

Job Description and Person Specification

TRANSPORT PLANNER

A Lambeth to be proud of



Job Title: Transport Planner

Department: Growth and Environment

Division: Planning, Transport and Sustainability

Grade: SO1/PO2 CAREER GRD

Reports to: Walking and Cycling Policy Lead

Responsible for: N/A

Context

Lambeth is one of London's most densely populated and diverse boroughs, serving a growing population and accommodating significant levels of daily travel. The borough includes major town centres, residential neighbourhoods, cultural destinations and areas of growth and regeneration, creating complex and competing demands on its transport network and limited street space.

The Council has ambitious objectives to tackle climate change, improve air quality, reduce health inequalities and support inclusive economic growth. Transport plays a critical role in achieving these priorities. The Transport Strategy Team leads the development and delivery of policies, programmes and projects that promote sustainable travel, create safer streets and improve access for residents, businesses and visitors.

Guided by the Lambeth Transport Strategy, the team uses data, evidence and community engagement to understand transport challenges, develop effective interventions and assess their impact. This includes supporting delivery of the Kerbside Strategy, which seeks to use kerbside space more fairly, efficiently and sustainably. The kerbside is one of the Council's largest public assets and must accommodate a range of uses, including accessible travel, walking, cycling, public transport, servicing, parking, electric vehicle charging, greenery and places for people.

The team also supports delivery of the Road Danger Reduction Strategy and its Safe by Design approach, which aims to tackle danger at its source and prioritise the safety of people walking, cycling and using public transport. Collision, traffic, speed and community evidence are used to identify priorities, develop projects and monitor whether interventions are delivering safer and more equitable outcomes.

This work contributes to the Mayor's Transport Strategy and its ambition for a fairer, greener, healthier and more prosperous London. Through the Council's Local Implementation Plan and wider investment programmes, Lambeth is working to increase walking, cycling and public transport use, reduce emissions and make better use of road and kerbside space.

Working within this complex urban environment, the postholder will support the planning and delivery of strategic transport initiatives across the borough. They will work with Transport for London, neighbouring boroughs, community groups, developers, elected Members and colleagues across the Council.

The role will contribute through data analysis, evidence-based policy development, project delivery and stakeholder engagement, helping to turn complex information into clear recommendations and practical improvements. This will support the creation of a healthier, greener, safer and more accessible Lambeth for current and future generations.

Job Purpose

The appointee will support the Walking and Cycling Policy Lead and wider Transport Strategy team in the delivery of policy, strategy and implementation projects supporting sustainable transport and broader aims. This will be in the context of Council commitments to sustainable growth and access to clean, sustainable and safe mobility for all.

The post holder will support in the development and delivery of transport strategy, policy and related work programmes informed by local, regional and national planning and transport policies; helping to assess scheme performance against borough policies on access to safe, clean and sustainable transport; and that the Council's sustainable growth and environmental aims are progressed, including supporting the Walking and Cycling Policy Lead in the provision of advice on transport matters in projects promoted by the Council and its partners.

The post holder will also assist in the provision of Development Management Services provided by the Transport Team on an occasional basis as required.

Responsibilities

1. Support the delivery of Lambeth's transport strategies and work programmes, with a particular focus on road danger reduction, kerbside policy and data-led projects.
2. Manage defined projects or workstreams, supporting projects through research, feasibility, consultation, implementation, monitoring and evaluation.
3. Coordinate the collection, validation and analysis of transport data, including information on traffic, collisions, parking, kerbside use, carbon impacts and active travel.
4. Maintain transport databases, dashboards and monitoring systems, ensuring information is accurate, accessible and suitable for decision-making.
5. Analyse evidence and produce clear reports, maps, presentations and recommendations for officers, senior managers and Members.
6. Support the development and review of transport policies, funding bids, business cases and project proposals.
7. Work with Council teams, consultants, Transport for London, community groups and other partners to support effective project delivery.
8. Respond to enquiries and correspondence and provide clear, professional advice on transport-related matters within agreed timescales.
9. Attend site visits, meetings and engagement activities, identifying issues and supporting the development of practical solutions.
10. Maintain an up-to-date understanding of relevant transport policy, legislation, guidance and analytical tools.
11. Manage competing priorities and deliver work to agreed standards and timescales, escalating risks or issues where appropriate.
12. Carry out all duties in accordance with the Council's values and policies, including equalities, health and safety and customer care.

The responsibilities listed above are not exhaustive. The postholder may be required to undertake other duties appropriate to the grade and general nature of the role.

PERSON SPECIFICATION

It is essential that in you can meet the following requirements for the role and be able to give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A).			Shortlisting Criteria
You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted.			
If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with “Ticks” (ü) on the person specification when you complete the application form.			
For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.			
Qualification	Q1		A ✓
Key Knowledge	K1	Knowledge of the key principles and practices of traffic engineering schemes including road safety, traffic management, bus transport and parking. Understanding of public realm delivery including in relation to pedestrians, cyclists and buses	A ✓
	K2	Knowledge of monitoring methods and best practices which relate to transport and climate change	
	K3		
	K4		
Relevant Experience	E1	Experience of working in a transport planning environment, with demonstrable project management experience in the public or private sectors, supported by relevant professional qualifications.	A ✓
	E2	Experience of data analysis, project monitoring and reporting	A ✓
	E3	Experience of working with suppliers and partners to procure and deliver services	
	E4	Experience of working in a political environment, advising Members and colleagues to ensure best outcomes are achieved.	
	E5	Providing advice to key stakeholders including senior officers and Members.	
	E6	Proficiency using data and spatial analysis software, including Excel, Python/R, and GIS tools	

CORE VALUES AND BEHAVIOURS



- Listen to the views of others and ask for their opinions making sure that everyone in my team inputs into the things that matter.
- Ensure fairness and justice is at the heart of my decision making and support to my team and others.
- Take time to build trust, building the respect of our stakeholders and ensuring as a team we take accountability for doing what we agree to do.
- Develop others and ensure we work as one team for Lambeth, encouraging everyone to play their part.
- Take positive action to ensure everyone in my team has opportunities to learn and grow at work.
- Encourage everyone to be themselves at work and value who they are.
- I am inclusive and actively celebrate diversity, recognising everyone in my team as individuals.

- Treat each member of my team with respect and dignity just as I would want for myself.
- Encourage each member of my team to do their very best work and am available to them to provide support and guidance.
- Personalise my support to each team members and look out for them, lending a hand wherever I can
- Encourage everyone to try and learn from mistakes and use integrity to take action with my team to put things right together
- Work with empathy seeking to understand each and every member of team, their unique perspective and circumstances and ensure everyone is heard
- Take the time to communicate, being honest, open and genuine and taking the time to get to know team members as individuals.
- Show compassion and patience recognising that everyone in the team has unique experience and celebrating the great work they do for Lambeth.
- Look after the health and wellbeing of my team members and encourage open and regular discussions about the issues that impact on them, working together to find solutions.



- I encourage and support my team to do the right thing even when it's tough and we communicate our decisions in a timely way.
- I ensure my team and employees take individual and collective accountability for performance and delivery, making sure that they have clear plans and performance objectives.
- I ensure my team plan ahead, getting the basics right and take swift action when problems arise.
- I encourage my team to be risk aware and ensuring that our decisions and actions are informed and understood and communicated to others.
- I provide regular, timely and constructive feedback to my team members on their performance and behaviours and act quickly when performance is not on track.
- I share my learning, knowledge and skills with others through coaching and mentoring and encourage others to do the same.
- I ensure that my team and I put residents, communities, customers and their needs at the centre of everything we do.
- I encourage my team to learn and grow and ask questions to find the information they need to do their jobs.

Accountability behaviours



One Lambeth
CONNECTED BY PURPOSE

Ambition behaviours



One Lambeth
CONNECTED BY PURPOSE

- Am proud of our borough and my team and encourage everyone in the team to aim for the highest possible standards of excellence in everything we do.
- Encourage my team to be flexible and try new things when it's appropriate to do so and tell me what could be improved.
- Promote a one team for Lambeth approach reaching out to our stakeholders to face our challenges together.
- Encourage and support my team to be courageous for our residents and communities and stop at nothing to ensure they have the best possible outcomes.
- I make time for the team to Innovate and look for creative ways to do things better, being curious about possibilities.
- Positively challenge and encourage the team to collaborate and look for solutions together across service and team boundaries.
- Make time for my team to grow and develop taking advantage of opportunities to learn from each other and others. We plan our learning and career growth.