

Job Profile

Title: Energy Planning Manager

Grade:

JE ID JE Number: HAY 660C

Date: July 2026



About the Job

With increased opportunities to detail Gloucestershire energy infrastructure needs through the evolution of the new Regional Energy Strategic plans there is an increasing need for us to create detailed pathways, data sets and action plans to detail our net zero energy evolution. This new countywide Energy Planning post will lead on local area energy planning on behalf of seven LPAs to deliver an ambitious and actional plan to meet the county's growth and net zero ambitions..

The role will seek to bring in and embed learning from leading authorities delivering local area energy plans, as well as maintain strong relationships with the sector, both locally with leading net zero business but also regionally and nationally with the DNOs/DSOs and NESO.

The role will take responsibility for establishing a single data set, energy pathways and net zero plan and projects for the county.

The role will work alongside and with the support of a broader landscape of countywide climate and decarbonisation officers providing a unified centre for energy planning delivery.

This is what we need you to do..

- *Support the development of Gloucestershire's countywide Strategic Energy Plan, aligning with national decarbonisation pathways, local net zero targets, and infrastructure needs.*
- *Work with minimal supervision to interpret a range of data and stakeholder input, to assist the delivery of Regional Energy Strategic Plans and other regional strategic energy priorities.*
- *Enable appropriate energy system governance for the County, leading strategic engagement with public-sector partners, community energy groups, and key businesses.*
- *Provide advice to politicians, senior leaders and stakeholders on the evolution of national policy such as GB Energy and Clean Power Plan. Identifying and communicating relevant opportunities to improve local energy outcomes.*
- *Support analysis and modelling of future energy demand, supply opportunities, network capacity, and local project opportunities.*
- *Support delivery of an investment prospectus for the county, attracting and shaping investment in energy projects in line with the County's Strategic Energy Plan and net zero ambitions.*
- *Manage the procurement, planning and engagement activities as part of delivery of a portfolio of high-value energy and decarbonisation projects, including building retrofit, heat decarbonisation, renewables deployment, and energy innovation.*
- *Establish strong relationships regionally and nationally and to represent the County, joining regional and national forums and responding to government consultations.*

Monitoring and ongoing development of outcomes

As part of the annual appraisal, outcome-based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review and the council reserves its right to amend or add to the accountabilities listed above.

The ideal candidate will have...

Experience

Essential

- *Experience operating at a senior level within and across complex organisations.*
- *Experience of working with a variety of stakeholders and contributing to the delivery of relevant topics such energy systems, energy strategy, energy generation or decarbonisation initiatives.*
- *Experience in leading programme management / project management of complex projects and programmes.*
- *Experience of leading and driving partnership working with a track record of success in building effective relationships.*
- *Experience of delivering change, innovation, efficiency initiatives and service improvements.*
- *Experience influencing senior stakeholders and working effectively in political or multi-agency environments.*
- *Demonstrable success in leadership across relevant disciplines such as energy infrastructure, climate change and decarbonisation.*

Knowledge, Skills and Understanding

Essential

- *An ability to confidently communicate and present complex topics to different stakeholders, Members, and partner organisations as well as externally such as with developers and consultants.*

Behavioural Attributes

Aligns with our Values and Behaviours ([Available here](#))

Expected to perform at level 1 of Gloucester City Council's Behaviours Framework

Education & Qualifications

Essential

- *Educated to degree level*

- *Excellent analytical and digital skills and confident in analysing and modelling data from multiple sources. .*
- *Self-motivated and able to see tasks through to a successful conclusion and meeting challenging deadlines.*
- *Ability to develop compelling and robust evidence based policies, business cases and funding bids.*
- *The ability to procure, manage and coordinate the activities of external suppliers.*
- *Demonstrable computer literacy, IT and AI skills.*
- *Good understanding of the structure of local government and processes including procurement.*
- *Understanding of UK energy policy, net zero pathways, and local energy planning frameworks.*
- *Knowledge of energy infrastructure, low carbon technologies, energy efficiency standards, climate change mitigation and energy generation.*
- *Experience of managing budgets.*
- *Experience delivering training and upskilling of teams.*

We recognise the positive value of equality and diversity and pride ourselves on growing a high-performing workforce that is diverse, skilled, talented and represents the community it serves. We recruit the best person for the without regard to race, colour, religion or belief, age, nationality, ethnicity, gender, gender identity, gender expression, sexual orientation, marital status, veteran status, disability or caring responsibilities.; removing barriers to employment wherever we can.

