

Appointment of Independent Planning Inspectors for the Isle of Man

– Information Pack

September 2026

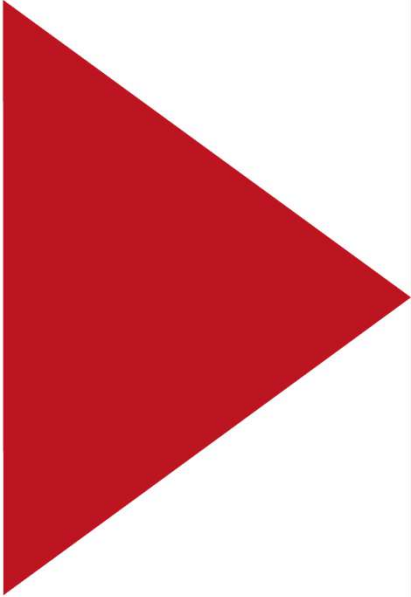


**Isle of Man
Government**
Reiltey Ellan Vannin

Cabinet Office

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Introduction

Planning appeals in the Isle of Man are dealt with under the provisions of the [Town and Country Planning \(Development Procedure\) Order 2019](#).

Article 3 of the Order defines “planning inspector” as a person whose name appears on a list approved for the purposes of this Order by the Council of Ministers.

Council is therefore required to consider and approve a list of “suitably qualified” persons to act as Planning Inspectors.



The Planning Appeals Secretariat, based within the Cabinet Office, administers the planning appeals process on behalf of the Chief Executive Officer (Isle of Man Government).

Four Inspectors are sought.

For the purposes of this appointment, “suitably qualified” means applicants who can demonstrate the relevant professional qualifications, knowledge, skills and senior-level experience set out in the Person Specification, including a degree or equivalent professional qualification in planning, law, architecture, engineering, environmental management, heritage conservation, surveying or a related discipline.

Appointments will be made on staggered terms of 2.5 years and 5 years, commencing from the date of appointment by the Council of Ministers.

This approach is intended to support continuity within the list of approved Inspectors.

Planning Inspectors play an important role in the planning appeals process by considering cases referred to them and preparing reports which set out their conclusions and recommendations. This may involve site visits and, where appropriate, hearings or inquiries.

The role may involve considering planning appeals, applications referred to or called in by the Council of Ministers, and matters relating to registered buildings, including the registration of buildings, in accordance with the relevant planning legislation. This includes matters arising under the Town and Country Planning (Development Procedure) Order 2019 and the Town and Country Planning (Registered Buildings) Regulations 2025, including third party appeals and appeals against non-determination.

Why should I apply?

This is an important time for planning in the Isle of Man. Planning decisions play a central role in supporting sustainable development, protecting the Island’s distinctive built and natural environment, and ensuring that communities have confidence in how planning matters are considered. The appointment of independent Planning Inspectors will help ensure that the Island continues to have access to the professional expertise, independence and capacity needed to support a fair and effective appeals system.

This role offers a meaningful opportunity to apply your expertise to varied and often complex casework in a distinctive Island context. If you have the experience, judgement and independence required to support fair and robust planning decision-making, we would encourage you to consider applying to be appointed as an independent Planning Inspector for the Isle of Man.



Roles, Responsibilities and Expectations

Planning Inspectors are appointed to consider planning appeals and other planning matters referred to them in accordance with the relevant legislation. Opportunities may arise to take part in the consideration of a development plan, in line with Schedule 1 of the Town and Country Planning Act 1999. In carrying out this role, Inspectors are expected to act independently, impartially and in accordance with the requirements of procedural fairness:

- assessing written representations, supporting documentation, evidence and submissions from parties;
- undertaking site visits;
- conducting hearings or public inquiries, where required;
- managing proceedings fairly and effectively and in accordance with Manx law;
- preparing clear, reasoned reports setting out conclusions and recommendations for consideration by the relevant decision-maker, which may include the Council of Ministers, the Minister for Environment, Food and Agriculture, the Minister for Cabinet Office or a delegated official, when determining planning appeals and related planning matters; and
- working to agreed, often demanding timescales for the preparation and submission of reports.

Inspectors will be expected to have the skills and experience necessary to deal with complex planning matters, including inquiries of significant scale or complexity, and potentially of national interest. They must also be able to communicate clearly, manage proceedings confidently, and produce high-quality written reports.

Historically, Inspectors have typically undertaken a minimum of two weeks' appeal work per year, subject to the number and complexity of cases, together with associated preparation and reporting time. However, the level of work may vary depending on caseload. Appeal weeks and site visits are usually provisionally scheduled during the preceding year.

The newly appointed list of independent Inspectors will be expected to attend an induction briefing covering Manx planning law, policy and practical procedures.

Applications, including a CV and a statement setting out how you meet the requirements of the person specification, should be submitted online via <https://www.gov.im/categories/working-in-the-isle-of-man/public-appointments/current-vacancies/> **by 11:59pm on Friday 30th October.**



Terms and Conditions of Appointment

Remuneration and Expenses

A typical week of appeals would attract remuneration based upon actual days recorded as having been worked and typically as follows:

- 1) Preparatory work, normally 2 days per appeal week, at £480 per day;
- 2) Inquiry days, including site visits and travelling time, up to a maximum of 5½ days, at £480 per day;
- 3) Reporting days, normally 1½ days per sitting day, at £480 per day;
- 4) Work undertaken on written representation cases at £480 per day.

Where justified by the duration or complexity of cases, a reasonable amount of additional preparation and/or reporting time will be mutually agreed.

The Cabinet Office is committed to reviewing remuneration annually.

Reasonable claims for travel, subsistence and meal expenses incurred in connection with appeal work may be submitted to the Planning Appeals Secretariat for consideration, in accordance with the arrangements confirmed for the relevant case.

IT Equipment

Independent Inspectors will be required to use their own IT equipment for preparatory work and for producing reports and must ensure that information is handled safely and securely. Government equipment will be provided for use during any hearings or public inquiries.

Location/Travel

Inspectors will be required to travel to the Isle of Man to undertake site visits, hearings, public inquiries or other proceedings. The Cabinet Office will arrange travel and accommodation where appropriate. Preparatory work and report writing will usually be undertaken remotely, although Inspectors must be available to attend the Island in person where required.

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Due Diligence

The preferred candidates will be subject to appropriate pre-appointment due diligence checks. These may include references; consideration of actual, potential or perceived conflicts of interest; verification of employment history, qualifications, professional memberships, directorships and relevant business interests; and proportionate public-domain searches. Further information or consent may be requested where necessary. Any appointments will be subject to the satisfactory completion of the checks considered appropriate for the role.

Allocation of Work

Work will be allocated by the Planning Appeals Secretariat, taking account of the nature and complexity of the case, Inspector availability, relevant experience and any actual, potential or perceived conflicts of interest. Appeals relating to the registration of buildings would be allocated to Inspectors with the relevant qualifications and experience in that field. Appeal weeks and site visits are usually provisionally scheduled during the preceding year, subject to caseload and the availability of Inspectors. There is no guarantee of a minimum level of work.

Reporting Requirements

Inspectors will be required to submit their reports and recommendations to the Planning Appeals Secretariat within four weeks of the end of the relevant appeal week, unless otherwise agreed. Reports will then be provided to the appropriate decision-maker, which may include the Minister for Environment, Food & Agriculture or the Council of Ministers. In accordance with the Town and Country Planning (Development Procedure) Order 2019, each report should conclude with the Inspector's recommendation as to whether the appeal should succeed or not,

including reasons for approval or refusal as the case may be and conditions as appropriate.

Engagement and Review

An annual meeting is usually held with representatives of the Cabinet Office, the Planning and Building Control Directorate (DEFA) and appointed Inspectors. The meeting provides an opportunity to discuss matters of common interest, review practical arrangements and raise any issues or concerns relating to the operation of the planning appeals process.

Conflicts of Interest

Planning Inspectors must be able to act independently, impartially and with objectivity at all times. Applicants will be required to declare any actual, potential or perceived conflicts of interest during the recruitment process and, if appointed, before accepting any casework.

A conflict of interest may arise where an Inspector has, or has had, a personal, professional, financial or other connection with a party to an appeal, the application site, the subject matter of the appeal, or any organisation involved in the case. This may include previous employment, consultancy work, advisory roles, personal relationships, land or property interests, or involvement in earlier stages of the planning matter.

Inspectors must not accept casework where their independence or impartiality could reasonably be questioned. Where any possible conflict arises, the Inspector must notify the Planning Appeals Secretariat as soon as possible so that the matter can be considered before any appointment to the case is confirmed.

Inspectors will also be expected to keep their position under review throughout the course of any case and to declare any new or emerging conflict of interest without delay. Maintaining public confidence in the fairness and integrity of the planning appeals process is essential.

Standards of Conduct

Planning Inspectors are expected to uphold the highest standards of public conduct and to act in accordance with the Seven Principles of Public Life as set out in the [Isle of Man Government Code](#): selflessness, integrity, objectivity, accountability, openness, honesty and leadership. In practice, this means carrying out the role independently and impartially, declaring any relevant interests, making decisions based on the evidence and relevant planning considerations, and conducting proceedings in a way that maintains public confidence in the planning appeals process.

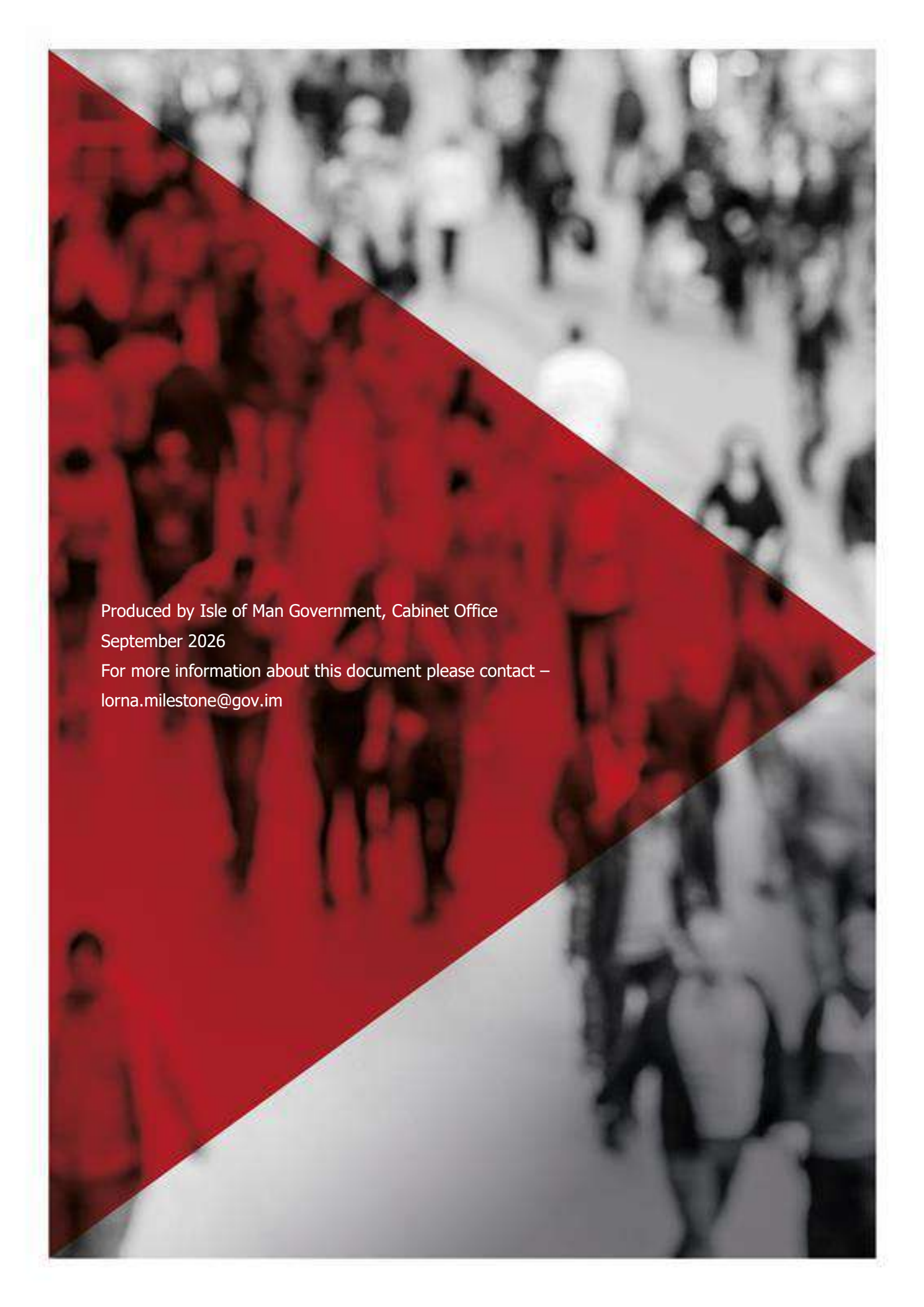
Further information regarding the planning appeals system is available on the Isle of Man Government website, or by contacting Mrs Milestone on 01624 685204.



Person Specification

Criteria	Essential/Desirable
Qualifications and Professional Membership Degree or equivalent professional qualification in planning, law, architecture, engineering, environmental management, heritage conservation, surveying or a related discipline.	Essential
Membership of a recognised professional body relevant to the role; chartered status or heritage conservation accreditation/membership is desirable, particularly for appeals involving buildings on the Protected Building Register.	Desirable
Knowledge and Experience Senior-level experience as a Planning Inspector or equivalent, or in planning, planning law, development management, environmental assessment, heritage, architecture, engineering or a related field, including experience of complex, major or high-profile cases.	Essential
Experience of analysing complex evidence, identifying key issues and reaching balanced, evidence-based conclusions.	Essential
Experience of preparing clear, concise and well-reasoned reports, recommendations or decisions.	Essential
Experience of managing complex or contentious cases, including hearings, inquiries, examinations or other public-facing proceedings involving multiple stakeholders.	Desirable
Experience as the appointed Inspector or Assistant Inspector leading the public examination of a development plan.	Desirable
Knowledge of Isle of Man planning legislation, policy and appeal procedures.	Desirable
Skills and Abilities Ability to interpret and apply Isle of Man legislation, policy and guidance to complex cases.	Essential
Excellent written and verbal communication skills, including the ability to present findings clearly to professional and non-specialist audiences.	Essential

Ability to chair proceedings effectively, undertake site visits, manage competing viewpoints fairly and engage confidently with professionals, elected representatives and members of the public.	Essential
Flexible and available to travel to the Isle of Man at least twice per year to undertake site visits, hearings, inquiries or examinations as required.	Essential
Ability to make independent, impartial and well-reasoned decisions.	Essential
Strong organisational and time management skills, including the ability to work independently and meet deadlines with minimal supervision.	Essential
Ability to use digital tools effectively, such as Microsoft Office, Teams or equivalent platforms.	Essential
Personal Qualities Demonstrates integrity, objectivity, impartiality and a commitment to fairness and natural justice.	Essential
Exercises sound professional judgement and maintains a professional, credible and authoritative manner.	Essential
Resilient and able to work effectively under pressure.	Essential
Commitment to continuous professional development.	Essential
Willingness to mentor or support other Inspectors where appropriate.	Desirable



Produced by Isle of Man Government, Cabinet Office

September 2026

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