

KENT GRADUATE PROGRAMME

YOUR APPLICATION PACK

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[kent.gov.uk/jobs/starting-your-career/
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Closing date: **31st January 2025**

**Your Graduate Business Change
Analyst Officer application pack
includes:**

Introduction to
Kent County Council

Job description

Recruitment selection criteria

Vacancy timetable

Working for Kent County Council





Content details

Letter to Applicant	4-7
Introduction to Kent County Council	8
Political Arrangements	9
Structure of KCC	10-11
Job Description and Person Specification	12-15
Introduction to Analytics/Continuous Improvement Pathway	16-17
Working for Kent County Council	18-19
Vacancy Timetable	20



January 2025

APPLICANT INFORMATION PACK

Dear Candidate

Application for the post of Graduate Business Change Analyst Officer, Kent Analytics

Thank you for your interest in this challenging but rewarding role. The successful candidate will be offered a position, ensuring the right skills, experience and knowledge mix exist in the team.

IMPORTANT NOTES to candidates **BEFORE** making an application:

- If you are interested in this opportunity, please apply as soon as possible as the closing date for this advert may be earlier than stated should a number of suitably qualified candidates apply.
- You must provide all relevant information in the online application itself; a CV is not required for this position and will not be reviewed as part of the selection process.
- You must list a full employment history and explain all gaps in employment.
- Please list your qualifications, listing the highest first: provide the level of qualification; name of subject; the grade and year of achievement. For example, BSc (Hons) Forensic Science (2:1); HND Bio-medical Science (distinction) (2017); GCSE (O-level) English Literature (C) (2017)
- When making your application, refer to the **Person Specification** contained in this application pack and use the 'reason for application' to demonstrate how your past experience, knowledge or skills and achievements will transfer to the position you are applying for (please provide examples). You may also want to use this section to describe why the role appeals to you and how this role fits with your long-term career aspirations. Your application form (and CV if you

uploaded one) will be used by the Graduate Team to decide whether to shortlist you for the next stage of the selection process.

Eligibility Criteria for Apprenticeships

What are the requirements to apply?

To apply for the Graduate Business Change Analyst Officer role, you will need the following qualifications:

- 2:2 degree or equivalent qualification in any discipline.
- GCSE English Language Grade A-C or equivalent (Level 2 qualification).
- GCSE Mathematics Grade A-C or above or equivalent (Level 2 qualification)

There is no upper age limit when applying to any Graduate Pathway.

Apprenticeship Funding

All of our Graduate Pathways consist of an embedded apprenticeship qualification. To be eligible for apprenticeship funding, you'll need to have resided in the UK, the British Overseas Territories, or Crown Dependencies (Channel Islands and Isle of Man) continuously for at least three years prior to the start of the apprenticeship programme.

This is to ensure Kent County Council is compliant with the [apprenticeship funding rules](#). These are the rules employers must follow to get funding for apprenticeship training in England.

Unfortunately, if you do not meet the above residency requirement, we will be unable to progress your application for the Graduate Programme.

Do you accept applications from non-UK citizens?

Our Graduate Programme Pathways consist of an embedded apprenticeship qualification so to be eligible for apprenticeship funding as a non-UK national you will need to:

- Have been resident in the UK and Islands for at least the previous three- year period on the first day of the apprenticeship.

- Your residence in the UK and Islands has not during any part of that period been wholly or mainly for the purpose of receiving full-time education.
- You have permission granted by the UK government to live in the UK and such permission is not for education purposes only; or you have obtained pre-settled or settled status under EUSS.

This is to ensure Kent County Council is compliant with the [apprenticeship funding rules](#). These are the rules employers must follow to get funding for apprenticeship training and assessing apprentices in England.

Further details on Right to Work in the UK can be found on the UK [Visas and Immigration](#) page.

If you have any queries regarding your eligibility for the programme, please contact the Kent Graduate Programme Team at kgp@kent.gov.uk.

International Degrees

If you have a degree from another country, you must be able to provide evidence that your Degree is equivalent to our 2:2 entry requirements.

You are responsible for providing documentation and meeting any associated costs; we will normally ask to see evidence of your 2:2 Degree (or equivalent) during our pre-appointment checks.

The [UK National Information Centre](#) for the recognition and evaluation of international qualifications and skills (UK ENIC) provides information about the comparability of different international qualifications.

First Sift Recruitment Exercise/Shortlisting

Following the closing date, applicants will be invited to participate in a first sift activity. Please make a note of the dates of the first sift recruitment activity in your diary.

Application forms and the first sift exercise will be reviewed by the graduate team and a scoring matrix will be used to identify those candidates that demonstrate through the online application form and first sift exercise how they meet the selection criteria for the role.

The Interview

Candidates that are successful following the first sift recruitment exercise will be informed as soon as possible and invited for interview by telephone and in writing. Please make a diary note of the interview date(s).

The successful candidates will be advised in writing as soon as possible after the last interview. You may ask for feedback **after** the decision has been made.

Introduction to Kent County Council

Visit our website at www.kent.gov.uk

We are the UK's largest local authority, with a workforce in excess of 30,000 people, including maintained schools, serving a population of 1.6 million. We have various offices in central locations and a large number of service establishments throughout Kent; our corporate office is based in Maidstone.

More than two thirds of our workforce provide services directly to the public – such as domiciliary Care Workers, Classroom Assistants, Social Workers, Teachers, and Occupational Therapists etc.

Our annual budget covers a huge range of services. This translates into a host of interesting roles and career paths awaiting those who want to work in a leading- edge public sector organisation.

Aims and Objectives

Our focus is to work as one council to design and deliver a cohesive, modern public service offer for all Kent's residents, businesses and communities. This will bring together change projects consistently across the council and create organisational design opportunities to transform the way we work, including our people, assets, technology, structures and service delivery.

Success in delivering this aspiration will be determined using the following criteria:

- Working beyond the limit of organisational and service boundaries
- Thinking beyond the limit of our statutory powers
- Building capacity to provide sector and system leadership
- Delivering at both strategic and local scale
- Supporting economic security
- Delivering a cohesive service offer
- Flexibly uses its assets as part of public service design and delivery

[Framing Kent's Future](#) is our top-level council strategy for 2022 to 2026. It sets out the priorities that we will focus on over the next four years to tackle the challenges and make the most of the opportunities that the county is facing. Through delivering these priorities, our aim is to improve life in Kent and build a solid foundation for the county's future success.

Political Arrangements

The County Council has 81 councillors and elections take place every four years.

The political composition of the County Council is as follows:

Conservative	61 members
Labour (including Labour and Co-operative party)	7 members
Liberal Democrat	6 members
Green Party	5 Members
Independent Groups	2 members

The Leader of Kent County Council is Roger Gough.

There is a Cabinet of Executive Members which meets regularly to debate policy issues and make key decisions. The cabinet comprises of:

Roger Gough	Leader of Kent County Council
Peter Oakford	Deputy Leader and Cabinet Member for Finance, Corporate and Traded Services
Clair Bell	Cabinet Member for Community and Regulatory Services
Rob Thomas	Cabinet Member for Environment
Sue Chandler	Cabinet Member for Integrated Children's Services
Dan Watkins	Cabinet Member for Adult Social Care and Public Health
Rory Love	Cabinet Member for Education and Skills
Neil Baker	Cabinet Member for Highways and Transport
Dylan Jeffrey	Cabinet Member for Communications and Democratic Services
Derek Murphy	Cabinet Member for Economic Development

Structure of KCC

The structure of the organisation is as shown [here](#)

The Senior Officer team consists of six Corporate Directors. For more information on the Corporate Management Team please click [here](#)

The directorates are as follows:

Growth, Environment and Transport

The Directorate comprises a range of key frontline, strategic, policy and commercial functions, and plays a major role in making Kent a better place to live, work and visit. The services provided, and the future the directorate helps to shape, affects every household in Kent. This includes strategic responsibility for the future of the county in terms of planning, economic development, transport policy, and major transport improvement schemes, waste disposal and recycling services. In addition, GET manages country parks; libraries; and delivers enforcement services including trading standards, community safety and emergency planning.

Responsible for services that include:

Highways, Transportation & Waste, Regulatory Services, Economic Development, Community Safety & Emergency Planning, Libraries, Registration & Archives, Sport & Country Parks, Arts including Kent Film Office, Development Planning, Planning Applications, North Downs Areas of Outstanding Natural Beauty, Flood Risk & Environment, Sustainability & Climate Change and Heritage Conservation

Adult Social Care and Health

The Directorate commissions and provides a range of services to improve outcomes for older and vulnerable adults, including those with mental health issues or disabilities, and their families. The Directorate supports vulnerable adults to live independently by promoting their wellbeing and supporting their independence. Services for adult mental health and learning disability already work in integrated teams with NHS colleagues and as a key partner in the Kent and Medway STP we are developing multi-disciplinary teams within communities to support local care.

Responsible for services that include:

Adults Central Referral Unit, Adult Community Teams, Safeguarding and quality, Kent Enablement at Home, Sensory and Autistic Spectrum Conditions Service, Integrated/Registered Care Centres, Day Centres, Community Learning Disability Teams, In-House Provision and Mental Health Services.

Children, Young People and Education

This Directorate combines and integrates the statutory responsibilities of Specialist Children's Services together with Education services and the targeted and universal services for children and young people within Early Help and Preventative Services. There is a strong focus on alignment of resources to help ensure achievement of one of the key County Council strategic outcomes: 'Every child and young person in Kent gets the best start in life'. To improve outcomes for children and young people, services within the Directorate are working together with relevant partners to deliver the vision set out in the Children and Young People's Services Integration Programme.

Responsible for services that include:

Children's Social Care, Adoption & Fostering, Standards & School Improvement, Skills & Employability, Early Years and Childcare, Provision Planning, Fair Access, Educational Psychology, SEN Assessment & Placement, Youth Justice, Outdoor Education Centres, Children's Centres and Youth Hubs, Inclusion & Attendance, Early Intervention and Community Learning & Skills and Disabled Children and Young People Teams.

Chief Executive's and Deputy Chief Executive's Department (Amanda Beer, Chief Executive)

Responsible for services that include:

- Strategy, Policy, Relationships and Corporate Assurance
- Finance
- Governance and Law
- Strategic Commissioning
- Infrastructure
- Technology
- HR/OD
- Marketing and Resident Experience
- Health and Safety
- Business Management and Client Relationships
- Strategic Reset Programme

Job Description - Graduate Business Change Analyst Officer

Directorate: Chief Executive's Department

Unit/Section: Kent Analytics

Grade: KR8

Responsible to: Research & Analytics Manager - Continuous Improvement

Purpose of the Job:


As a Graduate Business Change Analyst Officer, you will be part of the Analytics team within the Strategic Policy, Relationships, and Corporate Assurance division of Kent County Council (KCC). Your primary focus will be on Continuous Improvement, actively embracing change and enhancing the efficiency and effectiveness of various KCC services. You will bring innovative thinking and a fresh perspective to the organisation.

Given the financial pressures faced by KCC, you will collaborate closely with colleagues across the organisation to identify areas for improvement, design effective solutions, measure their impact, and guide their implementation using Continuous Improvement methodologies.

Throughout the two-year programme, you will work alongside the Continuous Improvement Team, developing a range of skills and gaining professional qualifications in this field. The projects you undertake will span different areas of the council, providing you with a broad understanding of the organisation. Each project will carry varying levels of responsibility and accountability, all with a focus on efficiency and improvement.

Main Role and Responsibilities:

1. To support continuous improvement and efficiency across KCC using continuous improvement methodologies.
2. To develop transformation capabilities to support service change and continuous improvement.
3. To work with colleagues in directorates to identify opportunities for improving the efficiency and effectiveness of KCC services.
4. To work with colleagues in directorates to implement these opportunities for improvement, so improving outcomes for customers and reducing costs.
5. To build strong and collaborative relationships with colleagues in directorates across KCC.
6. To build strong professional relationships and networks within Kent County Council to improve cross-directorate communication and partnership working.

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7. To be willing to accelerate their own development by being open to and acting upon feedback on their outputs and performance, and by providing constructive feedback and support to colleagues.
 8. To manage deliverables, project workstreams and/or own workload effectively. They will prioritise tasks and ensure deadlines are met.
 9. Apply analytical skills learned in live workplace settings using evidence-led methods and techniques.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

Kent County Council

Person Specification: Graduate Business Change Analyst Officer

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

As part of this Graduate Pathway there is a requirement to undertake an Improvement Practitioner Level 4 Apprenticeship therefore, we are unable to accept applications from those with an equivalent/higher level qualification in a related area.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none">▪ 2:2 degree or equivalent qualification in any discipline.▪ GCSE English Language Grade A-C or equivalent (Level 2 qualification).▪ GCSE Mathematics Grade A-C or above or equivalent (Level 2 qualification)
EXPERIENCE	<ul style="list-style-type: none">▪ Confident and motivated to deliver results within a fast-paced, complex environment.
SKILLS AND ABILITIES	<ul style="list-style-type: none">▪ Good written, presentational and communication skills▪ Ability to prioritise and manage time and workload effectively, work to tight deadlines and ensure high standards are maintained.▪ Ability to demonstrate teamwork and ability to build effective working relationships (e.g. influencing, persuading and negotiating with others).▪ Good problem-solving skills, with an aptitude for finding solutions and making evidence-based decisions.▪ Willing to work in new ways, welcome change and adopt new technology.

	<ul style="list-style-type: none"> ▪ Excellent IT skills (including use of spreadsheets, word processing and MS365 software).
KNOWLEDGE	<ul style="list-style-type: none"> ▪ An understanding of local government and a commitment to working in the Public Sector.
KENT VALUES AND CULTURAL ATTRIBUTES	<p>Kent Values:</p> <ul style="list-style-type: none"> ▪ We are brave. We do the right thing, we accept and offer challenge. ▪ We are curious to innovate and improve. ▪ We are compassionate, understanding and respectful to all. ▪ We are strong together by sharing knowledge. ▪ We are all responsible for the difference we make. <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile.</p> <p>Curious - constantly learning and evolving.</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all.</p> <p>Working Together - building and delivering for the best interests of Kent.</p> <p>Empowering - Our people take accountability for their decisions and actions.</p> <p>Externally Focused - Residents, families and communities at the heart of decision making.</p>

The Analytics/Continuous Improvement Pathway – An Overview

What's Involved

As a **Graduate Business Change Analyst Officer**, you will be part of the Analytics team within the Strategic Policy, Relationships, and Corporate Assurance division of Kent County Council (KCC). Your primary focus will be on Continuous Improvement, actively embracing change and enhancing the efficiency and effectiveness of various KCC services.

You will collaborate closely with colleagues across the organisation to identify areas for improvement, design effective solutions, measure their impact, and guide their implementation using Continuous Improvement methodologies.

The projects you undertake will span different areas of the council, providing you with a broad understanding of the organisation. Each project will carry varying levels of responsibility and accountability, all with a focus on efficiency and improvement.

This professional pathway offers an embedded [Improvement Practitioner – Level 4 Apprenticeship](#).

Length of Programme

2 Years

Salary

You will receive a starting salary of £28,995 which will increase as you progress.

Location

Our main offices are in Maidstone, but travel may be required to other offices and locations around Kent.

We are currently operating hybrid working giving the flexibility for individuals to work from home or in one of our reconfigured office buildings. We will support you to work in a hybrid way, with the necessary induction, management and equipment.

Training and Development

The job provides you with invaluable on-the-job experience of working within the public sector and offers extensive training and development opportunities you won't find elsewhere.

Whilst on the programme, you will be provided with the right support to help you achieve the Improvement Practitioner apprenticeship (Level 4). We will commit to your continuing professional development and will support you in your training and as you develop your management skills and knowledge.

Entry Requirements

- 2:2 degree or equivalent qualification in any discipline.
- GCSE English Language Grade A-C or equivalent (Level 2 qualification).
- GCSE Mathematics Grade A-C or above or equivalent (Level 2 qualification)

Working for Kent County Council

Salary and Notice

This post is offered as a permanent contract.

The appointment will be subject to 1 months' notice.

KCC pays salaries to bank accounts on the 25th of the month unless this falls on a weekend or public holiday.

Terms and Conditions

The appointment is subject to the terms and conditions contained within the Kent Scheme of Conditions of Service.

27 days annual leave is provided excluding Bank Holidays. You will also receive paid time off for public holidays plus a concessionary day at Christmas.

Pensions

The post holder will have the choice of contributing to the Local Government Pension Scheme (LGPS). Further details will be available for the successful applicant.

Whole Time Employment

The person appointed will be required to devote their whole-time service to the work of Kent County Council and should not engage in any other business without the express consent of the County Council.

Health and Safety Policy

The County Council recognises and accepts its responsibility as an employer, and will take positive action to ensure the health, safety and welfare of all employees and other persons who may be affected by its operations, by providing safe working conditions and a healthy and safe working environment.

Sickness Provision

Our sickness benefit scheme exceeds statutory requirements. Actual paid absence depends on how long you have worked for KCC and the circumstances of your absence. For example, after 6 years' service your benefit would be 6 months full pay and 6 months half pay.

Training and Development

KCC is committed to supporting staff to reach their full potential through annual appraisal and personal development plans, enhanced by a range of career development opportunities.

Managers from KR9 to KR20 will be required to undertake our Kent Manager standard programme within the first year of employment.

Green Travel

Our Green Travel Plan is exploring alternative modes of transport to improve travel choice and reduce congestion and pollution. This includes:

- Car sharing and emergency taxi home.
- Discounted fares, free tickets, trip planning and improved travel information.
- Pool car and bikes

Other benefits

KCC offers a range of family friendly policies including:

- A generous maternity scheme
- Emergency leave
- Parental leave
- Special leave
- Help Fund – all employees have the opportunity both to pay into the fund and to apply for help from it when experiencing financial hardship
- An in-house confidential counselling service and Occupational Health Service
- Kent Rewards - discounts at over 1,200 retailers ranging from reduced rates at Health Clubs to house and car insurance to holidays

Living in Kent

With great schools, vibrant cities, golden beaches and stunning countryside Kent has lots to offer you. Find out more about [locations in Kent](#).

Vacancy Timetable

Closing Date for Receipt of Applications: Friday 31st January 2025

Candidates will be invited to complete a first sift activity: Monday 3rd – Friday 14 February 2025

Final Stage Interviews: Shortlisted candidates will be invited to attend interview on Wednesday 19th March 2025

Start Date: April 2025

How to Respond

Apply online at [Kent Graduate Programme - Jobs & Careers - Kent County Council](#)