

KENT GRADUATE PROGRAMME

YOUR APPLICATION PACK

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Closing date: **9th February 2024**

**Your Project Management
Stream for the Public Right
of Way and Access Service
application pack includes:**

Introduction to
Kent County Council

Job description

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Working for Kent County Council



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January 2024

APPLICANT INFORMATION PACK

Dear Candidate

Application for the post of Graduate Public Rights of Way Officer, Public Rights of Way and Access Service

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 Kent Graduate Programme, you will need the following qualifications:

- 2:2 degree or an equivalent qualification in Geography, Environmental Sciences, Civil Engineering, Agriculture, Forestry or a related subject.
- a GCSE in mathematics - grade A to C or equivalent (new grades 4-9)
- a GCSE in English language - grade A to C or equivalent (new grades 4-9)

There is no upper age limit when applying to any stream of the Kent Graduate Programme.

Apprenticeship Funding

Our Graduate Programme consists 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 consists 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
Susan Carey	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 follow this [link](#)

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

Job Title:	Graduate Public Rights of Way Officer
Directorate:	Growth, Environment and Transport
Group:	Strategic Development and Place
Grade:	KR8
Responsible to:	PROW & Access Manager

Purpose of the Job:

Responsible for ensuring Rights of Way Improvement Plan projects and multi-agency access initiatives are delivered across the County.

Main duties and responsibilities:


1. Advise on and implement numerous public rights of way (PRoW) and countryside access initiatives where there is a necessity for a multi-agency/ partnership approach. In particular, lead on the implementation of schemes identified by ROWIP partners and the Business Development Team. Manage delegated budgets staff and projects as necessary.
2. Project plan and deliver schemes that may be conceived and delivered within a short to medium term timeframe including the bidding for and securing of external funding/ grant and non-financial assistance from partners.
3. Where legal orders are required to facilitate schemes work closely with the Definition Team Leader to identify how the required work will be resourced and implemented.
4. Deliver integrated access schemes in the growth areas, working closely with planners and developers to facilitate car free travel for short journeys and access to green space.
5. Contribute to responses made to local and strategic consultations as required to secure improvements to local access networks.
6. Champion quality standards and improvement within the Public Rights of Way and Access Service and with other access providers to improve the quality of the user experience and performance of PRoW infrastructure.

7. When required, lead on strategic county-wide initiatives.
8. Develop and maintain strong links with user groups, landowners and community groups as necessary to facilitate project delivery.
9. Champion issues relating to access to the countryside for disabled people and under-represented groups.
10. Maintain a high profile for the Service and the successes of the Improvement Plan projects to secure ongoing support for its delivery.

General Accountabilities Common to All Public Rights of Way Roles:

The following accountabilities are generic to all Public Rights of Way Officers. Work and projects will vary in complexity and allocation will reflect the knowledge and skills required. Work will be allocated to officers as appropriate to their grade.

1. Achieve, through negotiation, the resolution of conflicting and often complex legal issues to ensure that the needs and the rights of users and landowners are met and that expense and legal challenge to the Authority is minimised.
2. Prepare reports in a prescribed format for Public Inquiries, Hearings, Magistrates' Court and Crown Court. Prepare own witness statements as necessary and attend when necessary, ensuring the public and Authority's needs are met.
3. Develop and achieve an efficient process for the resolution and management of a heavy and diverse workload, follow all statutory, professional and service policy and procedures and work practices to ensure services are provided in an effective and efficient manner to the public. Ensure services represent value for money and are delivered on time and within budget.
4. Maintain an accurate up to date and comprehensive knowledge of Public Rights of Way and Open Access legislation, interpret that legislation, respond to enquiries, and provide advice, ensuring any advice given is not open to legal challenge, ensuring good relationships are maintained and KCC's best interests are served.
5. Carry out site visits and manage/prioritise a heavy workload. Investigate/follow up enquiries and complaints from the public, ranging from complex legal issues to day-to-day management issues.
6. To contribute to the development of PROW and Access, especially through the Rights of Way Improvement Plan (ROWIP), in identifying and developing improvements and changes to the Definitive Map. Interact with all sectors of "the public" to ascertain needs and demands with



regard to improving and developing countryside access, utilising a variety of promotional, marketing and research techniques.

7. Attend and actively participate in local consultation meetings with stakeholders and pressure groups and develop and maintain links with such groups (Local Access Forum, User groups, landowners, CLA, NFU, local councils etc). Where appropriate, and at the direction of the Area Manager, represent the County Council on relevant steering groups to ensure the County's interest are maintained.

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 Public Rights of Way 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.

The substantive role, on successful completion of the apprenticeship, is KR 9 and sits within the PROW & Access career grade.

Progression through the career grade (See PROW and Access career grade) is dependent upon:

1. Achievement of relevant qualifications, an assessment of the individual's work and ability to undertake the responsibilities of the higher grade.
2. A business requirement for work to be undertaken at a higher level and the availability of a position at that higher level.

As part of this Graduate Programme there is a requirement to undertake an Associate Project Manager Level 4 Apprenticeship therefore, we are unable to accept applications from those with an equivalent/higher level qualification in these areas.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none">▪ 2:2 Degree or equivalent in Geography, Environmental Sciences, Civil Engineering, Agriculture, Forestry or a related subject.▪ GCSE Grade A-C or above in English Language or equivalent (Level 2 qualification).▪ GCSE Grade A-C or above in Mathematics or equivalent (Level 2 qualification).

EXPERIENCE	<ul style="list-style-type: none"> ▪ Experience of dealing with customers and adjusting delivery in line with their needs. ▪ Experience in delivering small projects to specification, time and budget.
SKILLS AND ABILITIES	<ul style="list-style-type: none"> ▪ Must have excellent interpersonal and communication skills along with tact and diplomacy. Must be able to understand the needs of customers and align service delivery to those needs. ▪ Able to work under pressure. Must be able to think creatively and apply learning to a range of complex issues to bring about positive outcomes. ▪ Must work co-operatively with others as part of a team as well as being a good self-motivator who is able to work unsupervised at times. ▪ Able to work outside as well as in, in all weathers alone. Must be able to undertake site visits in remote locations and undertake some practical work. ▪ Must be able to demonstrate good organisation skills and display a level of personal resourcefulness in taking responsibility for actions, which improve the PROW service. ▪ Must be able to travel to a number of locations within the county at short notice. ▪ IT skills including Word, Excel, Access and knowledge of practical use in Microsoft applications along with some knowledge of Geographic Information Systems and Global Positioning Systems essential. ▪ A willingness to undertake training. ▪ Actively promotes an inclusive culture of equal opportunity and access for all.
KNOWLEDGE	<ul style="list-style-type: none"> ▪ Can demonstrate a basic understanding of the constraints that may exist on sites and the processes necessary to secure consents.

	<ul style="list-style-type: none"> ▪ Can demonstrate awareness of national legislation and sources of guidance relating to the delivery of PROW and access. ▪ Can demonstrate awareness of national and regional organisations. ▪ Understands and is able to complete health & safety and risk assessment in respect of work programmes.
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>

Project Management Stream for the Public Rights of Way and Access Service – An Overview

What's Involved

The Project Management stream for the Public Rights of Way and Access Service offers an exciting opportunity to support the delivery of the Kent Rights of Way Improvement Plan (ROWIP); an ambitious plan to deliver a range of projects across the County that deliver improvements to access that support the rural economy and economic growth, deliver health and well-being benefits to residents and support active travel choices.

This role is ideal for a graduate who wishes to be part of a leading team and seeks to develop a broad knowledge and skillset. Your focus will be on ensuring Rights of Way Improvement Plan targets and multi-agency access initiatives are delivered across the County. Working in a fast-paced environment you will lead on the implementation of numerous public rights of way (PROW) and countryside access initiatives some of which will involve partners and stakeholders.

You will learn how to identify and assess potential projects that deliver the objectives of the ROWIP, undertaking feasibility studies, writing and evaluating business cases utilising available data sources and online tools. You will take forward those projects that deliver greatest benefit from concept to delivery and evaluation.

This role will have a particular interest to those wishing to develop their skills, knowledge and behaviours as a Project Manager.

Length of stream

2 years


Salary

You will receive a starting salary of £28,598 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 will provide 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.

While on the programme, you will be provided with the right support to help you achieve the Associate Project Manager apprenticeship and associate membership of the Institute of Public Rights of Way Officers.

We will commit to your professional development and will support you in your training as you develop your skills and knowledge.

Entry Requirements

- 2:2 degree or an equivalent qualification in Geography, Environmental Sciences, Civil Engineering, Agriculture, Forestry or a related subject.
- a GCSE in mathematics - grade A to C or equivalent (new grades 4-9)
- a GCSE in English language - grade A to C or equivalent (new grades 4-9)

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: This post will close at midnight on Friday 9th February 2024.

Candidates will be invited to complete a first sift activity: 12th – 21st February 2024

Final Stage Interviews: Shortlisted candidates will be invited to attend interview on 16th or 18th April 2024.

Start Date: Successful applicants will join KCC on Monday 13th May 2024.

How to Respond

To apply please visit www.kent.gov.uk to complete an online application form.