



CASTLEFIELD RECRUITMENT

**Hull and East Yorkshire**  
Combined Authority

# Programme Director – Transport & Connectivity

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Candidate Pack

December 2025

# Job Description

<b>Post Title</b>	Programme Director – Transport & Connectivity
<b>Salary Band</b>	£90,000– £115,000
<b>HEYCA Grade</b>	7
<b>Contract Type</b>	Permanent
<b>Reporting to</b>	Executive Director of Strategy, Devolution & Operations
<b>Service Areas</b>	Strategy, Devolution & Operations Directorate
<b>Political Restrictions</b>	Yes: This post is politically restricted under the Local Government and Housing Act 1989, as amended by Local Democracy, Economic Development and Construction Act 1989 and the post holder may not have any active political role either in or outside of work, specifically may not hold political office.
<b>Line Management Responsibilities</b>	Yes: <ul style="list-style-type: none"><li>• Transport and Connectivity Teams</li></ul>

## Primary Purpose of Post

This post will take programme responsibility for, and leadership of, the Transport and Connectivity teams and be accountable for the successful delivery of:

- Transition to HEYCA becoming the Strategic Transport Authority
- Local Transport Plans and Key Route Network
- Attendance at bodies such as Northern Powerhouse and Network North
- Bus Service Improvement Plans and Bus Franchising
- Electric Vehicle Charging Infrastructure (EVCI) strategy
- Active Travel
- Wireless Infrastructure Strategy
- Digital Inclusion
- National Cyber Strategy 2022

The post holder will also support the Strategic Leadership Team in delivering HEYCA's organisational vision and values to support and link with other programmes of work across the organisation.

# Job Description

## Corporate Responsibilities

- Support the Strategic Leadership Team in driving forward the key objectives for the Combined Authority.
- Set the Strategic Direction for your programmes of work and cascade to the team.
- Represent HEYCA at a strategic level for their programmes of work and maintains relationships with key stakeholders.
- Take responsibility for making the vision and strategy a reality.
- Clearly link the vision to outcomes that cascade to their teams.
- An ambassador for the organisation at a senior level.
- Set the pace for the drive and determination to deliver.
- Monitor and provide clear, balanced and constructive feedback on individual performance and take action to deal with performance issues.
- Develop and maintain effective working relationships with the Mayor and elected Members, working to foster a positive and productive interface between the Mayor, Members and officers across the constituent authorities.
- Build, nurture and maintain effective relationships with local, regional and national partners to optimise the Combined Authority's strategic objectives.
- Undertake any other duties commensurate with the role. Some additional functions may be incorporated into.

## Role Responsibilities

- Lead the planning and successful operational delivery of all transport and connectivity programme area functions.
- Secure the effective delivery of rail and bus services ensuring a resilient and reliable public transport offer to passengers whilst achieving value for money for Hull and East Yorkshire.
- Enable active travel opportunities to be at the forefront of an integrated transport network working closely with local authorities, stakeholders and partners to achieve this ambition.
- Build and maintain effective relationships with stakeholders and partners, building trusted partnerships striving to achieve the same goals and aspirations.
- Positive collaboration with the Executive Director of Strategy, Devolution and Operations, the Mayor and other members of the Strategic Leadership Team.
- At the request of the Executive Director, act as their deputy as required.
- Work with stakeholders to include local bus operators, lead on delivery of HEYCA becoming the Strategic Transport Authority when it takes on all associated responsibilities and local public transport powers, as a part of Network North. These will include:
  - Bus Service Improvement Plans
  - Enhanced Partnerships
  - Subsidised bus services
  - Concessionary fare schemes



# Job Description

- Lead on the design, development and implementation of the Local Transport Plan for Hull and East Yorkshire.
- Lead on the Active Travel Plans to ensure consistency in the quality and safety of schemes.
- Work with the Executive Team on behalf of the Mayor to achieve Hull and East Yorkshire's digital connectivity ambitions, including through the Wireless Infrastructure Strategy which was published in April 2023 and sets out a strategic framework for the development, deployment and adoption of 5G and future networks.
- Lead on the implementation of the National Cyber Strategy 2022 to support the secure and sustainable adoption of connected places technologies in Hull and East Yorkshire.
- Effective leadership and management of the Transport and Connectivity teams.



# Personal Specification

Criteria	Description	E = Essential D = Desirable
Qualifications	<ul style="list-style-type: none"> <li>Professional leadership or other relevant qualification from a professional body.</li> <li>Educated to degree level or equivalent professional experience in a relevant field.</li> </ul>	 D  D
Experience and Knowledge	<ul style="list-style-type: none"> <li>In-depth understanding of transport systems, connectivity and governance in the public sector.</li> <li>Comprehensive knowledge of legislation, regulations, and best practices related to Transport and Connectivity activities.</li> <li>Strong understanding of bus franchising, transport links, the Northern Powerhouse Agenda and rail electrification.</li> <li>Strong understanding of the challenges related to digital inclusion across a mixed urban and rural population.</li> <li>Strong understanding of the political environment locally, regionally and nationally and the principles and ambitions of the Devolution agenda.</li> </ul>	 E  E  E  E
Skills, Abilities and Personal Attributes	<ul style="list-style-type: none"> <li>Excellent leadership and strategic thinking abilities, with a proven track record of delivering results.</li> <li>Strong analytical skills, capable of interpreting and presenting complex data effectively.</li> <li>Excellent influencing and negotiation skills, with the ability to build consensus across diverse stakeholders.</li> <li>Proficient in transport management and governance, ensuring alignment with organisational and statutory requirements.</li> <li>Collaborative approach to leadership, fostering teamwork and shared accountability.</li> <li>Commitment to innovation, inclusivity, and continuous improvement.</li> </ul>	 E  E  E  E  E

# Personal Specification

Criteria	Description	E = Essential D = Desirable
Commitment and Behaviour Competencies	<ul style="list-style-type: none"> <li>• We do it when we say we will.</li> <li>• We aim for excellence.</li> <li>• We keep people informed.</li> <li>• We strive to learn and develop.</li> <li>• We give and receive constructive feedback and act on it.</li> <li>• We treat others with respect and dignity at all times.</li> <li>• We will be open and honest in a respectful manner.</li> <li>• We will maintain confidentiality.</li> <li>• We will ensure compliance with Corporate Governance procedures, procurement regulations and the Data Protection Act.</li> <li>• We will behave according to the Employees' Code of Conduct.</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>

**Note:** This Job Description is not exhaustive, and employees will be expected to undertake other responsibilities commensurate with the seniority of the post.



# Benefits

## Annual Leave

Your annual leave entitlement depends on your continuous service date as shown in the table below:

- Threshold Days per Annual Leave Period
- Initial days per annual leave period (wte) 28
- Upon reaching 5 years' continuous service\* (wte) 30
- Upon reaching 10 years' continuous service \* (wte) 33

In addition, you are entitled to eight national public holidays plus two extra statutory days. Where your contractual hours are less than 37 hours per week, your entitlement to annual leave and public holidays is calculated on a pro rata basis.

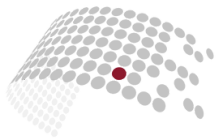
The annual leave year period is from 1 April to 31 March. You must take any outstanding leave to which you are entitled before your employment is terminated. Only in exceptional circumstances will payment be made.

New employees of the Combined Authority shall be entitled to annual leave proportionate to the completed months of service during the leave year of entry, that is 1/12th of full entitlement for each completed month of service and thereafter on a normal scale (e.g. commenced 10th June: leave entitlement for that leave year is 9/12ths of total annual entitlement – July to March inclusive). Fractions of a day must be rounded up to the next full day.

## Pension

If you have a contract of more than 3 months duration, you will automatically become a member of the Local Government Pension Scheme (LGPS), unless you have completed and returned an opt-out form which is available from [www.erpf.org.uk](http://www.erpf.org.uk) or the Pensions Team on 01482 394113. If you have a contract of less than 3 months, you may choose to join the LGPS and should obtain an opt in form from [www.erpf.org.uk](http://www.erpf.org.uk) and send to Employment Services (Transactional), Room BG19 County Hall Beverley HU17 9BA. You should read the guide to the LGPS that gives you information on the benefits available to you.

In addition to contractual enrolment into the LGPS, the Combined Authority operates the Government's Automatic Enrolment regulations.



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# Get in Touch

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