

**Appendix 4
RING FENCE MATRIX**

New Posts	Ring Fence / Recruitment	Recruitment order
Economic Development Manager (SM1)	1. Business & Enterprise Manager 2. Employment & External Funding Manager	1
Physical Regeneration and Strategic Sites Commissioning Manager (SM1)	1. Group Manager Planning Policy & Strategic Sites 2. Physical Regeneration Manager 3. Head of Policy & Design 4. Head of Development Management (South)	1
Policy & Design Commissioning Manager (SM1)	1. Head of Policy & Design 2. Group Manager Planning Policy & Strategic Sites 3. Physical Regeneration Manager 4. Head of Development Management (South)	1
Development Management Commissioning Manager (SM1)	1. Head of Development Management (South) 2. Group Manager Planning Policy & Strategic Sites 3. Physical Regeneration Manager 4. Head of Policy & Design	1
Senior Policy & Design Officer (PO7)	1. Planning Policy Team Leader 2. Design & Conservation Team Leader 3. Head of Policy & Design 4. Physical Regeneration Manager	2
Planning Policy / Regeneration Support Officer (SO1)	1. Business Coordinator (Business & Enterprise) 2. PA/ Administration Officer (Business & Enterprise) 3. Administration Support officer (Sites) 4. Administration Support officer (Planning Policy)	3
Section 106 & External funding Monitoring Officer (SO2)	1. Section 106 Monitoring officer 2. Finance officer external claims 3. Finance Support officer 4. 2x Finance officers	3
Executive & Strategic Commissioning Assistant (PO1-PO3)	1. Business Coordinator (Business & Enterprise) 2. PA to the A.D.PR&E 3. Service Development officers x3 4. Finance Support officer 5. Finance Officer external claims	3
Recruitment to Stay for existing Posts		
Planning Policy Officers x 2 (SO1-PO4)	1. All existing Planning Policy officers x4 2. Team Leader Planning Policy	4
Design & Conservation officers x2 (SO1-PO4)	1. All existing Design & Conservation officers x4 2. Team Leader Design & Conservation	4
Finance officer (Sc.6 – SO2)	1. Finance officers x2 2. Finance Support officer	4

	3. Finance officer external claims 4. Section 106 monitoring officer	
Service Development Officers x2 (PO2-PO3)	1. Service Development officers x3	4
Development Management Support x 7	1. Development Management support officers x 8	4