



Driver & Vehicle
Standards
Agency

Strategic Traffic Officer

Reference: 311619

Closing Date: 24 September 2023

Location: Bristol, Newcastle-upon-Tyne, Nottingham, Swansea

Salary: £26,780

External recruits will almost always be brought in on the minimum salary scale. Cross civil service transfers and promotions are subject to separate provisions.



Helping you **stay safe** on **Britain's roads**

DVSA - who we are

Great Britain's roads are among the safest in the world.

At the Driver and Vehicle Standards Agency (DVSA), we play a vital role helping millions of people stay safe on our roads – our vision is safer drivers, safer vehicles and safer journeys for all.

What we do

We help millions of people every year. We make sure learners are safe to drive, by approving driving instructors and conducting driving and theory tests. We help people keep their vehicle safe to drive by approving MOT testers and inspecting vehicles. And our teams help protect the public from unsafe vehicles and drivers through roadside enforcement activities.



1.9 million

driving tests each year



38.5 million

MOT certificates issued each year



2 million

theory tests each year



31,958

defective vehicles discovered each year

Why join DVSA?

“To make our vision a reality, we need you to join us. Our ambitious plans rely on skilled people like you.”

This is an exciting opportunity to join the Driver and Vehicle Standards Agency (DVSA), and help us to help everyone stay safe on Britain’s roads for a life time of driving.

With the recent launch of the Enforcement strategy, this is an exciting time for you to join one of DVSA’s Enforcement teams.

There are several varied functions that make up Enforcement which range from front line activities, to office-based function support. Our approach is being clear about road safety standards. We use intelligence and data to target non-compliance across all the schemes we enforce so that our enforcement activity helps everyone stays safe on Britain’s roads. We value our staff and we know the importance of the work we do and we are proud of our contribution to road safety.

At the heart of our strategy is our ambition is that all enforcement activity is delivered by our well-trained, highly-skilled people who are trusted and respected throughout the industry. We are focusing on our current training and development programme to ensure that everyone has the skills and capability to undertake their roles.

We have several options available including an extensive apprenticeship programme and access to learning and development opportunities to progress your career. We offer attractive pension options, a work and life balance and a number of wellbeing initiatives.

If you feel you can make a difference in Enforcement please apply, we look forward to you joining us in ‘making every journey safer’.



Marian Kitson

Director of Enforcement

Working at DVSA

We offer a wide range of employee benefits, such as:

Personal development	Rewards	Great work/life balance
Access to in-role apprenticeships up to level 7	Employer pension contribution rate of up to 30.3%	Fast, modern IT kit and phones enabling seamless working from home and collaboration across the agency
Study leave	Tax free childcare scheme	Generous parental and carer schemes
3 paid volunteer days per year	25 days annual leave, increasing on a sliding scale up to 30 days. Plus 8 public holidays and one further day of paid privilege entitlement to mark the King's Birthday.	Flexible working, including part-time working and job share options
Individual Personal Development Plans	Special recognition awards	Free health checks including workplace adjustments
Minimum of 5 funded training days per year, plus 6-month development opportunities	Cycle to work scheme	Help and support with your home and work life, and wellbeing

You can find out more about working with us on the Department for Transport careers website: <https://careers.dft.gov.uk/our-dft-family/driver-vehicle-standards-agency/>

Diversity and equality

The Civil Service is committed to becoming the most inclusive employer in the UK.

At DVSA, you'll be part of an innovative organisation that invests in all our people, ensuring we have the diverse skills to deliver transport that moves Britain ahead now and into the future.

We welcome applications from every part of the community. We're particularly interested to hear from Black, Asian, and Minority Ethnic people, women, disabled people and those who identify as LGBT+. We believe everyone is involved in making DVSA an inclusive and great place to work.

The Civil Service strives to have diversity and promotes equal opportunities for all. There is a Disability Confident Scheme (DCS) for candidates with disabilities who meet the essential criteria.

For more information on Civil Service Recruitment Principles, see the [Civil Service Commission](#) website.

Why DVSA?

Our vision is to support and develop everyone who works for us. Our passion for diversity and equality helps us create a positive working culture for all employees, and we're friendly, welcoming, respectful and full of opportunities for professional and personal development.

As well as being a DCS employer, we are proud to be members of the Business Disability Forum, The Prince's Responsible Business Network, ENEI and Employers for Carers.



The Prince's
Responsible
Business Network



About the job

As a Strategic Traffic Officer, you will provide support as a central control point for all ANPR / Weighing In Motion System (WIMS) related activities.

You will support DVSA enforcement teams and the Office of the Traffic Commissioner (OTC) by the abstraction of data from the ANPR network. You will effectively target the seriously and serially non-compliant, by live monitoring the ANPR NETWORK and co-ordinate with local enforcement teams. You will provide ANPR data and supporting evidence for identification of serious offences, for both the vehicle and driver sides of the Agency.

You will be responsible for ensuring the smooth running and effective use of equipment and data. You will provide a reporting and analysis service to the business that delivers information with insight, supporting the planning and decision-making process.

This is an exciting and varied role where you will create and provide intelligence and evidential reports on Automatic Number Plate Recognition (ANPR) data, when requested for prohibition, prosecution, public inquiry, or internal audit purposes, in line with Criminal Procedure and Investigations Act (CPIA).

Activities may include:

- Create and provide intelligence and evidential reports on ANPR data, when requested for prohibition, prosecution, public inquiry, or internal audit purposes, in line with Criminal Procedure and Investigations Act (CPIA).
- Monitor the nationwide ANPR system in real time to ensure optimum efficiency of operational staff by identifying high risk traffic areas and deploying enforcement teams accordingly.
- The direction of Enforcement colleagues towards target vehicles with the use of Digital Communications (radios)
- Deliver ad-hoc analysis and regular reporting to the business. Analysis must be accurate, easy to understand and provide guidance and insight to decision makers. Where possible reporting should be on an exception basis and any relevant trends and hotspots need to be highlighted.

- Provide support to other teams and individuals within Operations.
- Escalate any technical issues through to resolution.
- Monitor appropriate use of ANPR system and report abnormalities to management.
- Ensure management performance objectives and responsibilities are effectively carried out in line with DVSA policies and processes, planning and coordinating tasks and activities and taking responsibility for ensuring objectives are delivered.

Interested? Complete your application now at: www.civilservicejobs.service.gov.uk

Person specification

Please read this section carefully before applying. We will assess your application against the evidence you have provided within your CV and personal statement against the Job Description and Person Specification.

Essential skills and Essential experience

- Working knowledge of ANPR system.
- Ability to handle and analyse large sets of data.
- Proven oral and written communication skills
- Good communication skills with the ability to influence others through a range of techniques.
- Ability to correctly interpret legislation
- Knowledge of OCRS, and factors affecting OCRS scoring
- Knowledge of roadside enforcement
- Experience in data analysis and reporting
- Knowledge of drivers' hours regulations and operator licensing
- Knowledge of ANPR systems and equipment
- A good understanding of MS Word, and Excel including the use of graphs, formulas and pivot tables.

Further Information:

Whilst we welcome applications from those looking to work with us on a part time basis, there is a business requirement, for the successful candidate to be able to work at least 34 hours per week.

If not already held the post holder will be required to undertake and obtain Non-Police Personnel Vetting (NPPV) security checks to Level 3 prior to taking up post. The post holder may also be required to undertake and obtain National Security Vetting (NSV) to Security Check (SC) level whilst in post.

To meet the National Security Vetting requirements at this level you will need to have continuously resided in the UK 5 years. You can still be considered if you were posted abroad as part of your service with HM Forces/Government, taken a gap year and spent the year travelling.

To meet the Non-Police Personnel Vetting requirements, you will need to have continuously resided in the UK for a minimum of 3 years. There are occasions when this can be waived e.g. applicants who have taken a gap year and spent the time travelling, served with HM Forces/Government overseas.

For this role you will be attached to one of our locations in Bristol, Newcastle, Nottingham or Swansea. Where presence at one of these sites will form part of the working arrangements agreed with you. We operate a hybrid working model that allows you to work between home and office locations, giving you greater flexibility about where and when you work.

If not Avonmouth, Bristol based, the post holder will be required to travel to the Avonmouth office occasionally for meetings and training.

Post holder will regularly be required to travel throughout the UK including nights away from home.

Success profiles

We assess candidates using specified [Success Profiles](#).

You will be expected to demonstrate the following [Civil Service Behaviours](#) during the selection process.

- **Managing a Quality Service**
- **Communicating and Influencing**
- **Making Effective Decisions**
- **Delivering at Pace**

Interviews will include a blend of [Behaviour](#) and [Strength](#) questions.

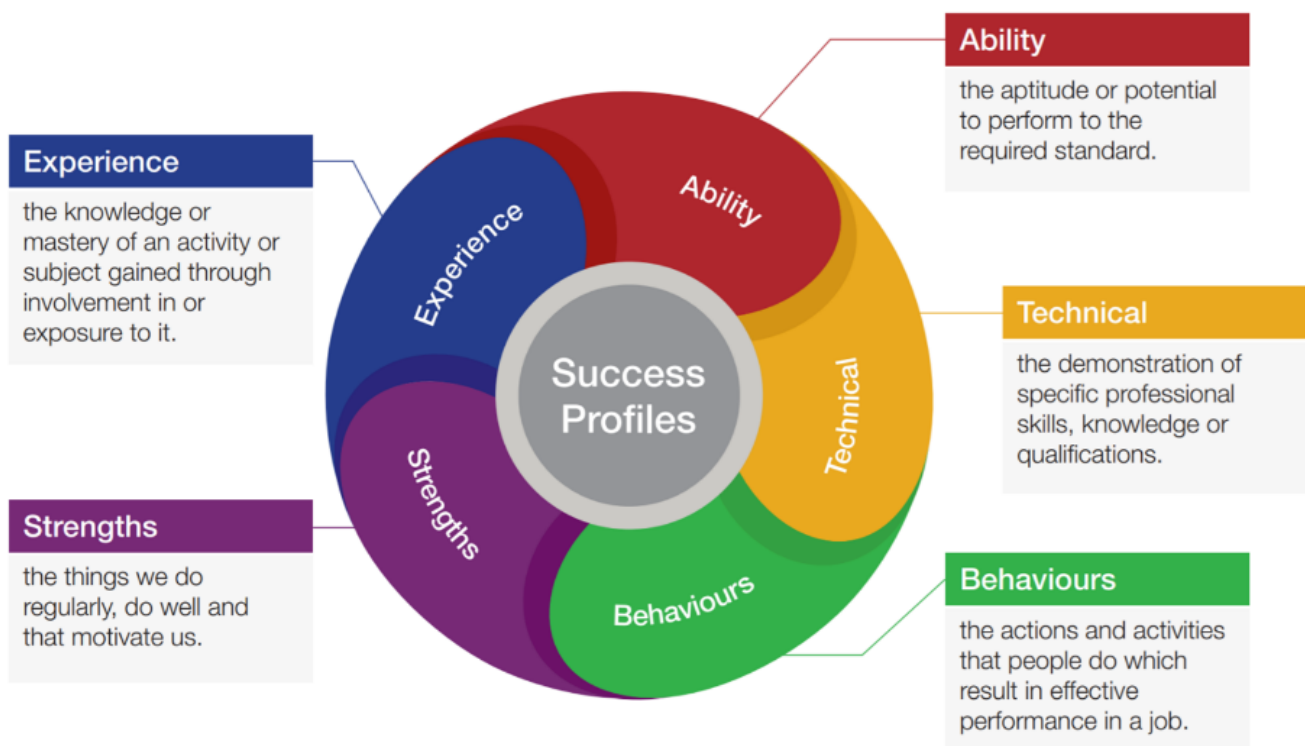
Success Profile Level 2

Success profiles

Here at The DVSA we use Success Profiles to assess applications and throughout our entire interview selection process.

Success Profiles were introduced to help attract and retain individuals from a wide range of professions to ensure a diverse and skilled workforce, in line with The Civil Service mission in becoming the most inclusive employer in the UK.

What are the elements of the Success Profile?



For further details please see [Level 2 of Success Profile Civil Service Behaviours](#)

The application process: what to expect

Application

You need to submit your application via the Civil Service Jobs website - www.civilservicejobs.service.gov.uk, you'll need to complete:

- A CV setting out your career history, with key responsibilities and achievements.
- A personal statement (1250 words) utilising the word count given, demonstrating your experience and suitability for the role.

Should you encounter any issues with your online application or if you have issues with the online jobs portal, please contact us (details on final page) within 48 hours.

Shortlisting

We will assess your application against the evidence you have provided within your CV and Personal statement against the Job Description and Person Specification.

All applicants will be notified of the outcome.

Interview and assessment

Interview

You will be invited to attend a panel interview to discuss of your previous experience and professional competence.

Interviews will include a blend of [Behaviour](#) and [Strength](#) questions.

We've designed the selection process specifically for this role.

You're encouraged to become familiar with the role, as you may be assessed against any of the criteria recorded within.

Full details of the assessment process will be made available to shortlisted candidates.

Timeline: Key dates and indicative timeline

Please note that these dates could be subject to change. The anticipated timetable is as follows:

Closing date: 24 September 2023

Shortlisting: 25 – 27 September 2023

Interviews: week commencing 09 October 2023

Offer: These are made in strict merit order. Regardless of the outcome, we will notify all candidates as soon as possible.

Reserve List: A merit list may be created after interviews. If you are successful at interview, you will be placed on the merit list for up to 12 months.



Find out more about working with us

If you want to learn more about what we do, our culture, and what it's like working with us, please see below.

To apply for this role, and to see other vacancies at DVSA, visit Civil Service Jobs:
www.civilservicejobs.service.gov.uk

Find out more about working with us on the Department for Transport careers website:
<https://careers.dft.gov.uk/our-dft-family/driver-vehicle-standards-agency/>

Get more information about DVSA, our work and services, at GOV.UK:
www.gov.uk/dvsa



You can also follow us on social media:



Twitter – [@dvsagovuk](https://twitter.com/dvsagovuk)



Facebook – [DVSAgovuk](https://www.facebook.com/DVSAgovuk)



LinkedIn – [Driver and Vehicle Standards Agency](https://www.linkedin.com/company/dvsa)



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DVSA
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Queensbridge Road
Nottingham
NG2 1AY

www.gov.uk/dvsa

If you have questions about the role please contact: helen.norman@dvsa.gov.uk

If you have problems with the online portal or application process please contact:
dftrecruitment.grs@cabinetoffice.gov.uk