expertise in procurement for large regeneration programmes (valued at £5 million plus). 	
Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.						

Commented [rj32]: Another previous comment not addressed. Part of the table is missing - the required at level line

			<p>relation to GDPR and data protection, equalities and safeguarding.</p> <ul style="list-style-type: none"> An awareness of the One Medway Council Plan. 		
		<p>Experience</p> <ul style="list-style-type: none"> Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. Proven track record of developing and managing project teams and successfully delivering projects. Experience managing budgets and reporting on service delivery outcomes. Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, and ensuring adherence to relevant regulatory frameworks and industry standards. A track record of successfully delivering projects within set timelines and budgets. Creation of policy, procedures and processes in relation to leading on implementation of Construction Design Management (CDM) regulations within a specialist projects team. 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. Extensive experience in leading large project teams and managing multiple projects simultaneously. Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project management frameworks and methodologies. Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending. Experience of deputising for the Head of Service at meetings. 	

Commented [rj35]: Review guidance evidence requirement for this point

Commented [pj36R35]: reworded

Commented [rj37]: No evidence for this in guidance

Commented [pj38R37]: Added in

Commented [rj33]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj34R33]: Re-worded

					<ul style="list-style-type: none"> • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities.
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. • Use of Power BI as a regeneration programme management tool for performance management. • Ability to collaborate and build trust with diverse 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared accountability to achieve common goals. • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings.

Commented [rj39]: Missing from guidance document

Commented [pj40R39]: Added in

			<p>stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence.</p> <ul style="list-style-type: none"> • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 	<p>messaging to suit diverse audiences and stakeholders.</p>		
Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)	
Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with developers, contractors, and stakeholders, while managing budgets, developing sustainable</p>	<p>Required for this level</p>	<p>In addition to level A</p>	<p>In addition to levels A and B</p>	
			<p>Qualifications</p> <ul style="list-style-type: none"> • Educated to HND level or equivalent professional level 5 qualification in an environmental discipline 	<p>Qualifications</p> <p>Working towards Project Management Qualification – Level 6 or equivalent</p>	<p>Qualifications</p> <p>Achieved Project Management Qualification – Level 6 or equivalent</p>	
			<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Funding landscape for greenspace improvements 	<p>Knowledge</p> <ul style="list-style-type: none"> • Broad knowledge of greenspace, natural environment, access and recreation management principles within the Local Authority and third-party ownership model 	<p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. 	

		<p>management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	<p>and demonstrating benefits delivery.</p> <ul style="list-style-type: none"> Contract management of consultants and contractors to ensure effective resource delivery. Working within a political model delivering administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. A good understanding of equality, diversity and inclusion and how these impact the workplace. A detailed understanding of GDPR legislation and best practice in relation to information sharing. Familiarity with project lifecycle, budgeting, and resource allocation. 	<ul style="list-style-type: none"> Developing and delivery of successful partnership models for greenspaces Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT). 	<ul style="list-style-type: none"> Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals. 	
			<p>Experience</p> <ul style="list-style-type: none"> Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and recreation management principles. A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation Proven track record of liaising with developers, stakeholders, and community groups to ensure project success 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and recreation management principles. Experience in reporting project progress using dashboards and other project management tools. Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. Experience of resilience management demonstrating ability to manage conflicting workload priorities. 	
			<p>Skills</p> <ul style="list-style-type: none"> Presentation and communication skill sets able to report to a range of 	<p>Skills</p> <ul style="list-style-type: none"> Planning & co-ordination skills to oversee all stages of 	<p>Skills</p> <ul style="list-style-type: none"> Highly skilled in developing and implementing management plans for 	

			<p>audiences both technical and non-technical around service functions.</p> <ul style="list-style-type: none"> • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Resilience management skilled in managing challenging workloads with conflicting priorities • Ability to drive • Strong verbal and written communication skills to interact effectively with partners, community representatives, and funding providers 	<p>the project lifecycle from planning to delivery.</p> <ul style="list-style-type: none"> • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations. • Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. • Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. • Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<p>sustainable greenspace development</p> <ul style="list-style-type: none"> • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local communities and council members. • Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies.
Principal Regeneration Officer	MPR6	<p>Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.</p> <p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant</p>	<p>Required for this level</p> <p>Qualifications</p> <ul style="list-style-type: none"> • Degree or equivalent Level 6 Qualification in a relevant subject <p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. 	<p>In addition to level A</p> <p>Qualifications</p> <ul style="list-style-type: none"> • Working towards Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). 	<p>In addition to levels A and B</p> <p>Qualifications</p> <ul style="list-style-type: none"> • Achieved Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects.

Commented [rj43]: Previous comments from NT related to this section have not been included or responded to:

Financial knowledge / knowledge of Council finance process and systems?

		<p>conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	<ul style="list-style-type: none"> • Familiarity with cost-benefit analysis and value-for-money principles. • Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). • Understanding and application of procurement policy & guidelines to deliver regeneration projects. • Contract management of consultants and contractor to ensure effective resource delivery. • Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. • Awareness of the One Medway Council Plan • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding <p>Experience</p> <ul style="list-style-type: none"> • Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. • Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). • Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions 	<ul style="list-style-type: none"> • Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, change management, programme and time management, payment mechanisms and dispute resolution. • Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. <p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration projects. • Track record in large complex regeneration project delivery • Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. • Experience in managing compliance with internal and external reporting obligations for project delivery 	<ul style="list-style-type: none"> • Expert knowledge of NEC/JCT contracts gained through formal training. <p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience of managing regeneration projects. • Experience of autonomously delivering regeneration projects. • Experience of deputising for Line Manager. • Track record in large complex regeneration project delivery across multiple sites. • Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews. 	
--	--	--	---	---	---	--

Commented [rj41]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd42R41]: I think this understanding is needed at this level. I will have a look at the wording

			<ul style="list-style-type: none"> • Experience in maintaining effective records management processes. • Experience in managing project risk registers and implementing risk mitigation strategies. <p>Skills</p> <ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. • Ability to independently seek out and gather relevant information. • Basic skills in providing customer service. • Good negotiation skills with the ability to successfully resolve any conflict arising. • Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. • Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. 	<p>Skills</p> <ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. • The ability to engage with suppliers, ensuring they meet safety and compliance standards • Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	<p>Skills</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. • Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. • Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. • Excellent problem-solving skills with the ability to streamline and/or improve service delivery. 	
--	--	--	---	---	---	--

Commented [rj44]: Not clearly covered in guidance

Commented [pj45R44]: Added in

			<ul style="list-style-type: none"> Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 			
Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management frameworks, and maintain compliance with complex agreements and governance standards.</p> <p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.</p>	<p>Required for this level</p> <p>Qualifications</p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject Project/Programme Management Qualification – Level 6 or equivalent Management Qualification – ILM 5-6 or Equivalent. <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to develop partnership working to realise regeneration programme outcomes. Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. Contract management of consultants and contractor to ensure effective resource delivery. How to work within a political model delivering 	<p>In addition to level A</p> <p>Qualifications</p>	<p>In addition to levels A and B</p> <p>Qualifications</p> <ul style="list-style-type: none"> MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status, <p>Knowledge</p> <ul style="list-style-type: none"> Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. Expertise in procurement for large regeneration programmes (valued at £5 million plus). 	

Commented [rj46]: Another previous comment not addressed. Part of the table is missing - the required at level line

			<p>administration priorities around regeneration programme delivery.</p> <ul style="list-style-type: none"> • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. • An awareness of the One Medway Council Plan. 	<p>Regeneration contributes to successful delivery.</p>			
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. • Proven track record of developing and managing project teams and successfully delivering projects. • Experience managing budgets and reporting on service delivery outcomes. • Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. • Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. • Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, and ensuring adherence to relevant regulatory frameworks and industry standards. • A track record of successfully delivering projects within set timelines and budgets. • Creation of policy, procedures and processes in relation to leading on implementation of Construction Design Management (CDM) 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. • A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. • Extensive experience in leading large project teams and managing multiple projects simultaneously. • Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project management frameworks and methodologies. • Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. • Experience managing large expenditures of up to £25 million, including setting, 		

Commented [rj49]: Review guidance evidence requirement for this point

Commented [pj50R49]: reworded

Commented [rj51]: No evidence for this in guidance

Commented [pj52R51]: Added in

Commented [rj47]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj48R47]: Re-worded

				regulations within a specialist projects team.	<p>monitoring, and ensuring effective budget spending.</p> <ul style="list-style-type: none"> • Experience of deputising for the Head of Service at meetings. • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities.
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. • Use of Power BI as a regeneration programme management tool for 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings.

Commented [rj53]: Missing from guidance document

Commented [pj54R53]: Added in

			<p>performance management.</p> <ul style="list-style-type: none"> • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence. • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 	<p>accountability to achieve common goals.</p> <ul style="list-style-type: none"> • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 		
Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)	
Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with</p>	Required for this level	In addition to level A	In addition to levels A and B	
			<p>Qualifications</p> <ul style="list-style-type: none"> • Educated to HND level or equivalent professional level 5 qualification in an environmental discipline 	<p>Qualifications</p> <p>Working towards Project Management Qualification – Level 6 or equivalent</p>	<p>Qualifications</p> <p>Achieved Project Management Qualification – Level 6 or equivalent</p>	
			<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of greenspace, natural environment, access and recreation management principles within the local 	<p>Knowledge</p> <ul style="list-style-type: none"> • Broad knowledge of greenspace, natural environment, access and recreation management 	<p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of greenspace, natural environment, access and recreation management 	

		<p>developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	<p>authority and third-party ownership model.</p> <ul style="list-style-type: none"> • Funding landscape for greenspace improvements and demonstrating benefits delivery. • Contract management of consultants and contractors to ensure effective resource delivery. • Working within a political model delivering administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. • A good understanding of equality, diversity and inclusion and how these impact the workplace. • A detailed understanding of GDPR legislation and best practice in relation to information sharing. • Familiarity with project lifecycle, budgeting, and resource allocation. 	<p>principles within the Local Authority and third-party ownership model</p> <ul style="list-style-type: none"> • Developing and delivery of successful partnership models for greenspaces • Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT). 	<p>principles within the local authority and third-party ownership model.</p> <ul style="list-style-type: none"> • Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. • Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals. 	
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and recreation management principles. • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and recreation management principles. • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. • Experience of resilience management demonstrating ability to manage conflicting workload priorities. 	

			<p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Resilience management skilled in managing challenging workloads with conflicting priorities • Ability to drive • Strong verbal and written communication skills to interact effectively with partners, community representatives, and funding providers 	<p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations. • Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. • Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. • Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local communities and council members. • Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies.
Principal Regeneration Officer	MPR6	Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.	Required for this level	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> • Degree or equivalent Level 6 Qualification in a relevant subject 	<p>Qualifications</p> <ul style="list-style-type: none"> • Working towards Project Management Qualification – Level 6 Equivalent Level 	<p>Qualifications</p> <ul style="list-style-type: none"> • Achieved Project Management Qualification – Level 6 Equivalent Level
			<p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to develop and manage detailed 	<p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of external grant conditions and how to 	<p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to build effective partnership

Commented [rj57]: Previous comments from NT related to this section have not been included or responded to:
Financial knowledge / knowledge of Council finance process and systems?

	<p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	<p>project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding.</p> <ul style="list-style-type: none"> • Familiarity with cost-benefit analysis and value-for-money principles. • Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). • Understanding and application of procurement policy & guidelines to deliver regeneration projects. • Contract management of consultants and contractor to ensure effective resource delivery. • Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. • Awareness of the One Medway Council Plan • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding <p>Experience</p> <ul style="list-style-type: none"> • Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. • Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). • Proficiency in managing and ensuring the successful delivery of 	<p>discharge them (e.g., reporting outputs, spend profiles, milestones).</p> <ul style="list-style-type: none"> • Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, change management, programme and time management, payment mechanisms and dispute resolution. • Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. <p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration projects. • Track record in large complex regeneration project delivery • Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. 	<p>working across multiple (£2 million plus) regeneration projects.</p> <ul style="list-style-type: none"> • Expert knowledge of NEC/JCT contracts gained through formal training. <p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience of managing regeneration projects. • Experience of autonomously delivering regeneration projects. • Experience of deputising for Line Manager. • Track record in large complex regeneration project delivery across multiple sites. • Experience in overseeing the appointment and management of consultants 	
--	--	---	---	--	--

Commented [rj55]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd56R55]: I think this understanding is needed at this level. I will have a look at the wording

			<p>projects, dealing with conflicting demands, and minimising potential disruptions</p> <ul style="list-style-type: none"> • Experience in maintaining effective records management processes. • Experience in managing project risk registers and implementing risk mitigation strategies. 	<ul style="list-style-type: none"> • Experience in managing compliance with internal and external reporting obligations for project delivery 	<p>and contractors, ensuring compliance with policies and conducting performance reviews.</p>
			<p>Skills</p> <ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. • Ability to independently seek out and gather relevant information. • Basic skills in providing customer service. • Good negotiation skills with the ability to successfully resolve any conflict arising. • Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. • Competence in monitoring and updating plans regularly, 	<p>Skills</p> <ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. • The ability to engage with suppliers, ensuring they meet safety and compliance standards • Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	<p>Skills</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. • Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. • Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. • Excellent problem-solving skills with the ability to

Commented [rj58]: Not clearly covered in guidance

Commented [pj59R58]: Added in

			<p>including financial monitoring and compliance with grant conditions.</p> <ul style="list-style-type: none"> • Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. • Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. • Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 		streamline and/or improve service delivery.
Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management frameworks, and maintain compliance with complex agreements and governance standards.</p> <p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided timely</p>	<p>Required for this level</p>	<p>In addition to level A</p>	<p>In addition to levels A and B</p>
			<p>Qualifications</p> <ul style="list-style-type: none"> • Degree or equivalent Level 6 Qualification in a relevant subject • Project/Programme Management Qualification – Level 6 or equivalent • Management Qualification – ILM 5-6 or Equivalent. 	<p>Qualifications</p>	<p>Qualifications</p> <ul style="list-style-type: none"> • MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status,
			<p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to develop partnership working to realise regeneration programme outcomes. • Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. • Contract management of consultants and contractor to 	<p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of procurement policy & guidelines necessary to deliver capital programmes within the public sector. • Demonstrable knowledge of how to organise and chair design team, senior management and stakeholder meetings. • Excellent knowledge and understanding of the One 	<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. • Expertise in procurement for large regeneration programmes (valued at £5 million plus).

Commented [rj60]: Another previous comment not addressed. Part of the table is missing - the required at level line

		<p>interventions to sustain high performance and continuous improvement.</p>	<p>ensure effective resource delivery.</p> <ul style="list-style-type: none"> • How to work within a political model delivering administration priorities around regeneration programme delivery. • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. • An awareness of the One Medway Council Plan. 	<p>Medway Council Plan and how the work of Regeneration contributes to successful delivery.</p>		
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. • Proven track record of developing and managing project teams and successfully delivering projects. • Experience managing budgets and reporting on service delivery outcomes. • Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. • Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. • Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, and ensuring adherence to relevant regulatory frameworks and industry standards. • A track record of successfully delivering projects within set timelines and budgets. • Creation of policy, procedures and processes in relation to leading on 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. • A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. • Extensive experience in leading large project teams and managing multiple projects simultaneously. • Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project management frameworks and methodologies. • Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of 	

Commented [rj63]: Review guidance evidence requirement for this point

Commented [pj64R63]: reworded

Commented [rj65]: No evidence for this in guidance

Commented [pj66R65]: Added in

Commented [rj61]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj62R61]: Re-worded

				<p>implementation of Construction Design Management (CDM) regulations within a specialist projects team.</p>	<p>capital programmes is also necessary.</p> <ul style="list-style-type: none"> • Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending. • Experience of deputising for the Head of Service at meetings. • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities.
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings.

Commented [rj67]: Missing from guidance document

Commented [pj68R67]: Added in

			<p>alignment with strategic objectives.</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration programme management tool for performance management. • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence. • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 	<p>ability to work effectively across teams, fostering open communication, mutual respect, and shared accountability to achieve common goals.</p> <ul style="list-style-type: none"> • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 		
Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)	
Regeneration Development Officer	MPR5	Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and	Required for this level	In addition to level A	In addition to levels A and B	
			<u>Qualifications</u> <ul style="list-style-type: none"> • Educated to HND level or equivalent professional level 5 qualification in an environmental discipline 	<u>Qualifications</u> Working towards Project Management Qualification – Level 6 or equivalent	<u>Qualifications</u> Achieved Project Management Qualification – Level 6 or equivalent	

	<p>discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Funding landscape for greenspace improvements and demonstrating benefits delivery. • Contract management of consultants and contractors to ensure effective resource delivery. • Working within a political model delivering administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. • A good understanding of equality, diversity and inclusion and how these impact the workplace. • A detailed understanding of GDPR legislation and best practice in relation to information sharing. • Familiarity with project lifecycle, budgeting, and resource allocation. 	<p>Knowledge</p> <ul style="list-style-type: none"> • Broad knowledge of greenspace, natural environment, access and recreation management principles within the Local Authority and third-party ownership model • Developing and delivery of successful partnership models for greenspaces • Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT). 	<p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. • Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals. 	
		<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and recreation management principles. • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and recreation management principles. • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement 	

			<ul style="list-style-type: none"> • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success 	<p>out greenspaces and the provision of greenspace facilities.</p>	<p>programmes and greenspaces partnership working.</p> <ul style="list-style-type: none"> • Experience of resilience management demonstrating ability to manage conflicting workload priorities.
			<p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Resilience management skilled in managing challenging workloads with conflicting priorities • Ability to drive • Strong verbal and written communication skills to interact effectively with partners, community representatives, and funding providers 	<p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations. • Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. • Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. • Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local communities and council members. • Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies.
Principal Regeneration Officer	MPR6	Successfully manage the delivery of complex regeneration projects,	<p>Required for this level</p> <p>Qualifications</p>	<p>In addition to level A</p> <p>Qualifications</p>	<p>In addition to levels A and B</p> <p>Qualifications</p>

	<p>ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.</p> <p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	<ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. Familiarity with cost-benefit analysis and value-for-money principles. Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). Understanding and application of procurement policy & guidelines to deliver regeneration projects. Contract management of consultants and contractor to ensure effective resource delivery. Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. Awareness of the One Medway Council Plan Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding <p>Experience</p> <ul style="list-style-type: none"> Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. 	<ul style="list-style-type: none"> Working towards Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, change management, programme and time management, payment mechanisms and dispute resolution. Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. <p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience of managing regeneration projects. Track record in large complex regeneration project delivery 	<ul style="list-style-type: none"> Achieved Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects. Expert knowledge of NEC/JCT contracts gained through formal training. <p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience of managing regeneration projects. Experience of autonomously delivering regeneration projects. 	
--	--	--	---	---	--

Commented [rj71]: Previous comments from NT related to this section have not been included or responded to:
Financial knowledge / knowledge of Council finance process and systems?

Commented [rj69]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd70R69]: I think this understanding is needed at this level. I will have a look at the wording

			<ul style="list-style-type: none"> • Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). • Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions • Experience in maintaining effective records management processes. • Experience in managing project risk registers and implementing risk mitigation strategies. <p>Skills</p> <ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. • Ability to independently seek out and gather relevant information. • Basic skills in providing customer service. 	<ul style="list-style-type: none"> • Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. • Experience in managing compliance with internal and external reporting obligations for project delivery <p>Skills</p> <ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. • The ability to engage with suppliers, ensuring they meet safety and compliance standards • Ability to oversee the appointment of consultants and 	<ul style="list-style-type: none"> • Experience of deputising for Line Manager. • Track record in large complex regeneration project delivery across multiple sites. • Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews. <p>Skills</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. • Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. 	
--	--	--	---	--	---	--

Commented [rj72]: Not clearly covered in guidance
Commented [pj73R72]: Added in

			<ul style="list-style-type: none"> • Good negotiation skills with the ability to successfully resolve any conflict arising. • Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. • Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. • Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. • Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. • Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 	contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews.	<ul style="list-style-type: none"> • Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. • Excellent problem-solving skills with the ability to streamline and/or improve service delivery.
Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management frameworks, and maintain compliance with complex agreements and governance standards.</p>	Required for this level	In addition to level A	In addition to levels A and B
			Qualifications	Qualifications	Qualifications
			<ul style="list-style-type: none"> • Degree or equivalent Level 6 Qualification in a relevant subject • Project/Programme Management Qualification – Level 6 or equivalent • Management Qualification – ILM 5-6 or Equivalent. 		<ul style="list-style-type: none"> • MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status,
Knowledge	Knowledge	Knowledge			

Commented [rj74]: Another previous comment not addressed. Part of the table is missing - the required at level line

		<p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.</p>	<ul style="list-style-type: none"> • Understanding of how to develop partnership working to realise regeneration programme outcomes. • Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. • Contract management of consultants and contractor to ensure effective resource delivery. • How to work within a political model delivering administration priorities around regeneration programme delivery. • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. • An awareness of the One Medway Council Plan. 	<ul style="list-style-type: none"> • Extensive knowledge of procurement policy & guidelines necessary to deliver capital programmes within the public sector. • Demonstrable knowledge of how to organise and chair design team, senior management and stakeholder meetings. • Excellent knowledge and understanding of the One Medway Council Plan and how the work of Regeneration contributes to successful delivery. 	<ul style="list-style-type: none"> • Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. • Expertise in procurement for large regeneration programmes (valued at £5 million plus). 	
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. • Proven track record of developing and managing project teams and successfully delivering projects. • Experience managing budgets and reporting on service delivery outcomes. • Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. • Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, and ensuring adherence to relevant regulatory 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. • A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. • Extensive experience in leading large project teams and managing multiple projects simultaneously. • Significant involvement in strategic planning and decision-making processes, as well as in the 	

Commented [rj77]: Review guidance evidence requirement for this point

Commented [pj78R77]: reworded

Commented [rj79]: No evidence for this in guidance

Commented [pj80R79]: Added in

			<p>and interpretation of these in relation to specific circumstances.</p> <ul style="list-style-type: none"> • Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>frameworks and industry standards.</p> <ul style="list-style-type: none"> • A track record of successfully delivering projects within set timelines and budgets. • Creation of policy, procedures and processes in relation to leading on implementation of Construction Design Management (CDM) regulations within a specialist projects team. 	<p>development and implementation of project management frameworks and methodologies.</p> <ul style="list-style-type: none"> • Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. • Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending. • Experience of deputising for the Head of Service at meetings. • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities. 	
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. • The ability to handle complex challenges and drive continuous improvement in 	

Commented [rj75]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj76R75]: Re-worded

Commented [rj81]: Missing from guidance document

Commented [pj82R81]: Added in

			<p>utilisation rates to deliver value for money.</p> <ul style="list-style-type: none"> • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. • Use of Power BI as a regeneration programme management tool for performance management. • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence. • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 	<p>risks and performance to ensure successful outcomes.</p> <ul style="list-style-type: none"> • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared accountability to achieve common goals. • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 	<p>project delivery should be demonstrated.</p> <ul style="list-style-type: none"> • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings. 	
Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)	

Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	Required for this level	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> Educated to HND level or equivalent professional level 5 qualification in an environmental discipline 	<p>Qualifications</p> <ul style="list-style-type: none"> Working towards Project Management Qualification – Level 6 or equivalent 	<p>Qualifications</p> <ul style="list-style-type: none"> Achieved Project Management Qualification – Level 6 or equivalent
			<p>Knowledge</p> <ul style="list-style-type: none"> Knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. Funding landscape for greenspace improvements and demonstrating benefits delivery. Contract management of consultants and contractors to ensure effective resource delivery. Working within a political model delivering administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. A good understanding of equality, diversity and inclusion and how these impact the workplace. A detailed understanding of GDPR legislation and best practice in relation to information sharing. Familiarity with project lifecycle, budgeting, and resource allocation. 	<p>Knowledge</p> <ul style="list-style-type: none"> Broad knowledge of greenspace, natural environment, access and recreation management principles within the Local Authority and third-party ownership model Developing and delivery of successful partnership models for greenspaces Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT). 	<p>Knowledge</p> <ul style="list-style-type: none"> Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals.
			<p>Experience</p> <ul style="list-style-type: none"> Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural

			<p>environment, access and recreation management principles.</p> <ul style="list-style-type: none"> • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success 	<p>environment, access and recreation management principles.</p> <ul style="list-style-type: none"> • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. 	<p>environment, access and recreation management principles</p> <ul style="list-style-type: none"> • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. • Experience of resilience management demonstrating ability to manage conflicting workload priorities. 	
			<p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Resilience management skilled in managing challenging workloads with conflicting priorities • Ability to drive • Strong verbal and written communication skills to interact effectively with 	<p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations. • Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. • Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. • Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local communities and council members. • Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies. 	

Principal Regeneration Officer	MPR6	<p>Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.</p> <p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	<p>partners, community representatives, and funding providers</p> <p>Required for this level</p>	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject 	<p>Qualifications</p> <ul style="list-style-type: none"> Working towards Project Management Qualification – Level 6 Equivalent Level 	<p>Qualifications</p> <ul style="list-style-type: none"> Achieved Project Management Qualification – Level 6 Equivalent Level
			<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. Familiarity with cost-benefit analysis and value-for-money principles. Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). Understanding and application of procurement policy & guidelines to deliver regeneration projects. Contract management of consultants and contractor to ensure effective resource delivery. Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. Awareness of the One Medway Council Plan Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding 	<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, change management, programme and time management, payment mechanisms and dispute resolution. Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. 	<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects. Expert knowledge of NEC/JCT contracts gained through formal training.
Experience	Experience	Experience			

Commented [rj85]: Previous comments from NT related to this section have not been included or responded to:
Financial knowledge / knowledge of Council finance process and systems?

Commented [rj83]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd84R83]: I think this understanding is needed at this level. I will have a look at the wording

			<ul style="list-style-type: none"> • Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. • Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). • Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions • Experience in maintaining effective records management processes. • Experience in managing project risk registers and implementing risk mitigation strategies. 	<ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration projects. • Track record in large complex regeneration project delivery • Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. • Experience in managing compliance with internal and external reporting obligations for project delivery 	<ul style="list-style-type: none"> • Minimum 5 years relevant work experience of managing regeneration projects. • Experience of autonomously delivering regeneration projects. • Experience of deputising for Line Manager. • Track record in large complex regeneration project delivery across multiple sites. • Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews. 	
			<p>Skills</p> <ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. 	<p>Skills</p> <ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. 	<p>Skills</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. 	

Commented [rj86]: Not clearly covered in guidance

Commented [pj87R86]: Added in

			<ul style="list-style-type: none"> Ability to independently seek out and gather relevant information. Basic skills in providing customer service. Good negotiation skills with the ability to successfully resolve any conflict arising. Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 	<ul style="list-style-type: none"> The ability to engage with suppliers, ensuring they meet safety and compliance standards Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	<ul style="list-style-type: none"> Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. Excellent problem-solving skills with the ability to streamline and/or improve service delivery.
Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management</p>	<p>Required for this level</p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject Project/Programme Management Qualification – Level 6 or equivalent 	<p>In addition to level A</p> <p><u>Qualifications</u></p>	<p>In addition to levels A and B</p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> MSc Project Management or Post Graduate Management Qualification or

Commented [rj88]: Another previous comment not addressed. Part of the table is missing - the required at level line

	<p>frameworks, and maintain compliance with complex agreements and governance standards.</p> <p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.</p>	<ul style="list-style-type: none"> • Management Qualification – ILM 5-6 or Equivalent. <p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to develop partnership working to realise regeneration programme outcomes. • Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. • Contract management of consultants and contractor to ensure effective resource delivery. • How to work within a political model delivering administration priorities around regeneration programme delivery. • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. • An awareness of the One Medway Council Plan. 	<p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of procurement policy & guidelines necessary to deliver capital programmes within the public sector. • Demonstrable knowledge of how to organise and chair design team, senior management and stakeholder meetings. • Excellent knowledge and understanding of the One Medway Council Plan and how the work of Regeneration contributes to successful delivery. 	<p>Professional Accreditation – Chartered Status,</p> <p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. • Expertise in procurement for large regeneration programmes (valued at £5 million plus). 	
		<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. • Proven track record of developing and managing project teams and successfully delivering projects. • Experience managing budgets and reporting on service delivery outcomes. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. • Demonstrated experience in coordinating with diverse stakeholder groups, 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. • A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. • Extensive experience in leading large project teams and managing multiple projects simultaneously. 	

Commented [rj91]: Review guidance evidence requirement for this point

Commented [pj92R91]: reworded

Commented [rj93]: No evidence for this in guidance

Commented [pj94R93]: Added in

			<ul style="list-style-type: none"> • Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. • Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>proactively managing project risks, and ensuring adherence to relevant regulatory frameworks and industry standards. </p> <ul style="list-style-type: none"> • A track record of successfully delivering projects within set timelines and budgets. • Creation of policy, procedures and processes in relation to leading on implementation of Construction Design Management (CDM) regulations within a specialist projects team. 	<ul style="list-style-type: none"> • Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project management frameworks and methodologies. • Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. • Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending. • Experience of deputising for the Head of Service at meetings. • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities. 	
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. 	

Commented [rj89]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj90R89]: Re-worded

Commented [rj95]: Missing from guidance document

Commented [pj96R95]: Added in

			<ul style="list-style-type: none"> • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. • Use of Power BI as a regeneration programme management tool for performance management. • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence. • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which 	<ul style="list-style-type: none"> relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared accountability to achieve common goals. • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 	<ul style="list-style-type: none"> • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings. 	
--	--	--	---	---	--	--

Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)
Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	<p>Required for this level</p> <p>Qualifications</p> <ul style="list-style-type: none"> Educated to HND level or equivalent professional level 5 qualification in an environmental discipline <p>Knowledge</p> <ul style="list-style-type: none"> Knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. Funding landscape for greenspace improvements and demonstrating benefits delivery. Contract management of consultants and contractors to ensure effective resource delivery. Working within a political model delivering administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. A good understanding of equality, diversity and inclusion and how these impact the workplace. A detailed understanding of GDPR legislation and best practice in relation to information sharing. Familiarity with project lifecycle, budgeting, and resource allocation. 	<p>In addition to level A</p> <p>Qualifications</p> <ul style="list-style-type: none"> Working towards Project Management Qualification – Level 6 or equivalent <p>Knowledge</p> <ul style="list-style-type: none"> Broad knowledge of greenspace, natural environment, access and recreation management principles within the Local Authority and third-party ownership model Developing and delivery of successful partnership models for greenspaces Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT). 	<p>In addition to levels A and B</p> <p>Qualifications</p> <ul style="list-style-type: none"> Achieved Project Management Qualification – Level 6 or equivalent <p>Knowledge</p> <ul style="list-style-type: none"> Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals.

			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and recreation management principles. • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and recreation management principles. • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. • Experience of resilience management demonstrating ability to manage conflicting workload priorities. 	
			<p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Resilience management skilled in managing 	<p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations. • Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. • Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. • Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local communities and council members. • Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies. 	

			<p>challenging workloads with conflicting priorities</p> <ul style="list-style-type: none"> • Ability to drive • Strong verbal and written communication skills to interact effectively with partners, community representatives, and funding providers 		
Principal Regeneration Officer	MPR6	<p>Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.</p> <p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	Required for this level	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> • Degree or equivalent Level 6 Qualification in a relevant subject 	<p>Qualifications</p> <ul style="list-style-type: none"> • Working towards Project Management Qualification – Level 6 Equivalent Level 	<p>Qualifications</p> <ul style="list-style-type: none"> • Achieved Project Management Qualification – Level 6 Equivalent Level
			<p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. • Familiarity with cost-benefit analysis and value-for-money principles. • Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). • Understanding and application of procurement policy & guidelines to deliver regeneration projects. • Contract management of consultants and contractor to ensure effective resource delivery. • Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. • Awareness of the One Medway Council Plan 	<p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). • Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, programme and time management, payment mechanisms and dispute resolution. • Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. 	<p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects. • Expert knowledge of NEC/JCT contracts gained through formal training.

Commented [rj99]: Previous comments from NT related to this section have not been included or responded to:
Financial knowledge / knowledge of Council finance process and systems?

Commented [rj97]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd98R97]: I think this understanding is needed at this level. I will have a look at the wording

			<ul style="list-style-type: none"> • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding 		
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. • Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). • Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions • Experience in maintaining effective records management processes. • Experience in managing project risk registers and implementing risk mitigation strategies. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration projects. • Track record in large complex regeneration project delivery • Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. • Experience in managing compliance with internal and external reporting obligations for project delivery 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience of managing regeneration projects. • Experience of autonomously delivering regeneration projects. • Experience of deputising for Line Manager. • Track record in large complex regeneration project delivery across multiple sites. • Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews.
			<p>Skills</p> <ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk 	<p>Skills</p> <ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and 	<p>Skills</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives.

			<p>registers to support effective project delivery.</p> <ul style="list-style-type: none"> Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. Records management. Ability to independently seek out and gather relevant information. Basic skills in providing customer service. Good negotiation skills with the ability to successfully resolve any conflict arising. Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 	<p>effectively across various contexts and audiences.</p> <ul style="list-style-type: none"> Able to interact, build productive working relationships and successfully work in collaboration with others. The ability to engage with suppliers, ensuring they meet safety and compliance standards Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	<ul style="list-style-type: none"> Confident in making well-reasoned decisions and recommendations. Developed ability to successfully manage contracts and oversee contractors. Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. Excellent problem-solving skills with the ability to streamline and/or improve service delivery. 	
	MPR 8	Lead the successful delivery of complex regeneration	Required for this level	In addition to level A	In addition to levels A and B	

Commented [rj100]: Not clearly covered in guidance
Commented [pj101R100]: Added in

Commented [rj102]: Another previous comment not addressed. Part of the table is missing - the required at level line

<p>Regeneration Programme Manager</p>	<p>programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management frameworks, and maintain compliance with complex agreements and governance standards.</p> <p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.</p>	<p>Qualifications</p> <ul style="list-style-type: none"> • Degree or equivalent Level 6 Qualification in a relevant subject • Project/Programme Management Qualification – Level 6 or equivalent • Management Qualification – ILM 5-6 or Equivalent. <p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to develop partnership working to realise regeneration programme outcomes. • Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. • Contract management of consultants and contractor to ensure effective resource delivery. • How to work within a political model delivering administration priorities around regeneration programme delivery. • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. • An awareness of the One Medway Council Plan. <p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. 	<p>Qualifications</p>	<p>Qualifications</p> <ul style="list-style-type: none"> • MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status, <p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. • Expertise in procurement for large regeneration programmes (valued at £5 million plus). <p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. • A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. 	
---------------------------------------	--	--	------------------------------	--	--

Commented [rj105]: Review guidance evidence requirement for this point

Commented [pj106R105]: reworded

			<ul style="list-style-type: none"> • Proven track record of developing and managing project teams and successfully delivering projects. • Experience managing budgets and reporting on service delivery outcomes. • Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. • Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>of complex, large-scale initiatives across multidisciplinary teams.</p> <ul style="list-style-type: none"> • Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, and ensuring adherence to relevant regulatory frameworks and industry standards. • A track record of successfully delivering projects within set timelines and budgets. • Creation of policy, procedures and processes in relation to leading on implementation of Construction Design Management (CDM) regulations within a specialist projects team. 	<ul style="list-style-type: none"> • Extensive experience in leading large project teams and managing multiple projects simultaneously. • Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project management frameworks and methodologies. • Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. • Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending. • Experience of deputising for the Head of Service at meetings. • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities. 	
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus 	

Commented [rj107]: No evidence for this in guidance

Commented [pj108R107]: Added in

Commented [rj103]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj104R103]: Re-worded

Commented [rj109]: Missing from guidance document

Commented [pj110R109]: Added in

			<ul style="list-style-type: none"> • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. • Use of Power BI as a regeneration programme management tool for performance management. • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence. • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures 	<p>ensure successful delivery of key projects, particularly in relation to regeneration programme delivery.</p> <ul style="list-style-type: none"> • Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared accountability to achieve common goals. • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 	<p>on effective resource management and driving continuous improvement across council services.</p> <ul style="list-style-type: none"> • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings. 	
--	--	--	---	---	--	--

Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)
Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	<p>Required for this level</p> <p>Qualifications</p> <ul style="list-style-type: none"> Educated to HND level or equivalent professional level 5 qualification in an environmental discipline <p>Knowledge</p> <ul style="list-style-type: none"> Knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. Funding landscape for greenspace improvements and demonstrating benefits delivery. Contract management of consultants and contractors to ensure effective resource delivery. Working within a political model delivering administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. A good understanding of equality, diversity and inclusion and how these impact the workplace. A detailed understanding of GDPR legislation and best 	<p>In addition to level A</p> <p>Qualifications</p> <p>Working towards Project Management Qualification – Level 6 or equivalent</p> <p>Knowledge</p> <ul style="list-style-type: none"> Broad knowledge of greenspace, natural environment, access and recreation management principles within the Local Authority and third-party ownership model Developing and delivery of successful partnership models for greenspaces Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT). 	<p>In addition to levels A and B</p> <p>Qualifications</p> <p>Achieved Project Management Qualification – Level 6 or equivalent</p> <p>Knowledge</p> <ul style="list-style-type: none"> Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals.

			<p>practice in relation to information sharing.</p> <ul style="list-style-type: none"> • Familiarity with project lifecycle, budgeting, and resource allocation. <p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and recreation management principles. • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success <p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and recreation management principles. • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. <p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations. • Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. • Good liaison skills and able to work productively with developers, contractors, 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. • Experience of resilience management demonstrating ability to manage conflicting workload priorities. <p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local communities and council members. • Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies. 	
--	--	--	--	---	---	--

			<p>ensuring effective utilisation rates to deliver value for money.</p> <ul style="list-style-type: none"> Resilience management skilled in managing challenging workloads with conflicting priorities Ability to drive Strong verbal and written communication skills to interact effectively with partners, community representatives, and funding providers 	<p>consultants, and community representatives.</p> <ul style="list-style-type: none"> Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	
Principal Regeneration Officer	MPR6	<p>Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.</p> <p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous</p>	<p>Required for this level</p> <p>Qualifications</p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. Familiarity with cost-benefit analysis and value-for-money principles. Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). Understanding and application of procurement policy & guidelines to deliver regeneration projects. Contract management of consultants and contractor to ensure effective resource delivery. Understanding of how local government is structured and the relevant Member and Officer roles to deliver council 	<p>In addition to level A</p> <p>Qualifications</p> <ul style="list-style-type: none"> Working towards Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, programme and time management, payment mechanisms and dispute resolution. Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. 	<p>In addition to levels A and B</p> <p>Qualifications</p> <ul style="list-style-type: none"> Achieved Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects. Expert knowledge of NEC/JCT contracts gained through formal training.

Commented [rj113]: Previous comments from NT related to this section have not been included or responded to:
Financial knowledge / knowledge of Council finance process and systems?

improvement across cross-functional teams.	<p>priorities for regeneration project delivery.</p> <ul style="list-style-type: none"> Awareness of the One Medway Council Plan Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding 			
	<p>Experience</p> <ul style="list-style-type: none"> Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions Experience in maintaining effective records management processes. Experience in managing project risk registers and implementing risk mitigation strategies. 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience of managing regeneration projects. Track record in large complex regeneration project delivery Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. Experience in managing compliance with internal and external reporting obligations for project delivery 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience of managing regeneration projects. Experience of autonomously delivering regeneration projects. Experience of deputising for Line Manager. Track record in large complex regeneration project delivery across multiple sites. Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews. 	
	<p>Skills</p> <ul style="list-style-type: none"> Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. 	<p>Skills</p> <ul style="list-style-type: none"> Strong writing, research, and attention to detail ability. Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. 	<p>Skills</p> <ul style="list-style-type: none"> Use of Power BI as a regeneration project management tool for project reporting. Advanced ability to understand and act on risk assessments. Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, 	

Commented [rj111]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd112R111]: I think this understanding is needed at this level. I will have a look at the wording

			<ul style="list-style-type: none"> • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. • Ability to independently seek out and gather relevant information. • Basic skills in providing customer service. • Good negotiation skills with the ability to successfully resolve any conflict arising. • Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. • Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. • Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. • Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. • Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial 	<ul style="list-style-type: none"> • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. • The ability to engage with suppliers, ensuring they meet safety and compliance standards • Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	<p>fostering productive relationships and aligning interests to achieve shared objectives.</p> <ul style="list-style-type: none"> • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. • Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. • Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. • Excellent problem-solving skills with the ability to streamline and/or improve service delivery. 	
--	--	--	---	--	---	--

Commented [rj114]: Not clearly covered in guidance

Commented [pj115R114]: Added in

Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management frameworks, and maintain compliance with complex agreements and governance standards.</p> <p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.</p>	regulations and funding requirements.		
			<p>Required for this level</p> <p>Qualifications</p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject Project/Programme Management Qualification – Level 6 or equivalent Management Qualification – ILM 5-6 or Equivalent. 	<p>In addition to level A</p> <p>Qualifications</p>	<p>In addition to levels A and B</p> <p>Qualifications</p> <ul style="list-style-type: none"> MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status,
			<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to develop partnership working to realise regeneration programme outcomes. Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. Contract management of consultants and contractor to ensure effective resource delivery. How to work within a political model delivering administration priorities around regeneration programme delivery. Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. An awareness of the One Medway Council Plan. <p>Experience</p> <ul style="list-style-type: none"> Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. 	<p>Knowledge</p> <ul style="list-style-type: none"> Extensive knowledge of procurement policy & guidelines necessary to deliver capital programmes within the public sector. Demonstrable knowledge of how to organise and chair design team, senior management and stakeholder meetings. Excellent knowledge and understanding of the One Medway Council Plan and how the work of Regeneration contributes to successful delivery. <p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience of managing regeneration programmes and projects at 	<p>Knowledge</p> <ul style="list-style-type: none"> Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. Expertise in procurement for large regeneration programmes (valued at £5 million plus). <p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking)

Commented [rj116]: Another previous comment not addressed. Part of the table is missing - the required at level line

			<ul style="list-style-type: none"> • Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. • Proven track record of developing and managing project teams and successfully delivering projects. • Experience managing budgets and reporting on service delivery outcomes. • Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. • Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>a senior level within a large organisation.</p> <ul style="list-style-type: none"> • Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. • Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, and ensuring adherence to relevant regulatory frameworks and industry standards. • A track record of successfully delivering projects within set timelines and budgets. • Creation of policy, procedures and processes in relation to leading on implementation of Construction Design Management (CDM) regulations within a specialist projects team. 	<p>programmes to an aggregated value of £5 million plus.</p> <ul style="list-style-type: none"> • A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. • Extensive experience in leading large project teams and managing multiple projects simultaneously. • Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project management frameworks and methodologies. • Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. • Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending. • Experience of deputising for the Head of Service at meetings. • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities. 	
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. 	

Commented [rj119]: Review guidance evidence requirement for this point

Commented [pj120R119]: reworded

Commented [rj121]: No evidence for this in guidance

Commented [pj122R121]: Added in

Commented [rj117]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj118R117]: Re-worded

			<p>skills tailored to diverse audiences.</p> <ul style="list-style-type: none"> • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. • Use of Power BI as a regeneration programme management tool for performance management. • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence. • Ability to effectively communicate complex or sensitive information to 	<p>delivery of Regeneration Programmes.</p> <ul style="list-style-type: none"> • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared accountability to achieve common goals. • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 	<ul style="list-style-type: none"> • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings. 	
--	--	--	--	---	---	--

Commented [rj123]: Missing from guidance document
Commented [pj124R123]: Added in

			<p>various audiences in an understandable way.</p> <ul style="list-style-type: none"> • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 			
Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)	
Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	<p>Required for this level</p> <p>Qualifications</p> <ul style="list-style-type: none"> • Educated to HND level or equivalent professional level 5 qualification in an environmental discipline <p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Funding landscape for greenspace improvements and demonstrating benefits delivery. • Contract management of consultants and contractors to ensure effective resource delivery. • Working within a political model delivering administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. 	<p>In addition to level A</p> <p>Qualifications</p> <p>Working towards Project Management Qualification – Level 6 or equivalent</p> <p>Knowledge</p> <ul style="list-style-type: none"> • Broad knowledge of greenspace, natural environment, access and recreation management principles within the Local Authority and third-party ownership model • Developing and delivery of successful partnership models for greenspaces • Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ 	<p>In addition to levels A and B</p> <p>Qualifications</p> <p>Achieved Project Management Qualification – Level 6 or equivalent</p> <p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. • Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with 	

			<ul style="list-style-type: none"> • A good understanding of equality, diversity and inclusion and how these impact the workplace. • A detailed understanding of GDPR legislation and best practice in relation to information sharing. • Familiarity with project lifecycle, budgeting, and resource allocation. <p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and recreation management principles. • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success <p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. 	<p>Joint Contracts Tribunal for construction (JCT).</p> <p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and recreation management principles. • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. <p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations. • Bid writing and commercial negotiation skills to support 	<p>diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals.</p> <p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. • Experience of resilience management demonstrating ability to manage conflicting workload priorities. <p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local communities and council members. • Developed partnership building skills and able to collaborate effectively with external
--	--	--	---	---	--

Principal Regeneration Officer	MPR6	<p>Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.</p> <p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p>	<ul style="list-style-type: none"> Financial control including estimating, monitoring, and grant claim submissions Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. Resilience management skilled in managing challenging workloads with conflicting priorities Ability to drive Strong verbal and written communication skills to interact effectively with partners, community representatives, and funding providers 	<p>delivery of greenspace Improvement programmes and partnership Working.</p> <ul style="list-style-type: none"> Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<p>stakeholders and funding bodies.</p>
			<p>Required for this level</p> <p>Qualifications</p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. Familiarity with cost-benefit analysis and value-for-money principles. Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). Understanding and application of procurement policy & guidelines to deliver regeneration projects. 	<p>In addition to level A</p> <p>Qualifications</p> <ul style="list-style-type: none"> Working towards Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, change management, programme and time management, payment mechanisms and dispute resolution. 	<p>In addition to levels A and B</p> <p>Qualifications</p> <ul style="list-style-type: none"> Achieved Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects. Expert knowledge of NEC/JCT contracts gained through formal training.

Commented [rj127]: Previous comments from NT related to this section have not been included or responded to:
Financial knowledge / knowledge of Council finance process and systems?

		Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.	<ul style="list-style-type: none"> Contract management of consultants and contractor to ensure effective resource delivery. Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. 	<ul style="list-style-type: none"> Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. 			
			<ul style="list-style-type: none"> Awareness of the One Medway Council Plan Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding 				
			<p>Experience</p> <ul style="list-style-type: none"> Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions Experience in maintaining effective records management processes. Experience in managing project risk registers and implementing risk mitigation strategies. 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience of managing regeneration projects. Track record in large complex regeneration project delivery Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. Experience in managing compliance with internal and external reporting obligations for project delivery 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience of managing regeneration projects. Experience of autonomously delivering regeneration projects. Experience of deputising for Line Manager. Track record in large complex regeneration project delivery across multiple sites. Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews. 		
			<p>Skills</p> <ul style="list-style-type: none"> Proficiency in information and communication technology utilised in regeneration 	<p>Skills</p> <ul style="list-style-type: none"> Strong writing, research, and attention to detail ability. 	<p>Skills</p> <ul style="list-style-type: none"> Use of Power BI as a regeneration project 		

Commented [rj125]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd126R125]: I think this understanding is needed at this level. I will have a look at the wording

			<p>projects and strong presentation and communication skills, enabling effective reporting to diverse audiences.</p> <ul style="list-style-type: none"> • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. • Ability to independently seek out and gather relevant information. • Basic skills in providing customer service. • Good negotiation skills with the ability to successfully resolve any conflict arising. • Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. • Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. • Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. • Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. 	<ul style="list-style-type: none"> • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. • The ability to engage with suppliers, ensuring they meet safety and compliance standards • Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	<p>management tool for project reporting.</p> <ul style="list-style-type: none"> • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. • Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. • Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. • Excellent problem-solving skills with the ability to streamline and/or improve service delivery. 	
--	--	--	---	--	--	--

Commented [rj128]: Not clearly covered in guidance

Commented [pj129R128]: Added in

			<ul style="list-style-type: none"> Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 		
Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management frameworks, and maintain compliance with complex agreements and governance standards.</p> <p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.</p>	<p>Required for this level</p> <p>Qualifications</p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject Project/Programme Management Qualification – Level 6 or equivalent Management Qualification – ILM 5-6 or Equivalent. <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to develop partnership working to realise regeneration programme outcomes. Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. Contract management of consultants and contractor to ensure effective resource delivery. How to work within a political model delivering administration priorities around regeneration programme delivery. Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. An awareness of the One Medway Council Plan. <p>Experience</p>	<p>In addition to level A</p> <p>Qualifications</p> <p>Knowledge</p> <ul style="list-style-type: none"> Extensive knowledge of procurement policy & guidelines necessary to deliver capital programmes within the public sector. Demonstrable knowledge of how to organise and chair design team, senior management and stakeholder meetings. Excellent knowledge and understanding of the One Medway Council Plan and how the work of Regeneration contributes to successful delivery. <p>Experience</p>	<p>In addition to levels A and B</p> <p>Qualifications</p> <ul style="list-style-type: none"> MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status, <p>Knowledge</p> <ul style="list-style-type: none"> Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. Expertise in procurement for large regeneration programmes (valued at £5 million plus). <p>Experience</p>

Commented [rj130]: Another previous comment not addressed. Part of the table is missing - the required at level line

			<ul style="list-style-type: none"> • Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. • Proven track record of developing and managing project teams and successfully delivering projects. • Experience managing budgets and reporting on service delivery outcomes. • Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. • Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. • Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, and ensuring adherence to relevant regulatory frameworks and industry standards. • A track record of successfully delivering projects within set timelines and budgets. • Creation of policy, procedures and processes in relation to leading on implementation of Construction Design Management (CDM) regulations within a specialist projects team. 	<ul style="list-style-type: none"> • Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. • A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. • Extensive experience in leading large project teams and managing multiple projects simultaneously. • Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project management frameworks and methodologies. • Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. • Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending. • Experience of deputising for the Head of Service at meetings. • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities. 	
			Skills	Skills	Skills	

Commented [rj133]: Review guidance evidence requirement for this point

Commented [pj134R133]: reworded

Commented [rj135]: No evidence for this in guidance

Commented [pj136R135]: Added in

Commented [rj131]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj132R131]: Re-worded

			<ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. • Use of Power BI as a regeneration programme management tool for performance management. • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence. 	<ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared accountability to achieve common goals. • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 	<ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings. 	
--	--	--	--	--	---	--

Commented [rj137]: Missing from guidance document

Commented [pj138R137]: Added in

			<ul style="list-style-type: none"> • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 			
Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)	
Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	Required for this level	In addition to level A	In addition to levels A and B	
			<p>Qualifications</p> <ul style="list-style-type: none"> • Educated to HND level or equivalent professional level 5 qualification in an environmental discipline 	<p>Qualifications</p> <p>Working towards Project Management Qualification – Level 6 or equivalent</p>	<p>Qualifications</p> <p>Achieved Project Management Qualification – Level 6 or equivalent</p>	
			<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Funding landscape for greenspace improvements and demonstrating benefits delivery. • Contract management of consultants and contractors to ensure effective resource delivery. • Working within a political model delivering administration priorities around greenspace Improvement programme 	<p>Knowledge</p> <ul style="list-style-type: none"> • Broad knowledge of greenspace, natural environment, access and recreation management principles within the Local Authority and third-party ownership model • Developing and delivery of successful partnership models for greenspaces • Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New 	<p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. • Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This 	

			<p>delivery and greenspace partnership working opportunities.</p> <ul style="list-style-type: none"> • A good understanding of equality, diversity and inclusion and how these impact the workplace. • A detailed understanding of GDPR legislation and best practice in relation to information sharing. • Familiarity with project lifecycle, budgeting, and resource allocation. 	<p>Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT).</p>	<p>includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals.</p>
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and recreation management principles. • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and recreation management principles. • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. • Experience of resilience management demonstrating ability to manage conflicting workload priorities.
			<p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Relationship management and able to form effective partnerships to deliver shared 	<p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with 	<p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local communities and council members.

Principal Regeneration Officer	MPR6	<p>Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.</p> <p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory</p>	<p>objectives and outcomes for greenspaces.</p> <ul style="list-style-type: none"> Financial control including estimating, monitoring, and grant claim submissions Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. Resilience management skilled in managing challenging workloads with conflicting priorities Ability to drive Strong verbal and written communication skills to interact effectively with partners, community representatives, and funding providers 	<p>corporate priorities and stakeholder expectations.</p> <ul style="list-style-type: none"> Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<ul style="list-style-type: none"> Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies.
			Required for this level	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject 	<p>Qualifications</p> <ul style="list-style-type: none"> Working towards Project Management Qualification – Level 6 Equivalent Level 	<p>Qualifications</p> <ul style="list-style-type: none"> Achieved Project Management Qualification – Level 6 Equivalent Level
<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. Familiarity with cost-benefit analysis and value-for-money principles. Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). Understanding and application of procurement 	<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, change management, programme and time management, 	<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects. Expert knowledge of NEC/JCT contracts gained through formal training. 			

Commented [rj141]: Previous comments from NT related to this section have not been included or responded to:
Financial knowledge / knowledge of Council finance process and systems?

		<p>records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	<p>policy & guidelines to deliver regeneration projects.</p> <ul style="list-style-type: none"> Contract management of consultants and contractor to ensure effective resource delivery. Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. Awareness of the One Medway Council Plan Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding <p>Experience</p> <ul style="list-style-type: none"> Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions Experience in maintaining effective records management processes. Experience in managing project risk registers and implementing risk mitigation strategies. <p>Skills</p>	<p>payment mechanisms and dispute resolution.</p> <ul style="list-style-type: none"> Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. <p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience of managing regeneration projects. Track record in large complex regeneration project delivery Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. Experience in managing compliance with internal and external reporting obligations for project delivery <p>Skills</p>		
				<p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience of managing regeneration projects. Experience of autonomously delivering regeneration projects. Experience of deputising for Line Manager. Track record in large complex regeneration project delivery across multiple sites. Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews. <p>Skills</p>		

Commented [rj139]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd140R139]: I think this understanding is needed at this level. I will have a look at the wording

			<ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. • Ability to independently seek out and gather relevant information. • Basic skills in providing customer service. • Good negotiation skills with the ability to successfully resolve any conflict arising. • Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. • Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. • Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. • Effectively prioritises tasks, manages competing deadlines, and ensures timely 	<ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. • The ability to engage with suppliers, ensuring they meet safety and compliance standards • Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	<ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. • Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. • Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. • Excellent problem-solving skills with the ability to streamline and/or improve service delivery. 	
--	--	--	---	--	--	--

Commented [rj142]: Not clearly covered in guidance

Commented [pj143R142]: Added in

			<p>delivery of projects and responsibilities.</p> <ul style="list-style-type: none"> • Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 		
Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management frameworks, and maintain compliance with complex agreements and governance standards.</p> <p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.</p>	<p>Required for this level</p> <p>Qualifications</p> <ul style="list-style-type: none"> • Degree or equivalent Level 6 Qualification in a relevant subject • Project/Programme Management Qualification – Level 6 or equivalent • Management Qualification – ILM 5-6 or Equivalent. <p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to develop partnership working to realise regeneration programme outcomes. • Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. • Contract management of consultants and contractor to ensure effective resource delivery. • How to work within a political model delivering administration priorities around regeneration programme delivery. • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. • An awareness of the One Medway Council Plan. 	<p>In addition to level A</p> <p>Qualifications</p> <p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of procurement policy & guidelines necessary to deliver capital programmes within the public sector. • Demonstrable knowledge of how to organise and chair design team, senior management and stakeholder meetings. • Excellent knowledge and understanding of the One Medway Council Plan and how the work of Regeneration contributes to successful delivery. 	<p>In addition to levels A and B</p> <p>Qualifications</p> <ul style="list-style-type: none"> • MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status, <p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. • Expertise in procurement for large regeneration programmes (valued at £5 million plus).

Commented [rj144]: Another previous comment not addressed. Part of the table is missing - the required at level line

			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. • Proven track record of developing and managing project teams and successfully delivering projects. • Experience managing budgets and reporting on service delivery outcomes. • Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. • Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. • Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, and ensuring adherence to relevant regulatory frameworks and industry standards. • A track record of successfully delivering projects within set timelines and budgets. • Creation of policy, procedures and processes in relation to leading on implementation of Construction Design Management (CDM) regulations within a specialist projects team. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. • A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. • Extensive experience in leading large project teams and managing multiple projects simultaneously. • Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project management frameworks and methodologies. • Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. • Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending. • Experience of deputising for the Head of Service at meetings. • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities. 	
--	--	--	--	---	---	--

Commented [rj147]: Review guidance evidence requirement for this point

Commented [pj148R147]: reworded

Commented [rj149]: No evidence for this in guidance

Commented [pj150R149]: Added in

Commented [rj145]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj146R145]: Re-worded

			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. • Use of Power BI as a regeneration programme management tool for performance management. • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared accountability to achieve common goals. • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings. 	
--	--	--	--	---	--	--

Commented [rj151]: Missing from guidance document

Commented [pj152R151]: Added in

			<p>professionalism and influence.</p> <ul style="list-style-type: none"> • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 			
Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)	
Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	Required for this level	In addition to level A	In addition to levels A and B	
			<p>Qualifications</p> <ul style="list-style-type: none"> • Educated to HND level or equivalent professional level 5 qualification in an environmental discipline 	<p>Qualifications</p> <p>Working towards Project Management Qualification – Level 6 or equivalent</p>	<p>Qualifications</p> <p>Achieved Project Management Qualification – Level 6 or equivalent</p>	
			<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Funding landscape for greenspace improvements and demonstrating benefits delivery. • Contract management of consultants and contractors to ensure effective resource delivery. • Working within a political model delivering 	<p>Knowledge</p> <ul style="list-style-type: none"> • Broad knowledge of greenspace, natural environment, access and recreation management principles within the Local Authority and third-party ownership model • Developing and delivery of successful partnership models for greenspaces • Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with 	<p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. • Solid understanding of stakeholder engagement, team 	

			<p>administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities.</p> <ul style="list-style-type: none"> • A good understanding of equality, diversity and inclusion and how these impact the workplace. • A detailed understanding of GDPR legislation and best practice in relation to information sharing. • Familiarity with project lifecycle, budgeting, and resource allocation. 	<p>a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT).</p>	<p>dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals.</p>
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and recreation management principles. • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and recreation management principles. • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. • Experience of resilience management demonstrating ability to manage conflicting workload priorities.
			<p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. 	<p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost- 	<p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local

			<ul style="list-style-type: none"> Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. Financial control including estimating, monitoring, and grant claim submissions Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. Resilience management skilled in managing challenging workloads with conflicting priorities Ability to drive Strong verbal and written communication skills to interact effectively with partners, community representatives, and funding providers 	<p>benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations.</p> <ul style="list-style-type: none"> Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<p>communities and council members.</p> <ul style="list-style-type: none"> Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies.
Principal Regeneration Officer	MPR6	Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.	Required for this level	In addition to level A	In addition to levels A and B
		Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.	Qualifications	Qualifications	Qualifications
		Lead consultant and contractor appointments in line with procurement policies, manage project	Knowledge	Knowledge	Knowledge
			<ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject 	<ul style="list-style-type: none"> Working towards Project Management Qualification – Level 6 Equivalent Level 	<ul style="list-style-type: none"> Achieved Project Management Qualification – Level 6 Equivalent Level
			<ul style="list-style-type: none"> Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. Familiarity with cost-benefit analysis and value-for-money principles. Knowledge of financial management systems and project management tools that integrate financial 	<ul style="list-style-type: none"> Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk 	<ul style="list-style-type: none"> Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects. Expert knowledge of NEC/JCT contracts gained through formal training.

Commented [rj155]: Previous comments from NT related to this section have not been included or responded to:
Financial knowledge / knowledge of Council finance process and systems?

		<p>risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	<p>tracking (e.g., MS Project, Power BI, Excel).</p> <ul style="list-style-type: none"> Understanding and application of procurement policy & guidelines to deliver regeneration projects. Contract management of consultants and contractor to ensure effective resource delivery. Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. 	<p>management, change management, programme and time management, payment mechanisms and dispute resolution.</p> <ul style="list-style-type: none"> Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. 		
			<ul style="list-style-type: none"> Awareness of the One Medway Council Plan Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding 			
			<p>Experience</p> <ul style="list-style-type: none"> Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions Experience in maintaining effective records management processes. Experience in managing project risk registers and 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience of managing regeneration projects. Track record in large complex regeneration project delivery Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. Experience in managing compliance with internal and external reporting obligations for project delivery 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience of managing regeneration projects. Experience of autonomously delivering regeneration projects. Experience of deputising for Line Manager. Track record in large complex regeneration project delivery across multiple sites. Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews. 	

Commented [rj153]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd154R153]: I think this understanding is needed at this level. I will have a look at the wording

			<p>implementing risk mitigation strategies.</p> <p>Skills</p> <ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. • Ability to independently seek out and gather relevant information. • Basic skills in providing customer service. • Good negotiation skills with the ability to successfully resolve any conflict arising. • Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. • Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. • Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, 	<p>Skills</p> <ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. • The ability to engage with suppliers, ensuring they meet safety and compliance standards • Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	<p>Skills</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. • Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. • Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. • Excellent problem-solving skills with the ability to streamline and/or improve service delivery. 	
--	--	--	---	---	---	--

Commented [rj156]: Not clearly covered in guidance

Commented [pj157R156]: Added in

			<p>stakeholders, and other parties.</p> <ul style="list-style-type: none"> Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 			
Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management frameworks, and maintain compliance with complex agreements and governance standards.</p> <p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.</p>	<p>Required for this level</p>	<p>In addition to level A</p>	<p>In addition to levels A and B</p>	
			<p>Qualifications</p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject Project/Programme Management Qualification – Level 6 or equivalent Management Qualification – ILM 5-6 or Equivalent. 	<p>Qualifications</p>	<p>Qualifications</p> <ul style="list-style-type: none"> MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status, 	
			<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to develop partnership working to realise regeneration programme outcomes. Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. Contract management of consultants and contractor to ensure effective resource delivery. How to work within a political model delivering administration priorities around regeneration programme delivery. Knowledge of legislation, policies and procedures in 	<p>Knowledge</p> <ul style="list-style-type: none"> Extensive knowledge of procurement policy & guidelines necessary to deliver capital programmes within the public sector. Demonstrable knowledge of how to organise and chair design team, senior management and stakeholder meetings. Excellent knowledge and understanding of the One Medway Council Plan and how the work of Regeneration contributes to successful delivery. 	<p>Knowledge</p> <ul style="list-style-type: none"> Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. Expertise in procurement for large regeneration programmes (valued at £5 million plus). 	

Commented [rj158]: Another previous comment not addressed. Part of the table is missing - the required at level line

			<p>relation to GDPR and data protection, equalities and safeguarding.</p> <ul style="list-style-type: none"> An awareness of the One Medway Council Plan. 				
			<p>Experience</p> <ul style="list-style-type: none"> Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. Proven track record of developing and managing project teams and successfully delivering projects. Experience managing budgets and reporting on service delivery outcomes. Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, and ensuring adherence to relevant regulatory frameworks and industry standards. A track record of successfully delivering projects within set timelines and budgets. Creation of policy, procedures and processes in relation to leading on implementation of Construction Design Management (CDM) regulations within a specialist projects team. 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. Extensive experience in leading large project teams and managing multiple projects simultaneously. Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project management frameworks and methodologies. Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending. Experience of deputising for the Head of Service at meetings. Track record in business case development, bid writing and commercial negotiations to 		

Commented [rj161]: Review guidance evidence requirement for this point

Commented [pj162R161]: reworded

Commented [rj163]: No evidence for this in guidance

Commented [pj164R163]: Added in

Commented [rj159]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj160R159]: Re-worded

					<p>support delivery of Regeneration Programmes.</p> <ul style="list-style-type: none"> Track record of resilience management demonstrating ability to manage conflicting workload priorities.
			<p>Skills</p> <ul style="list-style-type: none"> Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. Financial control including estimating, monitoring, and grant claim submissions Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. Use of Power BI as a regeneration programme management tool for performance management. Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community 	<p>Skills</p> <ul style="list-style-type: none"> Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. Ability to provide timely interventions to sustain high performance standards. Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared accountability to achieve common goals. Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 	<p>Skills</p> <ul style="list-style-type: none"> Skilled in accounting for significant financial amounts with accuracy and attention to detail. Proficient in financial control, including estimating, monitoring, and submitting grant claims. Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings.

Commented [rj165]: Missing from guidance document

Commented [pj166R165]: Added in

			<p>groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence.</p> <ul style="list-style-type: none"> • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 			
Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)	
Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and</p>	Required for this level	In addition to level A	In addition to levels A and B	
			<p>Qualifications</p> <ul style="list-style-type: none"> • Educated to HND level or equivalent professional level 5 qualification in an environmental discipline 	<p>Qualifications</p> <p>Working towards Project Management Qualification – Level 6 or equivalent</p>	<p>Qualifications</p> <p>Achieved Project Management Qualification – Level 6 or equivalent</p>	
			<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Funding landscape for greenspace improvements and demonstrating benefits delivery. 	<p>Knowledge</p> <ul style="list-style-type: none"> • Broad knowledge of greenspace, natural environment, access and recreation management principles within the Local Authority and third-party ownership model • Developing and delivery of successful partnership models for greenspaces 	<p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Excellent knowledge of project and change management principles, negotiation 	

		<p>maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	<ul style="list-style-type: none"> • Contract management of consultants and contractors to ensure effective resource delivery. • Working within a political model delivering administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. • A good understanding of equality, diversity and inclusion and how these impact the workplace. • A detailed understanding of GDPR legislation and best practice in relation to information sharing. • Familiarity with project lifecycle, budgeting, and resource allocation. 	<ul style="list-style-type: none"> • Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT). 	<p>techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments.</p> <ul style="list-style-type: none"> • Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals. 	
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and recreation management principles. • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and recreation management principles. • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. • Experience of resilience management demonstrating ability to manage conflicting workload priorities. 	
			<p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and 	<p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. 	<p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development 	

			<p>non-technical around service functions.</p> <ul style="list-style-type: none"> • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Resilience management skilled in managing challenging workloads with conflicting priorities • Ability to drive • Strong verbal and written communication skills to interact effectively with partners, community representatives, and funding providers 	<ul style="list-style-type: none"> • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations. • Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. • Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. • Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<ul style="list-style-type: none"> • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local communities and council members. • Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies.
Principal Regeneration Officer	MPR6	<p>Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.</p> <p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring</p>	<p>Required for this level</p> <p>Qualifications</p> <ul style="list-style-type: none"> • Degree or equivalent Level 6 Qualification in a relevant subject <p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. 	<p>In addition to level A</p> <p>Qualifications</p> <ul style="list-style-type: none"> • Working towards Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). • Knowledge of how to manage New Engineering 	<p>In addition to levels A and B</p> <p>Qualifications</p> <ul style="list-style-type: none"> • Achieved Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects. • Expert knowledge of NEC/JCT contracts gained through formal training.

Commented [rj169]: Previous comments from NT related to this section have not been included or responded to:

Financial knowledge / knowledge of Council finance process and systems?

		<p>effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	<ul style="list-style-type: none"> • Familiarity with cost-benefit analysis and value-for-money principles. • Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). • Understanding and application of procurement policy & guidelines to deliver regeneration projects. • Contract management of consultants and contractor to ensure effective resource delivery. • Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. • Awareness of the One Medway Council Plan • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding <p>Experience</p> <ul style="list-style-type: none"> • Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. • Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). • Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions 	<p>Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, change management, programme and time management, payment mechanisms and dispute resolution.</p> <ul style="list-style-type: none"> • Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. <p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration projects. • Track record in large complex regeneration project delivery • Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. • Experience in managing compliance with internal and external reporting obligations for project delivery 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience of managing regeneration projects. • Experience of autonomously delivering regeneration projects. • Experience of deputising for Line Manager. • Track record in large complex regeneration project delivery across multiple sites. • Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews. 	
--	--	---	---	--	---	--

Commented [rj167]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd168R167]: I think this understanding is needed at this level. I will have a look at the wording

			<ul style="list-style-type: none"> • Experience in maintaining effective records management processes. • Experience in managing project risk registers and implementing risk mitigation strategies. <p>Skills</p> <ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. • Ability to independently seek out and gather relevant information. • Basic skills in providing customer service. • Good negotiation skills with the ability to successfully resolve any conflict arising. • Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. • Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. 	<p>Skills</p> <ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. • The ability to engage with suppliers, ensuring they meet safety and compliance standards • Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	<p>Skills</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. • Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. • Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. • Excellent problem-solving skills with the ability to streamline and/or improve service delivery. 	
--	--	--	---	---	---	--

Commented [rj170]: Not clearly covered in guidance

Commented [pj171R170]: Added in

			<ul style="list-style-type: none"> Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 			
Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management frameworks, and maintain compliance with complex agreements and governance standards.</p> <p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.</p>	<p>Required for this level</p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject Project/Programme Management Qualification – Level 6 or equivalent Management Qualification – ILM 5-6 or Equivalent. <p><u>Knowledge</u></p> <ul style="list-style-type: none"> Understanding of how to develop partnership working to realise regeneration programme outcomes. Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. Contract management of consultants and contractor to ensure effective resource delivery. How to work within a political model delivering 	<p>In addition to level A</p> <p><u>Qualifications</u></p>	<p>In addition to levels A and B</p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status, <p><u>Knowledge</u></p> <ul style="list-style-type: none"> Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. Expertise in procurement for large regeneration programmes (valued at £5 million plus). 	

Commented [rj172]: Another previous comment not addressed. Part of the table is missing - the required at level line

			<p>administration priorities around regeneration programme delivery.</p> <ul style="list-style-type: none"> • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. • An awareness of the One Medway Council Plan. 	<p>Regeneration contributes to successful delivery.</p>			
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. • Proven track record of developing and managing project teams and successfully delivering projects. • Experience managing budgets and reporting on service delivery outcomes. • Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. • Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. • Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, and ensuring adherence to relevant regulatory frameworks and industry standards. • A track record of successfully delivering projects within set timelines and budgets. • Creation of policy, procedures and processes in relation to leading on implementation of Construction Design Management (CDM) 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. • A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. • Extensive experience in leading large project teams and managing multiple projects simultaneously. • Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project management frameworks and methodologies. • Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. • Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending. 		

Commented [rj175]: Review guidance evidence requirement for this point

Commented [pj176R175]: reworded

Commented [rj177]: No evidence for this in guidance

Commented [pj178R177]: Added in

Commented [rj173]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj174R173]: Re-worded

				regulations within a specialist projects team.	<ul style="list-style-type: none"> • Experience of deputising for the Head of Service at meetings. • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities.
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. • Use of Power BI as a regeneration programme management tool for 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared accountability to achieve common goals. • Ability to convey complex, technical, or sensitive 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings.

Commented [rj179]: Missing from guidance document
Commented [pj180R179]: Added in

			<p>performance management.</p> <ul style="list-style-type: none"> • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence. • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 	<p>information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders.</p>		
Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)	
Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with</p>	<p>Required for this level</p>	<p>In addition to level A</p>	<p>In addition to levels A and B</p>	
			<p>Qualifications</p> <ul style="list-style-type: none"> • Educated to HND level or equivalent professional level 5 qualification in an environmental discipline 	<p>Qualifications</p> <p>Working towards Project Management Qualification – Level 6 or equivalent</p>	<p>Qualifications</p> <p>Achieved Project Management Qualification – Level 6 or equivalent</p>	
			<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of greenspace, natural environment, access and recreation management principles within the local 	<p>Knowledge</p> <ul style="list-style-type: none"> • Broad knowledge of greenspace, natural environment, access and recreation management 	<p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of greenspace, natural environment, access and recreation management 	

		<p>developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	<p>authority and third-party ownership model.</p> <ul style="list-style-type: none"> • Funding landscape for greenspace improvements and demonstrating benefits delivery. • Contract management of consultants and contractors to ensure effective resource delivery. • Working within a political model delivering administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. • A good understanding of equality, diversity and inclusion and how these impact the workplace. • A detailed understanding of GDPR legislation and best practice in relation to information sharing. • Familiarity with project lifecycle, budgeting, and resource allocation. 	<p>principles within the Local Authority and third-party ownership model</p> <ul style="list-style-type: none"> • Developing and delivery of successful partnership models for greenspaces • Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT). 	<p>principles within the local authority and third-party ownership model.</p> <ul style="list-style-type: none"> • Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. • Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals. 	
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and recreation management principles. • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and recreation management principles. • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. • Experience of resilience management demonstrating ability to manage conflicting workload priorities. 	

			<p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Resilience management skilled in managing challenging workloads with conflicting priorities • Ability to drive • Strong verbal and written communication skills to interact effectively with partners, community representatives, and funding providers 	<p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations. • Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. • Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. • Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local communities and council members. • Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies.
Principal Regeneration Officer	MPR6	Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.	Required for this level	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> • Degree or equivalent Level 6 Qualification in a relevant subject 	<p>Qualifications</p> <ul style="list-style-type: none"> • Working towards Project Management Qualification – Level 6 Equivalent Level 	<p>Qualifications</p> <ul style="list-style-type: none"> • Achieved Project Management Qualification – Level 6 Equivalent Level
			<p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to develop and manage detailed 	<p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of external grant conditions and how to 	<p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to build effective partnership working

Commented [rj183]: Previous comments from NT related to this section have not been included or responded to:
Financial knowledge / knowledge of Council finance process and systems?

		<p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	<p>project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding.</p> <ul style="list-style-type: none"> • Familiarity with cost-benefit analysis and value-for-money principles. • Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). • Understanding and application of procurement policy & guidelines to deliver regeneration projects. • Contract management of consultants and contractor to ensure effective resource delivery. • Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. • Awareness of the One Medway Council Plan • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding 	<p>discharge them (e.g., reporting outputs, spend profiles, milestones).</p> <ul style="list-style-type: none"> • Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, change management, programme and time management, payment mechanisms and dispute resolution. • Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. 	<p>across multiple (£2 million plus) regeneration projects.</p> <ul style="list-style-type: none"> • Expert knowledge of NEC/JCT contracts gained through formal training. 	
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. • Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). • Proficiency in managing and ensuring the successful delivery of 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration projects. • Track record in large complex regeneration project delivery • Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience of managing regeneration projects. • Experience of autonomously delivering regeneration projects. • Experience of deputising for Line Manager. • Track record in large complex regeneration project delivery across multiple sites. • Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with 	

Commented [rj181]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd182R181]: I think this understanding is needed at this level. I will have a look at the wording

			<p>projects, dealing with conflicting demands, and minimising potential disruptions</p> <ul style="list-style-type: none"> • Experience in maintaining effective records management processes. • Experience in managing project risk registers and implementing risk mitigation strategies. 	<ul style="list-style-type: none"> • Experience in managing compliance with internal and external reporting obligations for project delivery 	<p>policies and conducting performance reviews.</p>
			<p>Skills</p> <ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. • Ability to independently seek out and gather relevant information. • Basic skills in providing customer service. • Good negotiation skills with the ability to successfully resolve any conflict arising. • Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. • Competence in monitoring and updating plans regularly, 	<p>Skills</p> <ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. • The ability to engage with suppliers, ensuring they meet safety and compliance standards • Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	<p>Skills</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. • Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. • Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. • Excellent problem-solving skills with the ability to streamline and/or improve service delivery.

Commented [rj184]: Not clearly covered in guidance

Commented [pj185R184]: Added in

			<p>including financial monitoring and compliance with grant conditions.</p> <ul style="list-style-type: none"> • Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. • Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. • Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 			
Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management frameworks, and maintain compliance with complex agreements and governance standards.</p> <p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided</p>	<p>Required for this level</p>	<p>In addition to level A</p>	<p>In addition to levels A and B</p>	
			<p>Qualifications</p> <ul style="list-style-type: none"> • Degree or equivalent Level 6 Qualification in a relevant subject • Project/Programme Management Qualification – Level 6 or equivalent • Management Qualification – ILM 5-6 or Equivalent. 	<p>Qualifications</p>	<p>Qualifications</p> <ul style="list-style-type: none"> • MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status, 	
			<p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to develop partnership working to realise regeneration programme outcomes. • Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. • Contract management of consultants and contractor to 	<p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of procurement policy & guidelines necessary to deliver capital programmes within the public sector. • Demonstrable knowledge of how to organise and chair design team, senior management and stakeholder meetings. • Excellent knowledge and understanding of the One 	<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. • Expertise in procurement for large regeneration programmes (valued at £5 million plus). 	

Commented [rj186]: Another previous comment not addressed. Part of the table is missing - the required at level line

	<p>timely interventions to sustain high performance and continuous improvement.</p>	<p>ensure effective resource delivery.</p> <ul style="list-style-type: none"> • How to work within a political model delivering administration priorities around regeneration programme delivery. • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. • An awareness of the One Medway Council Plan. 	<p>Medway Council Plan and how the work of Regeneration contributes to successful delivery.</p>		
		<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. • Proven track record of developing and managing project teams and successfully delivering projects. • Experience managing budgets and reporting on service delivery outcomes. • Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. • Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. • Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, and ensuring adherence to relevant regulatory frameworks and industry standards. • A track record of successfully delivering projects within set timelines and budgets. • Creation of policy, procedures and processes in relation to leading on 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. • A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. • Extensive experience in leading large project teams and managing multiple projects simultaneously. • Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project management frameworks and methodologies. • Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. • Experience managing large expenditures of up to £25 	

Commented [rj189]: Review guidance evidence requirement for this point

Commented [pj190R189]: reworded

Commented [rj191]: No evidence for this in guidance

Commented [pj192R191]: Added in

Commented [rj187]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj188R187]: Re-worded

				<p>implementation of Construction Design Management (CDM) regulations within a specialist projects team.</p>	<p>million, including setting, monitoring, and ensuring effective budget spending.</p> <ul style="list-style-type: none"> • Experience of deputising for the Head of Service at meetings. • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities.
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings.

Commented [rj193]: Missing from guidance document

Commented [pj194R193]: Added in

			<ul style="list-style-type: none"> • Use of Power BI as a regeneration programme management tool for performance management. • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence. • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 	<p>accountability to achieve common goals.</p> <ul style="list-style-type: none"> • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 		
Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)	
Regeneration Development Officer	MPR5	Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.	Required for this level	In addition to level A	In addition to levels A and B	
			Qualifications	Qualifications	Qualifications	
			<ul style="list-style-type: none"> • Educated to HND level or equivalent professional level 5 qualification in an environmental discipline 	Working towards Project Management Qualification – Level 6 or equivalent	Achieved Project Management Qualification – Level 6 or equivalent	
			Knowledge	Knowledge	Knowledge	

		<p>Deliver integrated greenspace programmes in collaboration with developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	<ul style="list-style-type: none"> • Knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Funding landscape for greenspace improvements and demonstrating benefits delivery. • Contract management of consultants and contractors to ensure effective resource delivery. • Working within a political model delivering administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. • A good understanding of equality, diversity and inclusion and how these impact the workplace. • A detailed understanding of GDPR legislation and best practice in relation to information sharing. • Familiarity with project lifecycle, budgeting, and resource allocation. 	<ul style="list-style-type: none"> • Broad knowledge of greenspace, natural environment, access and recreation management principles within the Local Authority and third-party ownership model • Developing and delivery of successful partnership models for greenspaces • Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT)). 	<ul style="list-style-type: none"> • Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. • Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. • Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals. 	
			<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural environment, access and recreation management principles. • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural environment, access and recreation management principles. • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural environment, access and recreation management principles • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. 	

			stakeholders, and community groups to ensure project success	provision of greenspace facilities.	<ul style="list-style-type: none"> Experience of resilience management demonstrating ability to manage conflicting workload priorities.
			<p>Skills</p> <ul style="list-style-type: none"> Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. Financial control including estimating, monitoring, and grant claim submissions Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. Resilience management skilled in managing challenging workloads with conflicting priorities Ability to drive Strong verbal and written communication skills to interact effectively with partners, community representatives, and funding providers 	<p>Skills</p> <ul style="list-style-type: none"> Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations. Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<p>Skills</p> <ul style="list-style-type: none"> Highly skilled in developing and implementing management plans for sustainable greenspace development Developed budget management skills to manage and monitor development budgets and financial contributions. Confident public engagement skills and able to communicate effectively with local communities and council members. Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies.
Principal Regeneration Officer	MPR6	Successfully manage the delivery of complex regeneration projects,	Required for this level	In addition to level A	In addition to levels A and B
			Qualifications	Qualifications	Qualifications

	<p>ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.</p> <p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	<ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. Familiarity with cost-benefit analysis and value-for-money principles. Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). Understanding and application of procurement policy & guidelines to deliver regeneration projects. Contract management of consultants and contractor to ensure effective resource delivery. Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. Awareness of the One Medway Council Plan Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding <p>Experience</p> <ul style="list-style-type: none"> Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. 	<ul style="list-style-type: none"> Working towards Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, change management, programme and time management, payment mechanisms and dispute resolution. Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. <p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience of managing regeneration projects. Track record in large complex regeneration project delivery 	<ul style="list-style-type: none"> Achieved Project Management Qualification – Level 6 Equivalent Level <p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects. Expert knowledge of NEC/JCT contracts gained through formal training. <p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience of managing regeneration projects. Experience of autonomously delivering regeneration projects. Experience of deputising for Line Manager. 	
--	--	--	---	---	--

Commented [rj197]: Previous comments from NT related to this section have not been included or responded to:
Financial knowledge / knowledge of Council finance process and systems?

Commented [rj195]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd196R195]: I think this understanding is needed at this level. I will have a look at the wording

			<ul style="list-style-type: none"> • Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). • Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions • Experience in maintaining effective records management processes. • Experience in managing project risk registers and implementing risk mitigation strategies. <p>Skills</p> <ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. • Ability to independently seek out and gather relevant information. • Basic skills in providing customer service. 	<ul style="list-style-type: none"> • Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. • Experience in managing compliance with internal and external reporting obligations for project delivery <p>Skills</p> <ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. • The ability to engage with suppliers, ensuring they meet safety and compliance standards • Ability to oversee the appointment of consultants and 	<ul style="list-style-type: none"> • Track record in large complex regeneration project delivery across multiple sites. • Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews. <p>Skills</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors. • Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. • Ability to keep track of deadlines, compliance
--	--	--	---	--	---

Commented [rj198]: Not clearly covered in guidance
Commented [pj199R198]: Added in

			<ul style="list-style-type: none"> • Good negotiation skills with the ability to successfully resolve any conflict arising. • Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. • Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. • Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. • Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. • Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 	contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews.	<p>requirements, and contract performance and make informed decisions based on data.</p> <ul style="list-style-type: none"> • Excellent problem-solving skills with the ability to streamline and/or improve service delivery. 	
Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk management frameworks, and maintain compliance with complex agreements and governance standards.</p>	Required for this level	In addition to level A	In addition to levels A and B	
			Qualifications	Qualifications	Qualifications	
			<ul style="list-style-type: none"> • Degree or equivalent Level 6 Qualification in a relevant subject • Project/Programme Management Qualification – Level 6 or equivalent • Management Qualification – ILM 5-6 or Equivalent. 		<ul style="list-style-type: none"> • MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status, 	
Knowledge	Knowledge	Knowledge				

Commented [rj200]: Another previous comment not addressed. Part of the table is missing - the required at level line

	<p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.</p>	<ul style="list-style-type: none"> • Understanding of how to develop partnership working to realise regeneration programme outcomes. • Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. • Contract management of consultants and contractor to ensure effective resource delivery. • How to work within a political model delivering administration priorities around regeneration programme delivery. • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. • An awareness of the One Medway Council Plan. 	<ul style="list-style-type: none"> • Extensive knowledge of procurement policy & guidelines necessary to deliver capital programmes within the public sector. • Demonstrable knowledge of how to organise and chair design team, senior management and stakeholder meetings. • Excellent knowledge and understanding of the One Medway Council Plan and how the work of Regeneration contributes to successful delivery. 	<ul style="list-style-type: none"> • Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. • Expertise in procurement for large regeneration programmes (valued at £5 million plus). 	
		<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. • Proven track record of developing and managing project teams and successfully delivering projects. • Experience managing budgets and reporting on service delivery outcomes. • Demonstrable experience of providing general information, advice and guidance on internal policies 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. • Demonstrated experience in coordinating with diverse stakeholder groups, proactively managing project risks, and ensuring adherence to relevant regulatory 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. • A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. • Extensive experience in leading large project teams and managing multiple projects simultaneously. • Significant involvement in strategic planning and decision-making processes, as well as in the development and implementation of project 	

Commented [rj203]: Review guidance evidence requirement for this point

Commented [pj204R203]: reworded

Commented [rj205]: No evidence for this in guidance

Commented [pj206R205]: Added in

			<p>and procedures relating to finance and interpretation of these in relation to specific circumstances.</p> <ul style="list-style-type: none"> • Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>frameworks and industry standards.</p> <ul style="list-style-type: none"> • A track record of successfully delivering projects within set timelines and budgets. • Creation of policy, procedures and processes in relation to leading on implementation of Construction Design Management (CDM) regulations within a specialist projects team. 	<p>management frameworks and methodologies.</p> <ul style="list-style-type: none"> • Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. • Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending. • Experience of deputising for the Head of Service at meetings. • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities. 	
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage risks and performance to ensure successful outcomes. 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. • Ability to represent the Council externally, acting as an ambassador, developing 	

Commented [rj201]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj202R201]: Re-worded

Commented [rj207]: Missing from guidance document

Commented [pj208R207]: Added in

			<p>utilisation rates to deliver value for money.</p> <ul style="list-style-type: none"> • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. • Use of Power BI as a regeneration programme management tool for performance management. • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence. • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 	<ul style="list-style-type: none"> • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared accountability to achieve common goals. • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 	<p>positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings.</p>	
Job Title	Range	Duties	Level A (Developing)	Level B (Practising)	Level C (Accomplished)	

Regeneration Development Officer	MPR5	<p>Lead the end-to-end planning, delivery, and long-term management of Temple Marsh Greenspace and Deangate Community Parkland, including infrastructure implementation and discharge of planning conditions.</p> <p>Deliver integrated greenspace programmes in collaboration with developers, contractors, and stakeholders, while managing budgets, developing sustainable management plans, and maintaining regular reporting.</p> <p>Ensure strong community and partner engagement to support successful and lasting outcomes.</p>	Required for this level	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> Educated to HND level or equivalent professional level 5 qualification in an environmental discipline 	<p>Qualifications</p> <p>Working towards Project Management Qualification – Level 6 or equivalent</p>	<p>Qualifications</p> <p>Achieved Project Management Qualification – Level 6 or equivalent</p>
			<p>Knowledge</p> <ul style="list-style-type: none"> Knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. Funding landscape for greenspace improvements and demonstrating benefits delivery. Contract management of consultants and contractors to ensure effective resource delivery. Working within a political administration priorities around greenspace Improvement programme delivery and greenspace partnership working opportunities. A good understanding of equality, diversity and inclusion and how these impact the workplace. A detailed understanding of GDPR legislation and best practice in relation to information sharing. Familiarity with project lifecycle, budgeting, and resource allocation. 	<p>Knowledge</p> <ul style="list-style-type: none"> Broad knowledge of greenspace, natural environment, access and recreation management principles within the Local Authority and third-party ownership model Developing and delivery of successful partnership models for greenspaces Good knowledge of contract management practices requiring a higher level of coordination, risk management, legal and regulatory compliance with a good awareness of industry standards and best practices (e.g., New Engineering Contract (NEC)/ Joint Contracts Tribunal for construction (JCT)). 	<p>Knowledge</p> <ul style="list-style-type: none"> Extensive knowledge of greenspace, natural environment, access and recreation management principles within the local authority and third-party ownership model. Excellent knowledge of project and change management principles, negotiation techniques, and public sector frameworks and how to lead and sustain successful collaborations in complex environments. Solid understanding of stakeholder engagement, team dynamics, and partnership governance models. This includes knowledge of how to work across multidisciplinary teams, communicate with diverse stakeholders, and apply inclusive practices to ensure shared ownership of project goals.
			<p>Experience</p> <ul style="list-style-type: none"> Minimum 2 years relevant work experience providing a basic knowledge of greenspace, natural 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 3 years relevant work experience providing a broad knowledge of greenspace, natural 	<p>Experience</p> <ul style="list-style-type: none"> Minimum 5 years relevant work experience providing an extensive knowledge of greenspace, natural

			<p>environment, access and recreation management principles.</p> <ul style="list-style-type: none"> • A successful track record of managing greenspaces improvement programmes and greenspaces partnership working at a senior level within a large organisation • Proven track record of liaising with developers, stakeholders, and community groups to ensure project success 	<p>environment, access and recreation management principles.</p> <ul style="list-style-type: none"> • Experience in reporting project progress using dashboards and other project management tools. • Good experience of greenspace creation, laying out greenspaces and the provision of greenspace facilities. 	<p>environment, access and recreation management principles</p> <ul style="list-style-type: none"> • Experience in business case development bid writing and commercial negotiations to support delivery of greenspace Improvement programmes and greenspaces partnership working. • Experience of resilience management demonstrating ability to manage conflicting workload priorities.
			<p>Skills</p> <ul style="list-style-type: none"> • Presentation and communication skill sets able to report to a range of audiences both technical and non-technical around service functions. • Proficient in the use of Microsoft Word, Excel, PowerPoint, Teams and Outlook. • Relationship management and able to form effective partnerships to deliver shared objectives and outcomes for greenspaces. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external consultants/contractors ensuring effective utilisation rates to deliver value for money. • Resilience management skilled in managing challenging workloads with conflicting priorities • Ability to drive • Strong verbal and written communication skills to interact effectively with 	<p>Skills</p> <ul style="list-style-type: none"> • Planning & co-ordination skills to oversee all stages of the project lifecycle from planning to delivery. • Skilled in developing robust business cases to support strategic decision-making and secure investment for key initiatives. This includes identifying organisational needs, conducting cost-benefit and risk analyses, and aligning proposals with corporate priorities and stakeholder expectations. • Bid writing and commercial negotiation skills to support delivery of greenspace Improvement programmes and partnership Working. • Good liaison skills and able to work productively with developers, contractors, consultants, and community representatives. • Good problem solving skills, able to assess challenges in planning, delivery, and stakeholder coordination. 	<p>Skills</p> <ul style="list-style-type: none"> • Highly skilled in developing and implementing management plans for sustainable greenspace development • Developed budget management skills to manage and monitor development budgets and financial contributions. • Confident public engagement skills and able to communicate effectively with local communities and council members. • Developed partnership building skills and able to collaborate effectively with external stakeholders and funding bodies.

			partners, community representatives, and funding providers		
Principal Regeneration Officer	MPR6	<p>Successfully manage the delivery of complex regeneration projects, ensuring alignment with scope, budget, and programme timelines while applying best practice methodologies.</p> <p>Develop and maintain detailed project plans, overseeing financial monitoring and compliance with external grant conditions, and ensuring effective stakeholder communication.</p> <p>Lead consultant and contractor appointments in line with procurement policies, manage project risks through comprehensive registers, and uphold statutory records management standards.</p> <p>Act as deputy for the Regeneration Programme Manager and contribute to performance and compliance reporting, supporting continuous improvement across cross-functional teams.</p>	Required for this level	In addition to level A	In addition to levels A and B
			<p>Qualifications</p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject 	<p>Qualifications</p> <ul style="list-style-type: none"> Working towards Project Management Qualification – Level 6 Equivalent Level 	<p>Qualifications</p> <ul style="list-style-type: none"> Achieved Project Management Qualification – Level 6 Equivalent Level
			<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to develop and manage detailed project budgets, forecast costs, track expenditures, and ensure alignment with allocated funding. Familiarity with cost-benefit analysis and value-for-money principles. Knowledge of financial management systems and project management tools that integrate financial tracking (e.g., MS Project, Power BI, Excel). Understanding and application of procurement policy & guidelines to deliver regeneration projects. Contract management of consultants and contractor to ensure effective resource delivery. Understanding of how local government is structured and the relevant Member and Officer roles to deliver council priorities for regeneration project delivery. Awareness of the One Medway Council Plan Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding 	<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of external grant conditions and how to discharge them (e.g., reporting outputs, spend profiles, milestones). Knowledge of how to manage New Engineering Contract /Joint Contracts Tribunal (NEC/JCT) Contracts i.e. contract structure and terminology, procurement and project delivery methods, risk management, change management, programme and time management, payment mechanisms and dispute resolution. Understanding of the One Medway Council Plan and service plan and how this role and team contribute to delivery of outcomes. 	<p>Knowledge</p> <ul style="list-style-type: none"> Understanding of how to build effective partnership working across multiple (£2 million plus) regeneration projects. Expert knowledge of NEC/JCT contracts gained through formal training.
			Experience	Experience	Experience

Commented [rj211]: Previous comments from NT related to this section have not been included or responded to:
Financial knowledge / knowledge of Council finance process and systems?

Commented [rj209]: Similar to previous, does this limit talent pool for external applications? Also, think wording of this should be addressed

Commented [jd210R209]: I think this understanding is needed at this level. I will have a look at the wording

			<ul style="list-style-type: none"> • Minimum of 2 years regeneration activity, including managing regeneration projects, within the public sector environment. • Experience in managing projects funded by external bodies (e.g., government grants, lottery funding, EU funds). • Proficiency in managing and ensuring the successful delivery of projects, dealing with conflicting demands, and minimising potential disruptions • Experience in maintaining effective records management processes. • Experience in managing project risk registers and implementing risk mitigation strategies. 	<ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration projects. • Track record in large complex regeneration project delivery • Proven track record in communicating technical information to partners and stakeholders, ensuring understanding and cooperation. • Experience in managing compliance with internal and external reporting obligations for project delivery 	<ul style="list-style-type: none"> • Minimum 5 years relevant work experience of managing regeneration projects. • Experience of autonomously delivering regeneration projects. • Experience of deputising for Line Manager. • Track record in large complex regeneration project delivery across multiple sites. • Experience in overseeing the appointment and management of consultants and contractors, ensuring compliance with policies and conducting performance reviews.
			<p>Skills</p> <ul style="list-style-type: none"> • Proficiency in information and communication technology utilised in regeneration projects and strong presentation and communication skills, enabling effective reporting to diverse audiences. • Proficient in the use of Microsoft Word, Excel, PowerPoint, and Outlook. • Skilled in producing project plans and project risk registers to support effective project delivery. • Financial monitoring including estimating, monitoring, and grant claim submissions to ensure project delivery compliance. • Records management. 	<p>Skills</p> <ul style="list-style-type: none"> • Strong writing, research, and attention to detail ability. • Ability to assess complex situations, resolve problems, anticipate future challenges, and develop forward-looking plans that align with organisational objectives. • Developed ability to communicate information clearly, promptly, and effectively across various contexts and audiences. • Able to interact, build productive working relationships and successfully work in collaboration with others. 	<p>Skills</p> <ul style="list-style-type: none"> • Use of Power BI as a regeneration project management tool for project reporting. • Advanced ability to understand and act on risk assessments. • Demonstrates a high-level ability to engage and collaborate effectively with a broad range of stakeholders, fostering productive relationships and aligning interests to achieve shared objectives. • Confident in making well-reasoned decisions and recommendations. • Developed ability to successfully manage contracts and oversee contractors.

Commented [rj212]: Not clearly covered in guidance

Commented [pj213R212]: Added in

			<ul style="list-style-type: none"> Ability to independently seek out and gather relevant information. Basic skills in providing customer service. Good negotiation skills with the ability to successfully resolve any conflict arising. Able to develop detailed project plans to ensure delivery within agreed budget, programme, scope, and quality standards. Competence in monitoring and updating plans regularly, including financial monitoring and compliance with grant conditions. Ability to collate, interpret and report on detailed and technical project, design, financial, risk, and contractual information for partners, stakeholders, and other parties. Effectively prioritises tasks, manages competing deadlines, and ensures timely delivery of projects and responsibilities. Applies sound financial judgement in managing budgets, monitoring expenditure, and ensuring compliance with financial regulations and funding requirements. 	<ul style="list-style-type: none"> The ability to engage with suppliers, ensuring they meet safety and compliance standards Ability to oversee the appointment of consultants and contractors, ensuring compliance with procurement policies and grant criteria, and conducting regular project reviews. 	<ul style="list-style-type: none"> Highly developed and effective communication skills to resolve disputes, clarify terms, and align all parties on the contract's objectives. Ability to keep track of deadlines, compliance requirements, and contract performance and make informed decisions based on data. Excellent problem-solving skills with the ability to streamline and/or improve service delivery.
Regeneration Programme Manager	MPR 8	<p>Lead the successful delivery of complex regeneration programmes, ensuring alignment with strategic plans, outputs, and budgets.</p> <p>Oversee multidisciplinary teams, implement robust performance and risk</p>	<p>Required for this level</p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> Degree or equivalent Level 6 Qualification in a relevant subject Project/Programme Management Qualification – Level 6 or equivalent 	<p>In addition to level A</p> <p><u>Qualifications</u></p>	<p>In addition to levels A and B</p> <p><u>Qualifications</u></p> <ul style="list-style-type: none"> MSc Project Management or Post Graduate Management Qualification or Professional Accreditation – Chartered Status,

Commented [rj214]: Another previous comment not addressed. Part of the table is missing - the required at level line

	<p>management frameworks, and maintain compliance with complex agreements and governance standards.</p> <p>Act as Lead Officer and Senior Responsible Officer, reporting to stakeholder groups, managing consultant and contractor performance, and representing the Council externally to influence agendas and secure new opportunities.</p> <p>Maintain up-to-date programme plans and provided timely interventions to sustain high performance and continuous improvement.</p>	<ul style="list-style-type: none"> • Management Qualification – ILM 5-6 or Equivalent. <p>Knowledge</p> <ul style="list-style-type: none"> • Understanding of how to develop partnership working to realise regeneration programme outcomes. • Significant understanding of procurement policy & guidelines to deliver regeneration programmes within the public sector. • Contract management of consultants and contractor to ensure effective resource delivery. • How to work within a political model delivering administration priorities around regeneration programme delivery. • Knowledge of legislation, policies and procedures in relation to GDPR and data protection, equalities and safeguarding. • An awareness of the One Medway Council Plan. 	<p>Knowledge</p> <ul style="list-style-type: none"> • Extensive knowledge of procurement policy & guidelines necessary to deliver capital programmes within the public sector. • Demonstrable knowledge of how to organise and chair design team, senior management and stakeholder meetings. • Excellent knowledge and understanding of the One Medway Council Plan and how the work of Regeneration contributes to successful delivery. 	<p>Knowledge</p> <ul style="list-style-type: none"> • Knowledge of best practice in how to act as partnership lead for regeneration programme delivery in a public sector or equivalent model. • Expertise in procurement for large regeneration programmes (valued at £5 million plus).
		<p>Experience</p> <ul style="list-style-type: none"> • Minimum 2 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience of managing complex project groups and commissioning consultants to deliver large-scale or complex projects on time and within budget. • Proven track record of developing and managing project teams and successfully delivering projects. • Experience managing budgets and reporting on service delivery outcomes. 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 3 years relevant work experience of managing regeneration programmes and projects at a senior level within a large organisation. • Experience in end-to-end project management, encompassing strategic planning, execution, and performance monitoring of complex, large-scale initiatives across multidisciplinary teams. • Demonstrated experience in coordinating with diverse stakeholder groups, 	<p>Experience</p> <ul style="list-style-type: none"> • Minimum 5 years relevant work experience, track record successfully delivery of regeneration (placemaking) programmes to an aggregated value of £5 million plus. • A minimum of five years post-qualification experience in managing complex construction projects, preferably in a public sector environment. • Extensive experience in leading large project teams and managing multiple projects simultaneously. • Significant involvement in strategic planning and decision-making processes,

Commented [rj217]: Review guidance evidence requirement for this point

Commented [pj218R217]: reworded

Commented [rj219]: No evidence for this in guidance

Commented [pj220R219]: Added in

			<ul style="list-style-type: none"> • Demonstrable experience of providing general information, advice and guidance on internal policies and procedures relating to finance and interpretation of these in relation to specific circumstances. • Experience of line managing staff, experience in line management, supporting professional development, and ensuring high performance within team environments 	<p>proactively managing project risks, and ensuring adherence to relevant regulatory frameworks and industry standards. </p> <ul style="list-style-type: none"> • A track record of successfully delivering projects within set timelines and budgets. • Creation of policy, procedures and processes in relation to leading on implementation of Construction Design Management (CDM) regulations within a specialist projects team. 	<p>as well as in the development and implementation of project management frameworks and methodologies.</p> <ul style="list-style-type: none"> • Experience in managing high-value contracts, overseeing procurement processes, and ensuring the successful delivery of capital programmes is also necessary. • Experience managing large expenditures of up to £25 million, including setting, monitoring, and ensuring effective budget spending. • Experience of deputising for the Head of Service at meetings. • Track record in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Track record of resilience management demonstrating ability to manage conflicting workload priorities. 	
			<p>Skills</p> <ul style="list-style-type: none"> • Proficient in regeneration programme management, with strong presentation skills tailored to diverse audiences. • Skilled in the use of Microsoft Office applications, including Word, Excel, PowerPoint, Teams, and Outlook. • Financial control including estimating, monitoring, and grant claim submissions • Resource management including line management of teams and external 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in business case development, bid writing and commercial negotiations to support delivery of Regeneration Programmes. • Ability to provide timely interventions to sustain high performance standards. • Proficiency in implementing performance and risk management strategies to ensure successful delivery of key projects, particularly in relation to regeneration programme delivery. • Able to align programme delivery with strategic council priorities, manage 	<p>Skills</p> <ul style="list-style-type: none"> • Skilled in accounting for significant financial amounts with accuracy and attention to detail. • Proficient in financial control, including estimating, monitoring, and submitting grant claims. • Highly skilled in leading multidisciplinary teams, including consultants and contractors, with a strong focus on effective resource management and driving continuous improvement across council services. • The ability to handle complex challenges and drive continuous improvement in project delivery should be demonstrated. 	

Commented [rj215]: Interesting wording - think the wording needs to be revised to be more aligned to the role and status of the post

Commented [pj216R215]: Re-worded

Commented [rj221]: Missing from guidance document

Commented [pj222R221]: Added in

			<p>consultants/contractors ensuring effective utilisation rates to deliver value for money.</p> <ul style="list-style-type: none"> • Good negotiation and conflict resolution capabilities, with a proven ability to address and resolve disputes constructively, ensuring continued progress and alignment with strategic objectives. • Use of Power BI as a regeneration programme management tool for performance management. • Ability to collaborate and build trust with diverse stakeholders (e.g. councillors, community groups, funders), confidently present programme updates and strategic insights and represent the Council externally with professionalism and influence. • Ability to effectively communicate complex or sensitive information to various audiences in an understandable way. • Ability to work independently and produce recommendations in line with regulations, legislation, and established procedures • Ability to stay calm and measured in high-pressure or emotionally charged environments, which supports resilience and effective problem-solving. 	<p>risks and performance to ensure successful outcomes.</p> <ul style="list-style-type: none"> • Can lead and inspire others to achieve high performance, applying emotional intelligence to support team cohesion and motivation. • Highly developed collaboration skills with the ability to work effectively across teams, fostering open communication, mutual respect, and shared accountability to achieve common goals. • Ability to convey complex, technical, or sensitive information with clarity and precision, tailoring messaging to suit diverse audiences and stakeholders. 	<ul style="list-style-type: none"> • Ability to represent the Council externally, acting as an ambassador, developing positive relationships, and influencing agendas to meet organisational needs and capability to deputise for the Head of Service at meetings. 	
--	--	--	--	--	---	--

