Research Consultant for Working Group 5: Skills and Regulatory Capacity

1. Background

The RESCUE (Regulations to Ensure Sustainable Circular Use at End-of-Life for Wind) Network is an Innovate UK-funded programme bringing together regulators, government, industry, research organisations and the civic sector to develop regulatory science that supports the circular economy for end-of-life wind infrastructure.

The programme is structured around five thematic Working Groups (WGs), each applying a common methodology focused on evidence generation, co-production, validation and dissemination.

Working Group 5 (WG5): Skills and Regulatory Capacity is led by CIWM (Chartered Institution of Wastes Management). WG5 will examine the skills, capabilities and learning requirements needed to support proportionate, consistent and evidence-based regulatory decision-making across the emerging circular wind sector.

WG5 has three principal deliverables:

- D1: Regulatory capability and learning needs assessment.
- D2: Map of existing formal and informal regulatory learning structures.
- D3: Recommendations for strengthening ongoing knowledge exchange.

These outputs will inform the wider RESCUE programme, including the development of guidance, recommendations and training resources, and their dissemination through the RESCUE Knowledge Hub.

2. Purpose of the Commission

CIWM seeks to appoint an experienced consultant or consultancy team to undertake the research, stakeholder engagement and evidence synthesis required to deliver WG5's objectives and outputs.

The consultant will work closely with the CIWM WG5 Lead, other Working Group leads, project partners, regulators and relevant stakeholders throughout the 18-month project period.

3. Scope of Work

The appointed consultant will support the delivery of WG5 through the following activities:

3.1 Working Group Governance and Coordination (Months 1–18)

- Develop a WG5 work plan aligned with the RESCUE programme timetable.
- Identify and engage relevant stakeholders, including regulators, policymakers, industry representatives, professional bodies and training providers.
- Support collaboration between WG5 and the other RESCUE Working Groups.
- Organise and facilitate six WG5 meetings in collaboration with the WG Lead, including agendas, briefing materials, facilitation and meeting records.
- Monitor progress and provide regular updates to CIWM.

3.2 Problem Definition and Regulatory Friction Assessment (Months 2–6)

- Review relevant UK and international policy, legislation and regulatory frameworks for circular wind, waste management and resource recovery.
- Assess existing evidence on regulatory skills and workforce capabilities, identifying current and emerging competency gaps.
- Examine regulatory barriers and capacity constraints affecting circular economy adoption in the wind sector.
- Integrate relevant RESCUE Phase 1 findings, project activities and partner expertise.

3.3 Problem Diagnosis and Evidence Synthesis (Months 7–9)

- Undertake targeted stakeholder consultations, interviews, workshops and other appropriate evidence-gathering activities.
- Assess existing regulatory training, professional development and learning opportunities, including formal and informal approaches.
- Examine gaps in regulatory knowledge and skills development, including access to specialist expertise, professional networks and communities of practice.
- Analyse and synthesise findings to establish priority learning needs and underlying regulatory capacity challenges.

3.4 Solution Development and Co-production (Months 10–12)

- Collaborate with WG5 members and relevant stakeholders to co-develop solutions addressing identified regulatory skills and capacity challenges.
- Identify targeted approaches to address skills and knowledge gaps, including through training, professional development, knowledge exchange and improved access to expertise and learning resources.
- Evaluate the feasibility, relevance and potential impact of proposed solutions in consultation with stakeholders.

Key deliverable – D1 (Month 12): Regulatory Capability and Learning Needs Assessment

An evidence-based assessment identifying:

- Current regulatory skills, knowledge and capabilities.
- Key gaps in regulatory competencies and expertise.
- Emerging regulatory challenges associated with circular wind innovations.
- Future regulatory learning and capability requirements, including priority areas for skills development and capacity-building.

3.5 Validation and Refinement (Months 13–15)

- Present WG5 findings and proposed approaches to stakeholders for review.
- Map existing formal and informal regulatory learning and development opportunities, including training programmes, professional pathways, networks and communities of practice.
- Gather and incorporate stakeholder feedback to validate identified skills and learning needs and refine recommendations.

Key deliverable – D2 (Month 15): Map of Existing Formal and Informal Regulatory Learning Structures

A structured overview identifying:

- Existing formal regulatory training and professional development pathways.
- Informal learning and knowledge exchange, including professional networks and communities of practice.
- Key organisations, training providers and professional bodies supporting regulatory learning.
- Gaps and opportunities to strengthen regulatory skills development, learning and collaboration.

3.6 Evaluation and Dissemination (Months 16–18)

- Consolidate findings from the regulatory capability assessment and learning structures map.
- Explore approaches to support the long-term sustainability of regulatory learning and knowledge exchange beyond the RESCUE project.
- Develop practical recommendations for strengthening ongoing regulatory knowledge exchange and learning and seek stakeholder feedback on proposed recommendations.
- Prepare final reports and supporting dissemination materials and activities through presentations, webinars, workshops and the RESCUE Knowledge Hub.

Key deliverable – D3 (Month 18): Recommendations for Strengthening Ongoing Knowledge Exchange

A set of practical recommendations covering:

- Mechanisms for ongoing regulatory knowledge exchange and learning.

- Collaboration and knowledge-sharing between regulators, industry and other stakeholders.
- Continuous professional development, including professional networks and communities of practice.
- Long-term sustainability of regulatory learning, collaboration and knowledge exchange.

4. Expected Deliverables and Timeline

The consultant will be responsible for delivering the following three principal WG5 outputs:

Ref.	Deliverable	Deadline
D1	Regulatory capability and learning needs assessment	Month 12
D2	Map of existing formal and informal regulatory learning structures	Month 15
D3	Recommendations for strengthening ongoing knowledge exchange	Month 18

Supporting outputs will include an inception work plan, stakeholder engagement records, WG5 meeting materials and summaries, draft deliverables for review and final dissemination materials.

All deliverables will be developed in consultation with CIWM and submitted in accordance with the agreed project timetable.

5. Consultant Requirements

Applicants should demonstrate the following experience and expertise.

Essential

- Experience undertaking policy research or research projects involving regulators, government bodies or public sector organisations.
- Strong stakeholder engagement, consultation and workshop facilitation skills.
- Experience producing high-quality research reports, evidence reviews and practical recommendations.
- Knowledge of regulatory systems, environmental regulation or public sector capability development.
- Experience identifying skills gaps and assessing organisational capabilities or learning needs.
- Excellent analytical, communication and report-writing skills.
- Ability to work collaboratively and deliver outputs within agreed deadlines.

Desirable

- Knowledge of waste management, resource recovery, circular economy or environmental regulation.
- Experience in the renewable energy or wind energy sector.
- Familiarity with regulatory science and evidence-based decision-making.
- Experience with Communities of Practice, professional networks and knowledge exchange.
- Knowledge of adult learning, professional development and workforce capability frameworks.

6. Budget

The total available budget for this commission is **up to £33,400 (including VAT).**

The budget should cover all activities associated with delivery, including research, stakeholder engagement, six WG5 meetings, reporting, quality assurance and dissemination support.

7. Proposed Timeline

The commission will run over the 18-month RESCUE programme period.

Activity	Indicative timing
Contract award and inception	December 2026 / January 2027
Governance and coordination	Months 1–18
Problem definition	Months 2–6
Problem diagnosis and evidence synthesis	Months 7–9
Solution development and co-production	Months 10–12
D1 – Regulatory capability and learning needs assessment	Month 12
Validation and refinement	Months 13–15
D2 – Learning structures map	Month 15
Evaluation and dissemination	Months 16–18
D3 – Recommendations for strengthening knowledge exchange	Month 18

Six WG5 meetings will take place throughout the programme, with dates agreed in collaboration with CIWM.

8. Tender Submission Requirements

Bidders should provide:

- **Methodology and approach:** How they will undertake the six tasks and deliver the three outputs outlined in the Scope of Work.
- **Project plan and timeline:** Proposed activities, milestones and deliverable dates.
- **Relevant experience:** Examples of comparable research, regulatory or skills and capability projects.
- **Team structure and CVs:** Proposed personnel, roles and relevant expertise.
- **Risk management:** Key project risks and proposed mitigation measures.
- **Budget:** Detailed breakdown of proposed costs.
- **Case studies:** Examples of similar completed projects.

Application deadline: 11:59 GMT, 6 December 2026.

Interviews (if required): Expected during the week commencing 21 December 2026.

Please submit applications and direct any enquiries to the WG Lead, Dr Trang Dang, at trang.dang@ciwm.co.uk.