

Planning Enforcement Officer

Full Time (37 Hours per week) – Permanent
Career Graded B2 – C1 (£31,537- £37,280) per annum

North Kesteven District Council is seeking an entry level professional to join the **Compliance and Enforcement** team. This post puts you at the heart of a busy department which is critical in the delivery of the Council's planning functions through addressing breaches of planning control. This is an exciting and varied role and offers a rewarding opportunity to contribute to securing the best planning outcomes for residents and businesses in North Kesteven.

Job Requirements:

- A-level qualifications, or equivalent
- Skill and aptitude for investigation and managing caseloads
- Previous experience in a regulatory or enforcement role would be advantageous

Key Responsibilities:

- Investigating and resolving breaches of planning control and unlawful tree works, through informal and formal means
- Working collaboratively with other teams to tackle common environmental issues
- Providing advice to NKDC residents and businesses on planning compliance and enforcement matters

Key Attributes:

- Good attention to detail and ability to solve complex problems
- Be diplomatic and confident handling challenge and conflict
- Have excellent written and verbal communication skills
- Be organised, self-motivated and conscientious

This is a career graded post, and training opportunities will be provided.
The initial appointment will be based on qualifications and experience.

You will be required to apply a high level of attention to detail when carrying out this politically-restricted role, to support the delivery of planning enforcement function at a technical level and show an appreciation of the contribution local government can make to the welfare of the people living, working, and visiting the district. If you feel you have what it takes, this could be the role for you.

If you would like an informal chat about this post, please call Ryan Smith, Compliance and Enforcement Manager on 01529 414155

To complete an application form and further details, please visit our website www.n-kesteven.gov.uk

The closing date for all applications is **28 June 2026**
The interview date will be **8 July 2026**



North Kesteven
DISTRICT COUNCIL

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Enforcement Officer Grades	Academic Achievement	General Competency
B2	2 A levels or equivalent	Previous experience in a regulatory role or legal setting. The postholder will undertake basic casework working under supervision, and with shadowing on more complex cases including supporting senior enforcement colleagues.
C1 – Qualification Route Or C1 – Experience Route	Completion of level 3 qualification in planning or planning enforcement 2 A levels or equivalent	Qualification and Experience Route Demonstrable competencies including knowledge of caselaw and independent work on enforcement investigations up to and including service of relevant range of notices and dealing with appeals

Flexible Working

Depending on the needs of your role, we will consider requests for part time and flexible working for whatever reason you should need it. We recognize flexible working will not look the same for everyone, because it depends on the nature of the role and the needs of the individual.

Types of flexibility could include:

- Part-time – less than 37 hours per week
- Off-site/remote working – working from home or other sites for part of the week.
- Compressed hours usually full-time hours but over fewer days or shifts.
- Staggered hours having different start and finish times.

Mandatory Job requirements

Does this job require:

Enhanced DBS Check	Yes
Standard DBS Check	No
Basic DBS Check	No
Driving licence	Yes
A car available for work	Yes



North Kesteven
DISTRICT COUNCIL

Why join North Kesteven District Council?



Shortlisted for the local government sector's biggest accolades and recognised for our strength, stability and supportive working environment, North Kesteven District Council is **going places**.

Successful Partnerships



With a scale of ambition and achievement that belies our size, North Kesteven is widely recognised as **an effective, positive, and well-respected partner** that is future focused in regard to both the communities we serve and the colleagues who work at NKDC collaborating in successful outcomes.

Commitment to Carbon Reduction



Accelerating bold climate action aspirations, building homes at pace and to high-levels of energy-efficiency, growing capacity and confidence in the local economy, enhancing the local environment, delivering excellent services in ways that customers want them and investing heavily in advancing a District of Flourishing Communities, we draw on the talents of everyone with the team in achieving meaningful progress. With a direct thread linking every colleague's individual action directly to our overarching vision and purpose, it is as important to us that everyone sees how they contribute to and connect with our climate aspirations, as much as to our overall service delivery plans and personal wellbeing commitments

Your Wellbeing



Your wellbeing is as important to us as it is to you; with an agile working preference to facilitate a positive work-life balance, dedicated and award-winning wellbeing programme, discounted leisure access, generous healthcare and pension arrangements and a supportive culture that is championed throughout the organisation and recognised by public-sector leaders as a 'key priority' for us.

The Benefits

At North Kesteven, we pride ourselves on our benefits package. Colleagues existing benefits cover:



- Local Government Pension Scheme
- Essential Car User Allowance
- Enhanced holiday pay, increasing with time served
- Dedicated counselling services
- Free eye tests and vouchers for glass for DSE use
- A suite of fitness programmes
- Healthcare cash plan
- Cycle to Work Scheme
- Payment of professional fees
- Discount schemes
- Hybrid working





We know that we are only as good as the people that make us. We are proud of the many conscientious, committed, dedicated and determined individuals who collectively collaborate in shaping excellent, effective and efficient enhancements in the lives, fortunes and opportunities of our customers and our communities. But we're short of one person, specific to this role. If you feel it's you, please let us know how you can contribute and add something more to both what we do and what you do.



To get a sense of what we're planning over the coming years, see:

www.n-kesteven.gov.uk/NKplan

To explore what external industry assessors say about us, see:

www.n-kesteven.gov.uk/CPC2021

To share our longer-term 2030 vision, see:

www.n-kesteven.gov.uk/ourcommunitystrategy

To understand our climate approach, see:

www.n-kesteven.gov.uk/climateaction

To be informed on our strong financial position, see the finance plan at:

www.n-kesteven.gov.uk/NKplan

