

Job Description

Job Title:	Active Travel Support Officer Apprentice
Directorate/Team:	TfWM / Network Resilience / Active and Sustainable Communities
Location:	16 Summer Lane or other site/location
Responsible to:	Head of Active & Sustainable Communities
Responsible for:	N/A
Key working relationships: (internal)	This postholder will develop key relationships across the organisation to support in the provision of key programmes or services for the Active Travel & Sustainable Communities team.
Key working relationships: (external)	Active Travel Community - especially peers in Local Authorities, other Combined Authority Active Travel Teams and Partners.

Purpose of the Post

The WMCA Apprentice Development Programme is a structured early careers pathway designed to support and develop the next generation of public sector colleagues. Regardless of the directorate or discipline you join, apprentices will be part of a wider development framework, which includes a structured development pathway, mentoring, peer cohort activity, and regular touchpoints to support learning, confidence and career growth throughout the apprenticeship.

This role sits within that programme. You will gain real-world experience contributing to meaningful work, while building the skills, knowledge and professional networks needed to support your future career, whether within WMCA, the wider public sector or your chosen professional field.

The Active Travel Support Officer Apprentice will support the delivery of programmes that encourage more people to walk, wheel and cycle across the West Midlands, by assisting with community engagement, events, data collection and the delivery of behaviour change activities that help residents choose healthier and more sustainable ways to travel.

Accountabilities

- Support the planning and delivery of active travel projects, events and campaigns.
- Assist with community engagement activities across schools, workplaces and neighbourhoods.
- Collect and present basic data to support project monitoring and evaluation.
- Provide general administrative and delivery support to the team and wider service/directorate, contributing to the successful delivery of projects and services.
- Promote active travel and TfWM values while acting as a positive ambassador.
- Learn and begin to apply organisational policies, procedures, and systems to ensure consistent and high-quality support.
- Actively engage in training and development activities, completing all required coursework and assessments.
- Demonstrate a positive attitude, curiosity, and willingness to learn and improve.
- Maintain confidentiality and integrity in handling sensitive information.

Responsibilities

Strategic

- Attend team planning sessions to observe and contribute ideas.
- Support the collection and analysis of basic data to aid decision-making and performance reporting.
- Attend cross-functional meetings to understand how different departments align with organisational strategy.
- Contribute insight, feedback and observations from local engagement to help shape programmes.
- Support the creation of materials, resources or ideas that help promote active travel.
- Assist with research tasks that support programme development or policy initiatives.
- Work flexibly and with integrity to meet the needs of the WMCA and the Active Travel function.

People

- Build positive working relationships with colleagues, mentors, and managers across the organisation, as well as schools, community groups and residents.
- Work collaboratively within the Network Resilience directorate and other TfWM services.
- Seek regular guidance from mentors or supervisors to gain insights and improve your performance.
- Participate in team activities and contribute to a collaborative, inclusive working environment.
- Develop and improve skills in communication, teamwork, problem-solving, and time management.
- Represent the organisation professionally when interacting with external partners or members of the public.

Operational

- Assist in organising and delivering events, training sessions and engagement activities.
- Support data gathering, surveys and simple evaluation tasks.
- Help prepare reports, case studies, newsletters and communications content.
- Gain understanding of the organisation's procedures or practices for tasks required.
- Assist in the provision of administrative and logistical support for meetings, workshops, and events.
- Participate in hands-on training, shadow experienced professionals, and attend relevant courses to build foundational expertise.
- Learn to use digital tools and systems to manage tasks, schedules, and workflows.
- Help maintain accurate records, databases, and documentation in line with organisational standards.
- Assist with tasks or projects to practice and demonstrate your growing skills.
- Respond to routine enquiries and requests from colleagues and stakeholders in a timely and professional manner.
- Maintain logs of your work, including progress reports, learning outcomes, or any required documentation as required as part of learning.

Financial

- Assist with basic financial processes such as raising purchase orders, tracking expenses, or processing invoices.
- Learn about budgeting and financial planning through shadowing and training sessions.
- Ensure accuracy and attention to detail when handling financial data or documents.
- Ensure Value for Money and follow the appropriate governance processes for dealing with any financial activities.

Other

- Complete all apprenticeship training modules and assessments within agreed timeframes.
- Develop greater independence in your work and enhance your competencies.
- Uphold the organisation's values: collaborative, inclusive, innovative and driven.
- Take part in internal development programmes, networking events, and mentoring opportunities as required.
- Represent the WMCA in a professional manner.
- Undertake such tasks as may reasonably be expected, commensurate with the scope and level of the role.

Person Specification					
Candidates/post holders will be expected to demonstrate the following:	Essential / Desirable		How Evidenced?		
Experience	E	D	A*	I*	T*
Ability to work in a team environment (e.g. school, volunteering, part-time job)	x		x	x	
Experience supporting projects or events (e.g. working with communities, schools, young people, sport or health/wellbeing)		x	x	x	
Awareness of Microsoft Office (Word, Excel, Outlook)	x		x	x	
Skills / Knowledge	E	D	A*	I*	T*
Interest in active travel, sustainable transport, health or behaviour change	x		x	x	x
Good analytical skills, able to review information and determine the best approach	x		x	x	
Ability to communicate to people through strong written and verbal communication skills	x		x	x	
Attention to detail and accuracy	x		x	x	
Ability to manage time and prioritise tasks effectively	x		x	x	
Willingness to learn and take initiative	x		x	x	
Ability to work collaboratively with others	x		x	x	
Ability to work effectively in a hybrid environment, combining remote and office-based work	x			x	
Qualification / Education / Training	E	D	A*	I*	T*
Willingness to complete the level 3 Business Administrator apprenticeship	x		x	x	x
GCSEs in English and Maths (grade 4/C or above) or equivalent (e.g. level 2 Functional Skills)	x		x		

*Key: A = Application, I = Interview, T = Testing/Assessment

Core Expectations	
Health, Safety & Wellbeing	All employees have a duty to take reasonable care for the health, safety, and wellbeing of themselves and of other persons who may be affected by their acts or omissions at work; and co-operate with their employer so far as is necessary to enable it to successfully discharge its own responsibilities in relation to health, safety, and wellbeing.
Equality & Diversity	Promote and champion equality and diversity in all aspects of the role.
Learning & Development	Participate in and take responsibility of any learning and development required to carry out this role effectively.
Performance Management	Actively engage in the performance management process and take responsibility for managing performance outcomes.
GDPR	Ensure the reasonable and proportionate protection, processing, sharing, and storing of WMCA information in accordance with the relevant legislation, corporate policies, and in the best interests of the data subjects (Data Protection/GDPR), the WMCA, our partners, and the West Midlands, in all aspects of the role.
Adherence to Policies	Be aware of and comply with all organisation policies.
Matrix Working	Work in a matrix way when required by actively collaborating across traditional boundaries—such as directorates, functions, or geographic areas—to achieve shared goals. Depending on your role, you may contribute to multiple projects or workstreams, often working alongside different teams and leaders.
Business Continuity	All staff should actively participate in business continuity training and exercises when required, ensuring they understand and follow business continuity plans and procedures to maintain organisational resilience during disruptions.

Other	There may be a requirement to work outside normal office hours on occasion, including a requirement to work within stakeholder and partner offices within the WMCA constituent area on a regular basis.
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Values

Collaborative	We work as one organisation, building trust, connection and shared purpose across teams and partners to create the biggest impact for our region.
Inclusive	Every voice matters – we create belonging, fairness and psychological safety so everyone can thrive.
Innovative	We think future and act smarter – embracing curiosity, creativity and continuous improvement to shape the future.
Driven	Focused on impact – leading with clarity, care and courage to deliver meaningful results for the West Midlands.

Our culture is built on collective leadership, where everyone plays a part in shaping how we work and succeed together. Guided by our values, we create an environment where people feel valued, supported and able to contribute their best. Through behaviours grounded in clarity, care and courage, as set out in our Leadership Statement we are making the West Midlands Combined Authority the best place to work and belong.

Additional Post Requirements

Politically Restricted Post		Disclosure and Barring Service (DBS)				Vetting	
Yes ☐	No ☒	Basic ☐	Standard ☐	Enhanced ☐	None ☒	Yes ☐	No ☒

Job Evaluation Details

Date Evaluation Agreed	JEP Reference	Grade	Job Family
Position Reference			