

Senior Permit Officer Applicant Recruitment Pack

Sefton is a really great place to live and work



Welcome

Hi,

We would like to thank you for your interest in the Senior Permit Officer role within Sefton Council's Highway Network Management Team.

This is an exciting and rewarding opportunity for someone who thrives on being organised, is approachable and wants to be at the heart of a busy and varied working environment.

You'll play a key role in protecting the integrity of Sefton's Highway network by ensuring compliance, throughout the team, with the national standards for reinstatements.

You will also play a key role in minimising disruption of the highway in accordance with our statutory network management duty by challenging, where appropriate, and ensuring a consistent approach to all streetworks matters.

As a person, if you're someone who enjoys a challenge, takes pride in delivering high-quality support and advice, and brings energy, adaptability, and a genuine passion for making a difference, we'd be delighted to hear from you.

The Job Description and Person Specification for this role are included within the job pack. If you have any questions about the vacancy, please refer to the job pack for the appropriate contact details.

If, when you've finishing reading this pack, you like what you see, and Sefton's Vision and Values align to yours then we can't wait to hear from you.

Best of luck!
Gary Jordan
Highway Network Manager



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About the Borough of Sefton

Sefton is a confident and well-connected Borough, stretching from Bootle in the south to the coastal resort of Southport in the north. Home to more than 275,000 residents, Sefton encompasses a range of vibrant towns and communities, including Bootle, Litherland, Seaforth, Crosby, Formby, Maghull and Southport.

It is a fantastic place to live and work. As the northern-most Borough within the Liverpool City Region, Sefton offers a unique blend of beautiful coastline, countryside, attractive villages, thriving industrial areas and the busy Port of Liverpool.

With 22 miles of stunning coastline, Sefton is a leading coastal destination with a growing visitor economy. It is home to the iconic Antony Gormley *Another Place* installation, expansive beaches and protected sand dunes that support several rare species.

While each town and village has its own distinctive character, it is the people of Sefton who make the Borough truly special, creating diverse, welcoming and energetic communities in which to live, work, invest and visit.

Alongside its miles of golden sands, Sefton offers those who work here access to a world-renowned racecourse, prestigious golf courses, and National Trust nature reserves, ideal places to unwind, explore and enjoy leisure time.

The Borough benefits from excellent transport links, providing easy access to major North West cities including Liverpool and Manchester, and placing the Lake District and North Wales within reach for weekend breaks.

Whether you prefer vibrant town centres, friendly commuter towns, picturesque villages or stunning rural and coastal locations, Sefton offers a place to suit everyone. With house prices and rents typically lower than in neighbouring Liverpool and Manchester, you can enjoy coastal living while still being close to the buzz of city life.

Our Vision and Values

At Sefton Council, our vision is to deliver high-quality services that make a real difference to the lives of our residents, visitors, and communities. Everything we do is guided by a strong set of values that shape how we work and interact:



- **We put people at the heart of what we do** – ensuring our services are responsive, inclusive, and focused on improving lives.
- **We listen, value, and respect each other's views** – fostering a culture of collaboration and mutual respect.
- **We develop a culture of challenge, ownership, innovation, and improvement** – encouraging creativity and continuous development.
- **We are ambassadors for Sefton** – promoting the Borough positively and proudly representing our communities.
- **We are responsive and efficient** – delivering services that are timely, effective, and customer-focused.
- **We are clear about what we can and cannot do** – being transparent and honest in all our communications and actions.

These values underpin our commitment to excellence, inclusivity, and innovation, ensuring that Sefton remains a great place to live, work, and visit.

Our Successes and Key Projects

Sefton Council is proud of its recent achievements and ongoing commitment to delivering high-quality services. Our Adult Social Care services were recently graded



Good by the Care Quality Commission (CQC), and our Children's Services also achieved a Good rating from Ofsted. These successes reflect the dedication and professionalism of our teams and our focus on continuous improvement.

Alongside these achievements, Sefton Council is actively delivering a range of major capital projects that will transform the Borough and stimulate economic growth. These include the Marine Lake Events Centre in Southport, the Strand Shopping Centre redevelopment in Bootle, and exciting developments such as the Cove Resort and Enterprise Arcade in Southport. We are also proud to support cultural and community initiatives like Salt and Tar, Bootle's vibrant events space, which hosts live music, comedy, and family-friendly activities, bringing people together and boosting the local economy.

These projects form part of our strategic investment programme to attract private sector-led development and create vibrant spaces for residents and visitors. We work closely with local communities to ensure these projects reflect their needs and foster a sense of ownership and pride.

For more information on these projects and to stay updated on progress, visit the Sefton Council website at www.sefton.gov.uk

An Inclusive Workplace

We are committed to fostering an inclusive Council that reflects the diverse communities we serve. Our workforce brings a wide range of experiences and perspectives, and we value an environment where everyone feels respected, supported, and able to reach their full potential.

Sefton is proud to be the first local authority in the Liverpool City Region to achieve **Navajo** accreditation, recognising our commitment to LGBTQ+ inclusion. We are also a Disability Confident employer and continue to build a workforce that represents our communities.

We support several staff networks, including groups for Black and Ethnically Diverse colleagues, LGBTQ+ staff, women, disabled employees, and a Christian Workplace Group.

As an Equal Opportunities Employer, we base recruitment solely on skills, experience, and suitability for the role. All applicants are treated fairly, and we have also recognised 'care experienced' as a protected characteristic within Sefton.



For more information, please refer to our [Equality, Diversity and Inclusion Strategy](#)

Liverpool City Region Fair Employment Charter



Sefton Council is proud to support the Liverpool City Region Combined Authority Fair Employment Charter, an initiative that promotes fair, healthy, inclusive, and just workplaces across the region. The Charter celebrates good employers and encourages the highest standards in employment practice, including fair pay, secure work, opportunities for progression, strong employee voice, and a commitment to staff wellbeing. By aligning with the Charter, we demonstrate our dedication to providing a fair day's pay for a fair day's work and to fostering an equitable and supportive working environment for all colleagues.

What We Can Offer You

- A supportive and collaborative working environment.
- An agile approach to working.
- Opportunities for professional development and career progression.
- A role where your work makes a real difference across the organisation.
- Flexible working arrangements supporting work-life balance.
- A strong commitment to equality, diversity, and inclusion.



You will benefit from a comprehensive local government employment package which includes the following:

- Competitive salary in line with NJC Local Government Pay Scales.
- Membership of the Local Government Pension Scheme (LGPS), providing a secure, defined benefit pension with employer contributions.

Annual Leave and Work-Life Balance

- Generous annual leave entitlement, 28 days annual leave rising to 33 days with 5 years continuous service.
- Additional public (bank) holidays.
- Flexible working options to support a healthy work-life balance, subject to service needs.
- Option to purchase additional annual leave.

Learning, Development and Career Progression

- A comprehensive induction programme.
- Access to a wide range of training, apprenticeships, learning, and development opportunities.
- Support for professional development and role related qualifications.
- Opportunities to develop your career within a large and diverse local authority.

Health, Wellbeing and Support

- Enhanced sick pay scheme.
- Employee wellbeing initiatives and access to occupational health support.
- Policies that promote physical and mental wellbeing in the workplace.

Family-Friendly and Inclusive Policies

Our family-friendly policies and flexible working arrangements help staff maintain a healthy work-life balance.

- Family friendly policies, including enhanced maternity, paternity, adoption, neonatal care and special leave to support with time off work to deal with issues when life events happen.



- A strong organisational commitment to equality, diversity, and inclusion.
- Reasonable adjustments and support to enable disabled employees to thrive.

Foster Friendly Employer Commitment

Sefton Council is proud to be a *Foster Friendly* organisation as recognised by The Fostering Network. We actively support employees who are foster carers or who are applying to foster by offering flexible working arrangements, paid time off for fostering-related meetings and training, and a workplace culture that recognises the vital role foster carers play in our communities.

This commitment helps ensure carers can balance fostering responsibilities alongside career, and reflects our dedication to supporting children, families, and those who care for them.

Additional Benefits

- Access to salary sacrifice and employee benefit schemes (where applicable).
- Opportunities to contribute to meaningful work that supports local communities.
- A supportive, values led organisational culture.
- Free parking at office bases (dependent upon the work location).

About the Role

An exciting opportunity has arisen to join the Transport and Highway Infrastructure section in Sefton, following the creation of a new post in the Highway Network Management team. This is a busy section undertaking a number of statutory functions and managing an increasing number of permit requests from all stakeholders.

We are looking for someone with extensive experience in the streetworks environment who can manage a team of permit officers, to ensure compliance with national standards, drive improvements and ensure a consistent approach across the whole team.

The key responsibilities include:

- Working with all members of the team to minimise highway disruption.
- Ensuring that agreed standards are met for all works across the Borough, and that the defect process is followed where necessary.



- Challenging, where appropriate, to ensure the right outcomes for our residents and visitors.
- Undertaking site meetings on major and complex schemes.
- Ensuring that all available income is maximised in relation to streetworks and any associated functions.
- Keeping up to date with new legislation, standards and codes of practice, and ensuring a consistent approach across the team.
- Identifying and planning resources in response to peaks in demand in specific areas and locations.
- Preparing technical reports for management, identifying trends, areas for improvement and proposed solutions.

This role suits someone with a comprehensive knowledge of current streetworks legislation, a team player with strong verbal and written communication skills who is able to competently organise and prioritise an increasing and complex works programme.

Please see **Appendix A (page 10)** for a full copy of the Job Description and Person Specification.



Top Tips on How to Apply

Submitting a strong application gives you the best chance of progressing to the next stage of the recruitment process. The following guidance applies to all roles and will help you prepare a clear, compelling application:

1. Read the Job Description and Person Specification Thoroughly

- Make sure you understand the key duties, expectations, and essential criteria.
- Use the person specification as your guide when writing your application.

2. Provide Clear Evidence of Your Skills and Experience

- Show *how* you meet the criteria using specific, real examples.
- Consider using the **STAR method** (Situation, Task, Action, Result) to structure your responses.

3. Tailor Your Application

- Avoid generic statements. Focus on experience that directly relates to the role you are applying for.
- Demonstrate how your strengths align with the organisation's values and priorities.

4. Highlight Your Achievements

- Include examples of work you are proud of or significant contributions you have made in previous roles.
- Emphasise impact – improvements, efficiencies, positive outcomes, or innovations.

5. Be Clear About Qualifications and Training

- List all relevant qualifications and professional training, including dates and awarding bodies.
- If you are working towards a qualification, include expected completion dates.

6. Showcase Transferable Skills

- Skills such as communication, teamwork, problem-solving, digital literacy, and organisation are valuable across all roles.



- Provide examples that demonstrate these effectively.

7. Check Your Application Carefully

- Review your responses for clarity, spelling, and completeness.
- Ensure all sections of the application form have been filled in fully.

8. Submit Your Application Before the Deadline

- Note the closing date and allow plenty of time to prepare your application.
- Late submissions usually cannot be considered.

9. Prepare for Potential Next Steps

- If shortlisted, you may be invited to an interview, assessment task, or presentation.
- Be ready to discuss your experience, approach to work, and examples of how you meet the role's requirements.

Application and Selection Information

The closing date for this vacancy is **Friday, 5th June 2026** (or earlier in the event of high volume of applications being received).

Provisional interview dates are week commencing **15th June 2026**.

We are an Equal Opportunities Employer; all candidates will receive equal treatment. Our decision to appoint will be based upon whether an individual's skills, experience, qualifications, and abilities make them the most suitable candidate for the role.

All disabled and care experienced applicants will be offered an interview where they meet all essential criteria on the person specification.

Please ensure that you meet all the essential criteria outlined in the person specification before submitting your application. Only applicants who demonstrate that they meet all essential criteria will be considered and invited to interview.



Appendix A – Job Description and Person Specification

Post:	Senior Permit Officer
Directorate:	Place – Highways and Public Protection
Location:	Magdalen House, Bootle, L20 3NJ
Division:	Transport and Highway Infrastructure
Grade:	J £47,181 to £50,269 (Pay award pending)
Reporting to:	Team Leader – Highway Network Management
Responsible for:	Permit Officers (x4)

Purpose of the Role

Your role will be to assist the Team Leader in the planning, co-ordination and control of work and resources in providing an efficient and effective Network Management Activity. Contribute to the overall management and efficient running of the section.

To support the team in the delivery of its statutory Network Management Duty including:

1. Managing the team that is responsible for the inspection and regulation of all activities by utility companies and third-party contractors on the highway.
2. Ensuring compliance, and consistency, with up-to-date legislation, specifications, codes of practice and the Sefton Council Permit Scheme for Road and Street Activities.

MAIN DUTIES

1. Work with permit coordinators to ensure that any potential permit and work issues are addressed, including attending site meetings, agreeing conditions and managing compliance.
2. Attend site meetings with permit officers to provide senior support where required.



3. Undertake site meetings for major and complex schemes, challenge where necessary, to ensure the Council fulfils its statutory network management duty to minimise disruption of the highway.
4. Work with works promoters and develop strong relationships to drive improvements to the benefit of the Highway user, in accordance with statutory duties.
5. Manage the permit officers to ensure all defects are identified, remedial works are undertaken to the correct specification and ensure legislative compliance.
6. Manage the permit officers to ensure all FPN offences are correctly captured, identify trends and work with works promoters to ensure on-going compliance.
7. Manage the Section 74 process to ensure that disruption is minimised and that available income is maximised.
8. Identify and plan resources for peaks in service demands in specific areas, assisting in inspections where required.
9. Maintain and promote the use of hand-held data devices and technology to streamline work processes where possible.
10. Prepare technical, financial and operational reports for management, identifying trends and areas for improvement.
11. Ensure that the Council maximise all available income in relation to street works and enforcement activities.
12. Manage and investigate customer and member enquiries, ensuring compliance with Council agreed response times.
13. Provide cover to the team during periods of leave and sickness absence.

SPECIAL CONDITIONS

Attendance at evening meetings of the Council's Committees and Resident or Interest Group meetings may be a feature of this post.

Depending on the nature of works undertaken, work outside normal working hours may be required.



In accordance with the Department's winter service procedure, the post holder may be required to be part of the Winter Gritting Duty Officers Rota for which additional payment will be made.

GENERAL REQUIREMENTS

This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading.

All staff have a duty to take care of their own health & safety and that of others who may be affected by your actions at work. Staff must co-operate with employers and co-workers to help everyone meet their legal requirements.

The Authority has an approved equality policy in employment and copies are freely available to all employees. The post holder will be expected to comply, observe and promote the equality policies of the Council.

The appointed person will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change.

The appointed person will be expected to undertake, and participate in training, coaching and development activities, as appropriate to the role.

Note: Where the postholder is disabled, every reasonable effort will be made to support all necessary aids, adaptations or equipment to allow them to carry out all the duties of the job.



PERSON SPECIFICATION

Post: Senior Permit Officer

Department: Transport & Highways Infrastructure

Personal Attributes Required	Essential (E) or Desirable (D)	Method of Assessment
Qualifications		
Degree in appropriate discipline or equivalent experience	D	AF/C
Post graduate qualification in appropriate discipline	D	AF/C
HNC/ HND In civil engineering or equivalent.	E	AF/C
Accreditation under the New Roads and Street Works Act 1991	D	AF/C
Experience		
Extensive experience in the field of Road and Street Works including a working knowledge of NRSWA/HA/TMA	E	AF/I
Extensive experience of highway construction techniques, materials and standards, including the Specification for the Reinstatement of Opening sin the Highway (SROH)	E	AF/I
Experience of working within a Network Management / Local Authority environment.	E	AF/I
Experience of being accountable for and accounting for budgets through the use of computerised systems and management reporting	D	AF/I
Skills & Knowledge		
The job requires advanced theoretical, practical and procedural knowledge across the specialist area of Network Management.	E	AF/I
The job requires knowledge and skills in the use of GIS equipment & software.	E	AF/I
Extensive knowledge of defect procedures in accordance with the NRSWA 1991 and associated codes of practice.	E	AF/I
Extensive knowledge of the New Roads and Street Works Act 1991, Highways Act 1980, and Chapter 8 of the Traffic Signs Manual.	E	AF/I
Maintain and update a current and credible knowledge of road and street works legislation.	E	AF/I
Experience in the supervision of technical staff	D	AF/I



Represent the Authority in Court proceedings as required. The job involves some direct responsibility for physical resources. The work involves handling and processing of manual or computerised information, where care, accuracy, confidentiality and security are important.	E	AF/I
Ensure that contractors working on behalf of the Authority do so in a manner which does not present any significant risks to health and safety of themselves and/or others and is in compliance with health and safety legislation.	E	AF/I
Special Requirements		
The post holder may be asked to attend meetings outside of normal working hours.	E	AF/I
The post holder will be required to participate in the emergency plan and to work within a matrix management environment.	E	AF/I
The post holder will be required to co-ordinate leave to ensure cover in work at all times.	E	AF/I

Assessment Methods

AF: Application Form

I: Interview

C: Certificates

Prepared by: Gary Jordan

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