

Senior Governance Consultant

Full time, permanent

Salary: Band 3 — up to £52,000

Appointment salary will be based on skills and experience, within CfGS's Band 3 salary range.

About CfGS

The Centre for Governance and Scrutiny is a small national charity and social purpose consultancy working to strengthen governance, scrutiny, accountability and democratic practice.

In this mission we work in partnership with government, the LGA and other public sector institutions, helping to shape best practice and public policy around democratic accountability, oversight and governance.

Our work includes consultancy, training, facilitation, research, learning events, publications and thought leadership.

This is an important time for the sector. Local government is operating in a context of financial pressure, devolution, reorganisation, changing public expectations and declining trust in institutions. Good governance is not a technical extra in that environment. It is part of how places make better decisions, manage risk, work with communities and sustain democratic legitimacy.

CfGS is now strengthening its own capacity so that we can meet growing demand, improve organisational resilience, develop our national offer and continue to support the sector well.

About the role

We are looking for a Senior Governance Consultant to help CfGS expand and deepen the support we provide to local government and the wider public sector.

This is a role for someone who understands how councils work in practice: politically, organisationally and constitutionally. You may have worked in scrutiny, democratic services, governance, policy, transformation, or a related local government role. You

may already be operating at service manager level or equivalent, or be ready to step into a more outward-facing national role.

The role will involve designing and delivering governance and scrutiny improvement work with councils and partners. This may include improvement reviews, diagnostic work, facilitated workshops, training, member development, constitutional and governance support, research, report writing and practical implementation support.

It is also a practice-building role. The postholder will contribute to our wider thinking, products, proposals and national voice at a time when questions of accountability, assurance, devolution, place governance and democratic resilience are moving up the public sector agenda.

We are looking for someone who can bring both relationship and rigour: able to work constructively in complex political environments, listen carefully, build trust, analyse evidence, challenge well, and turn insight into practical recommendations that clients can use.

If you want your work to improve the sector as a whole, help to drive up excellence, and be part of strengthening democratic accountability and democratic practice this may be the perfect role for you.

Role purpose

The purpose of the role is to design and deliver high-quality governance, scrutiny and democratic accountability support for councils, combined authorities and other public sector partners.

The Senior Governance Consultant will work as part of CfGS project teams to deliver consultancy, training, facilitation, research and improvement support. They will help clients understand their governance challenges, engage constructively with elected members and officers, gather and interpret evidence, and develop practical recommendations, learning and support.

The postholder will also contribute to CfGS's wider organisational development by sharing insight from delivery work, supporting the development of products and methods, writing proposals, and helping strengthen CfGS's role as a national voice on governance and scrutiny.

What you will do

1. Design and deliver governance, scrutiny, assurance, member development and democratic accountability projects with councils and partners.
2. Work with colleagues to design project approaches, methodologies, and events and publications.
3. Facilitate meetings, workshops, interviews, training sessions and learning events with elected members, officers, partners and other stakeholders.
4. Gather, analyse and synthesise evidence from documents, interviews, workshops, observations, data and wider sector insight.
5. Produce clear, evidence-informed reports, briefings, presentations, recommendations and client-facing materials.
6. Manage allocated projects or workstreams effectively, including planning, client communication, milestones, risks, deadlines and quality.
7. Build constructive relationships with clients and partners, bringing appropriate challenge, political awareness and practical judgement.
8. Design and deliver training and development activity for councillors, officers and others involved in governance and scrutiny.
9. Contribute to proposals, scoping discussions and business development activity, working with senior colleagues to shape work that is useful to clients and sustainable for CfGS.
10. Use insight from delivery work to contribute to CfGS's wider practice, products, learning, thought leadership and organisational development.
11. Work collaboratively within a small team, supporting colleagues and contributing flexibly to shared priorities.

Working arrangements

CfGS is a home-based organisation, and we do not have a physical office. The postholder will need to be comfortable working remotely and managing their time from home, but they will not be working in isolation. We are a friendly and supportive team and have regular online team catch ups, including two scheduled team

meetings each week, one-to-ones, project meetings and plenty of informal collaboration.

Person specification

This role is suited to an established local government, governance, scrutiny, policy, assurance or public sector improvement practitioner who can operate confidently with clients, elected members, officers and partners.

Essential

Knowledge and experience

1. Good understanding of local government, including the political, organisational and constitutional environment in which councils operate.
2. Practical experience in at least one of the following areas: overview and scrutiny, democratic services, governance, member development, policy, assurance, transformation, corporate improvement, partnership governance or public sector accountability.
3. Experience of working with elected members, senior officers, partners or other stakeholders in a politically sensitive environment.
4. Experience of designing, supporting or delivering projects, reviews, workshops, training, improvement activity or policy/governance development work.
5. Understanding of the importance of good governance, accountability, scrutiny, assurance and democratic decision-making in supporting effective public services.

Skills and abilities

6. Strong written communication skills, with the ability to produce clear, structured and evidence-informed material for different audiences.
7. Confident verbal communication and facilitation skills, including the ability to contribute effectively in meetings, workshops, interviews, training sessions or client discussions.

8. Ability to gather, interpret and synthesise evidence from different sources, including documents, interviews, workshops, data, observation and stakeholder insight.
9. Ability to translate evidence and analysis into practical findings, options, recommendations or learning points.
10. Ability to work constructively in complex or sensitive environments, balancing relationship-building with appropriate challenge.
11. Good project management skills, including planning, managing deadlines, coordinating contributions from others and keeping work on track.
12. Ability to work both independently and as part of a small team, showing initiative while knowing when to seek advice or escalation.
13. Good digital skills, including confident use of Microsoft Office and online meeting/collaboration tools.

Personal qualities and ways of working

14. Politically aware, thoughtful and credible, with good judgement about how to work in and around democratic institutions.
15. Curious and reflective, with a willingness to learn from client work and contribute to CfGS's wider practice.
16. Comfortable working in a small, flexible organisation where roles require collaboration, adaptability and shared responsibility.
17. Committed to CfGS's purpose of strengthening governance, scrutiny, accountability and democratic practice.

Desirable

1. Experience working directly in overview and scrutiny, democratic services or governance within a council or combined authority.
2. Experience of delivering member development, training, facilitation or learning activity.
3. Experience of consultancy, peer review, improvement work, external challenge or working with multiple councils/organisations.

4. Experience of writing reports, briefings, practice notes, blogs, guidance or other public-facing material.
5. Familiarity with current issues affecting local government, such as devolution, local government reorganisation, financial resilience, standards, public trust, partnership governance or democratic renewal.
6. Experience of contributing to proposals, bids, service development or income-generating work.
7. Existing networks across local government, governance, scrutiny or public sector improvement.
8. Degree-level education, a professional qualification, or equivalent practical experience in a relevant area such as local government, governance, scrutiny, democratic services, public policy, assurance, organisational development, law, finance, community leadership or public service improvement.

How to apply

Please send a CV, a brief summary of your skills and experience (reflecting the job description and person specification), and a short note explaining why you want the job and your reason for applying, to info@cfgs.org.uk, marked "Project Officer", by 9am on Monday 3 August 2026.

For an informal conversation about the role, please contact Cath Buckley (cath.buckley@cfgs.org.uk).

Timetable

- Application deadline: 9am, Monday 3 August 2026
- Shortlisting completed by: 7 August 2026
- Interviews (online): week commencing 14 August 2026, flexible on exact date/time