

Job description

Job title:	Project Manager (PMO)
Grade:	Grade 12
Job evaluation reference:	BA3009
Job family:	Business, Policy & Administration

Purpose and impact

1. To manage the successful delivery of the relevant project(s) using the Council's project management methodology and facilitate and manage the development of the business requirements for change.
2. Direct the work of the project team as determined by the project organisation structure.
3. Provide advice and guidance to Project Support Officers to support and develop them in their roles.

Key responsibilities

4. Be responsible for the overall planning, and delivery projects assigned.
5. Define and agree the scope of the project(s) with sponsor and key stakeholders. Ensure projects deliver to agreed scope.
6. Engage with all key parties involved in a project to ensure that effective relationships are developed and sustained throughout the project. Ensure all stakeholders understand and support project objectives and deliverables.
7. Responsible for the presentation of options for approval to address exceptions, on behalf of the project sponsor.
8. Direct, advise and supervise all business and project support employees, contracted staff and suppliers as determined by the project organisation structure, throughout the duration of the project(s), and to liaise with functional managers to ensure that they are aware of their employees' contribution to and progress of the project(s).
9. Mentor Project Officer(s) by providing advice and guidance, to provide support and aid their development.
10. Be proactive in identifying opportunities for improvement in performance across the service and within the team with a particular emphasis on supporting corporate plan objectives, customer satisfaction and reducing cost of and/or more effective and efficient use of resources.
11. Undertake other duties as directed appropriate to the character and general level of responsibility of the post.
12. Use in depth knowledge of best practice project management to support the development of the programme management office and overall success of the council's Transformation Programme.
13. Lead and promote the application and continual development of expertise relevant to the service area in order to improve service efficiency and delivery.
14. Manage resources within the project team(s)/function as directed and according to Council policies and standards including employees, budgets, equipment, suppliers and contractors ensuring that financial and other performance targets are achieved and with due regard to the confidentiality, security and integrity of information held in systems to which the project team(s) has/have access.
15. Plan and drive the continual professional development of the team/function and support the overall workforce planning for the service.
16. Work collaboratively with other service areas across Dorset Council, under the guidance of the appropriate senior staff to support a consistent and whole authority



approach to the planning and delivery of change and development of appropriate plans and strategies in support of corporate objectives, the capital strategy and the Council's vision.

17. Provide professional advice to the Head of Service and Dorset Council as appropriate on relevant matters.
18. Any other lesser or comparable duties as required.

NB: The duties and responsibilities of this post are not restrictive, and the post holder may be required on occasion to undertake other duties. This will not substantially change the nature of the post.

Supervision and management

Reporting to: Appropriate manager as specified on the context statement
 Responsibility for: Line management responsibility for staff as specified on the context statement

In addition to the key responsibilities, as a people manager you will also:

- Lead and manage team dynamics and performance by setting clear expectations, providing regular feedback, and ensuring high-quality delivery through effective quality assurance practices.
- Create an inclusive and supportive team environment that ensures continuous learning, professional development and good wellbeing, aligning to the council plan priorities, people and culture strategy, and responsibilities set out within our people management policies and requirements.
- Lead and champion opportunities for service improvement, innovation and change by taking accountability for its successful implementation, ensuring team members are engaged, motivated, and supported throughout transitions, whilst role modelling new ways of thinking and working.

Other factors

19. Responsible for project budgets and authorising payments in accordance with Project Board direction and project tolerances.
20. Responsibility for resources to fulfil the job purpose, job duties and responsibilities including fixed and variable assets and IT equipment.
21. Office based post with travelling required to deliver services and attend meetings and conferences locally, regionally and nationally as appropriate to the level and post.
22. Prepared to work flexible hours (including weekends) in order to facilitate system implementation and support.
23. Conflicting demands and deadlines are a regular feature of the post, including managing demands made on subordinate staff.

Our values

Our values act as guiding principles, defining what we believe is important in the ways we work together. Our values are Respect, Together, Accountability, Openness and Curiosity. You will need to be able to demonstrate these values in action through the way you work, regardless of your role within the organisation. Information about our values can be found on our website.



Person specification

Your application will be assessed based on your demonstration of how you fulfil the following criteria; you should include clear examples of how you meet these criteria within your application form and during the assessment process.

Essential

Essential criteria are the minimum requirement for the above post and will be assessed through a combination of your application form, assessment and interview (as specified below). We'll also use references to confirm that you meet the criteria for this role. We will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations Required by law or essential to the performance of the role or both	Assessed through:
1. Possess a qualification commensurate with the National Qualification Framework Level 5 (e.g. Honours degree, NVQ L4)	Application form
2. Project management practitioner qualification or equivalent experience	Application form
Experience	
3. Experience of managing projects and project teams to successful delivery to achieve project outcomes and priorities in a variety of contexts	Application form
4. Experience in the application of structured project management and the full project life cycle	Application form
5. Experience of motivating and developing relationships with stakeholders and within project teams to help achieve successful results	Application form
Knowledge	
6. An understanding of best practice in managing the delivery of projects; to include formal frameworks and methodologies such as the PRINCE2 and Managing Successful Programmes methodologies	Application form Interview Assessment
7. An awareness of local government transformation agendas and policy strands in relevant area of service in the public sector	Application form Interview Assessment
8. An understanding of factors that influence the success of change management and transformation projects	Application form Interview Assessment
9. Understanding of the importance of customer focus in the delivery of business change projects	Application form Interview Assessment
Skills and abilities	
10. Excellent interpersonal, management and leadership skills	Interview Assessment
11. Ability to lead and motivate teams and in doing so to demonstrate tenacity in the delivery of approved solutions	Interview Assessment
12. Good communication skills including the ability to analyse, prepare and present complex arguments both verbally and in writing, with both business and technical people at appropriate levels	Interview Assessment
13. Ability to put the customer at the centre of what we do through the design and delivery of effective and innovative solutions	Interview Assessment
14. Ability to produce effective project documentation and plans, schedule the use of project resources and manage the project budget within tolerances	Interview Assessment
15. Able to successfully negotiate project scope, realistic and measurable customer outcomes and quality expectations, and resolve resource conflicts	Interview Assessment



16. Excellent organisational skills	Interview Assessment
Our values	
17. Respect	Interview Assessment
18. Together	Interview Assessment
19. Accountability	Interview Assessment
20. Openness	Interview Assessment
21. Curiosity	Interview Assessment
Other	
22. Commitment to continual professional development	Application form

Desirable

Desirable criteria will be used in the event of multiple applicants meeting the minimum essential requirements and if applicable, will be assessed through a combination of your application form, assessment and interview (as specified below). We'll also use references to confirm that you meet the criteria for this role. We will require evidence of the qualifications, training or registrations listed below.

Qualifications, training or registrations	Assessed through:
23. Management qualification	Application form
24. MSP/PRINCE2 certification	Application form
25. ECDL	Application form
Experience	
26. Experience of working in teams and in partnership to deliver improved outcomes	Application form
27. Experience of successfully dealing with prioritisation conflicts	Application form
28. Demonstrable track record of influencing and managing change	Application form
29. Experience of contributing to the development of relevant strategies and project portfolios to help achieve business objectives	Application form
30. Demonstrable track record of contributing to service improvement and seeking innovation	Application form
Knowledge	
31. An understanding of the context in which the Council and its partners operate, the challenges they face, their priorities and aims	Application form Interview Assessment
32. An awareness of project management best practice, trends and capabilities within the private and public sectors – knowing what is possible, demonstrating in depth knowledge in one or more areas	Application form Interview Assessment
33. Highly ICT literate and knowledgeable in the application of project management tools	Application form Interview Assessment
Skills and abilities	
34. Ability to engage with stakeholders at all levels and gain their trust through demonstrable knowledge of their business drivers and objectives coupled with a track record of improved outcomes	Interview Assessment



35. Ability to identify and promote opportunities for service efficiency and effectiveness improvements within the area of responsibility and across the Council and partners as appropriate	Interview Assessment
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Approval

Manager's job title: Corporate Director for Digital & Change

Date: 1st July 2019