Grade : 6	Profile reference:TSS06
Doc Version: V1	Date latest version: 22/05/2017

Job Family Role Profile: Technical & Scientific Services, Grade 6

- *This is a generic role profile. It aims to outline the requirements of roles broadly within the job family and grade detailed above rather than provide the requirements of a specific job*
- *This profile should be used as a template to help 'frame' the right size and shape of work undertaken locally*
- *For further guidance on how to use job family role profiles effectively, please see the Easinet*

Job Family Description

These roles carry out technical and scientific services, usually acting as service providers in areas of specialist expertise, to support the Environment Agency in the delivery of its primary business activities.

Typically, these roles provide scientific advice, data or analyses to ensure our decisions are based on sound evidence and are rooted in good practice.

The key factor distinguishing roles in this job family from other technical roles in the organisation is that they usually provide technical and scientific know how to a range of customers and areas, both internally and externally.

Purpose Statement

The contribution and key purpose of roles in this job family at this grade. It indicates the typical degree of independence these roles hold. Note: names of roles are intended to illustrate the type of roles at this grade and are not related to job title.

Acts as a senior specialist or senior team leader, although accountabilities for these roles can be interchangeable depending on the team and work being delivered.

Typically, roles at this grade recommend and implement the appropriate approach for the organisation to take on specific and allocated issues. Roles work across the organisation, and sometimes wider, to ensure decisions are based on sound technical and scientific evidence and good practise.

Roles may deliver results through a team, by leading a project or as an expert, and it is possible for a single role to operate in more than one of these functions. These roles have impact beyond their immediate scope of activity and are engaged on complex, reputational, political and / or technical matters.

Some roles in this job family, at this grade, participate in incident response as part of their accountability.

These roles work autonomously within policies, and have responsibility for managing an element of organisational risk or opportunity.

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Representative Accountabilities

The key areas of work and responsibilities for these roles. Points identify typical areas of outputs and suggest anticipated results but are not exhaustive or specific.

Senior specialist:

- Leads on a specific area of technology or science for the organisation. Identifies, defines and analyses related risks and develops appropriate innovative solutions and service enhancements whilst ensuring appropriate allocation of time and effort.
- Provides specialised technical and scientific advice and guidance in order to support effective risk based decision making for the organisation and wider. May represent the Environment Agency externally in a technical and / or scientific specialism.

Senior team leader:

- Responsible for a team, providing leadership, direction and prioritising delivery of reputational, political and / or complex technical and / or scientific activities. Some roles manage external resources.
- Recruit, motivate and develop team members to ensure effective delivery of operational and / or regulatory activities. Ensures appropriate skill levels are developed and maintained and team performance is optimised in line with specified team goals.
- Leads the delivery of specialised advice and guidance and / or effective implementation of technical and / or scientific activities. Often this involves managing a diverse range of skills.

All roles:

- Plan, monitor, control and prioritise resources to maximise the efficient and effective use of people and resources. Identifies risks and opportunities. Takes appropriate action to deal with issues, and ensure appropriate allocation of time and effort.
- Interact widely, developing and maintaining effective relationships with internal and external stakeholders, such as senior managers, government departments, trade bodies, and academia. Aims to influence decisions and ensure technical and scientific measures are relevant and practicable in implementation. Some roles develop and maintain commercial relationships.
- Manages development of technical documentation and data to ensure consistent and appropriate information is available to support and inform the organisation.
- When working on projects, will identify, develop and implement complex projects with a wide scope, possibly involving multiple partners.
- Develops, maintains and shares technical expertise with staff to improve knowledge and competence throughout the organisation as required.

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Typical skills, knowledge and experience

The knowledge, skills and experience indicated usually reflect the minimum levels required for competent performance in the role. Due to the generic nature of job family profiles, detailed requirements need to be specified in supporting documentation, such as the advert.

- Roles require significant experience gained within a specific field / discipline. Depending on the type of role, this could be specialist, technical or scientific skills, or other relevant expertise such as people management / project management.
- Requires thorough understanding of relevant business concepts and their application as the role is required to apply judgement to influence the actions and behaviours of others.
- Roles typically require a relevant degree or equivalent experience.
- Roles at this grade in this job family may require a professional qualification or Chartered status.

Expectations for these roles

Sets relevant expectations for roles by grade, including health and safety, equality and diversity, communications required, quality assurance and level of organisational wide understanding required for role. This section is common to all job families at this grade.

- Manages health, safety & wellbeing matters by actively promoting awareness and good practice, and ensuring the provision of safe working practices in line with Environment Agency guidance. Roles at this level in this job family may be responsible for safety in a regulatory capacity.
- Promotes inclusion by respecting differences in our workforce and works to build a supportive & engaging workplace.
- Influence and negotiate across disciplines. Required to flex communication style and deliver tough messages when necessary.
- Work individually or through others to deliver results on time, to required quality standards and cost, to fulfil the business plan and achieve or support environmental goals.
- Understand, interpret and communicate the role of the Environment Agency broadly, and maintain understanding of external partners and customers, their needs and manage expectations.

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Grade Distinction

Outlines the difference in expectations and/or accountabilities for roles at grade above and below this profile. This section is common to all job families at this grade.

Roles at grade 5:

- Manage a range of specific issues requiring consideration of practice.
- Require specialist knowledge that is usually gained through proven practical experience.
- Usually require understanding of theoretical principles within their specific activity.
- Are likely to lead the production of documentation and advice.
- Develop and further relationships with customers and stakeholders.

Roles at grade 7:

- Provide shape and direction, whilst roles at this grade tend to determine best approach and implementation.
- Tend to have broader interaction, representing the department across the organisation, and wider, on a range of related matters. Roles at this grade tend to interact on a specific area of activity.
- Have broader accountability in terms of people and / or activities than roles at this grade.
- Tend to approve technical documentation, whereas roles at this grade will most likely be responsible for commissioning and reviewing the documentation prior to approval.