

## **A report from the Personnel Committee to support the need for two new roles at the Town Council**

### Development and Engagement Manager

As Council we have never been busier. I think we all must recognise the change in the nature of local authorities as we navigate public life since Covid.

The public purse is being squeezed ever tighter at Westminster and more and more is being delegated and devolved to authorities closer to home to deliver.

As a town council we are in the privileged position to be able to look at delivering some really exciting and rejuvenating projects for our town with the funding that we have achieved, and without having to rely on the Precept to do so. We have very few revenue streams currently so it's crucial whatever we do has as little impact on the Precept as possible.

The current list of projects includes:

1. CLUP – Connectivity project
2. Town Vitality – Open Green Space
3. CIL – Playparks
4. Waterside toilets
5. Coastal Communities Team – waterside flood prevention and public realm improvements

There is a considerable amount of work involved. Ensuring we have the right roles in place makes our goals positive and deliverable without putting an additional burden on our officers.

Researching and applying for funding is a massive undertaking and one that can no longer be delivered effectively by the Town Clerk alongside her full-time role. Up to now we have delegated the work to outside agencies and consultants where possible, but they can only pick up the parts of that work that can be paid via the funding. This is not a long-term solution.

In order to be able to compete with other authorities and comply with deadlines which often have a short lead time, we need to ensure we have someone on board who is doing that constantly and consistently. There is nothing worse than recognising funding opportunities once they have closed, and for the town to miss out.

Achieving funding too is a huge hurdle filling out bids and gathering all the subsequent information needed. To have someone with the skillset undertaking this work will be far more efficient and effective than how we are currently working which is not sustainable if we want to develop and implement our business plan. It will mean we are able to look for and take on more projects for the town fulfilling the vision we have signed up to around our six priorities.

This is an exciting role. Finding the right person will be a challenge in the current climate but we have built a strong team of senior management and this new person will sit within that team and be instrumental in driving our strategy forward.

**End of Report**  
**Personnel Committee**