**Job Family Role Profile: Partnerships & Strategic Overview Grade 5**

This is a standard LNA PSO grade 5 role profile. It aims to outline the requirements of the role but can be tailored further to meet the needs of a particular PSO team.

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| **Job Family Description** |

Roles here involve working in partnership with our customers and stakeholders to improve the environment for wildlife and people. We aim to create more resilient catchments so flooding causes less harm to people, results in less damage and those affected can return to normal more quickly.

Work in this role typically involves using evidence to engage with and influence others (e.g. stakeholders / customers), providing a strategic overview of flood risk (all sources), tactical direction and project development and delivery including technically advising and supporting other Risk Management Authorities.

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| **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.** |

Roles are technical specialists in flood and coastal erosion risk management being able to lead and deliver their own work whilst also delivering through others (directing, advising, influencing e.g. EA teams, partners, stakeholders, local communities). They are also strong advocates for the business.

Typically mentor and coach others contributing to developing team technical skills and resilience including educating externally being able to share more complex technical information taking into account their audience.

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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.** |

* Provide expert advice, guidance and support to internal teams and external partners in order to influence compliance with policy, legislation and best practice ways of working. This may involve producing and / or articulating technical or commercial documentation.
* May act as Senior User on projects to sustain or improve flood risk and environmental outcomes in line with the EA Flood and Coastal Erosion Risk Management Strategy for England 2020.
* May act in an account management capacity, taking ownership of partnerships and providing a link for customers to our organisation and the services we provide. Also develops strong relationships with stakeholders and customers, internally and externally, to maintain robust partnerships and shape / influence outcomes.
* Makes sound evidence based complex decisions on behalf of the team, department and Area in which they work.

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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.** |

* A comprehensive understanding of hydrological, fluvial, estuarine and coastal geomorphological processes and flood and coastal erosion risk management.
* Capable of strategic and tactical thinking to solving problems and delivering outcomes.
* A proven experience in taking complex decisions to overcome obstacles.
* Able to demonstrate strong team and partnership collaboration in delivering positive outcomes.
* Able to influence internal and external partners/stakeholders to deliver specific technical outcomes including to required deadlines and expected standards.
* Wide ranging and effective communication skills to develop trusting relationships and achieve results.
* Can critically analyse and interpret a data and information to help resolve technical problems, demonstrating efficiency, innovation and quality outcomes.
* Organised and able to deliver time critical work by planning, delegating, tracking, gathering and maintaining data/information.
* Flexible to the needs of the organisation and drives new ways of working.
* Has an open, positive, agile and adaptable approach to working.

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| **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.** |

* Supports health, safety & wellbeing best practice by promoting awareness and following safe working practices that comply with Environment Agency policies and standards.
* Promotes inclusion and creates a psychologically safe environment by respecting differences in our workforce and works to build a supportive & engaging workplace.
* Communicates effectively with others in everyday working relationships – responsive, supportive, timely, brings others along, engaging, listens.
* Works with senior team members to lead and deliver team priorities and flood risk management / environmental objectives.
* Delivers (including through others) to clearly specified objectives, standards and service levels.
* Understands colleagues and partners requirements. Interprets and communicates the work of the Environment Agency.

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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.** |

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| **Roles at grade 4:** | **Roles at grade 6:** |
| * Are more closely supervised and directed. * Require less specialised knowledge and practical experience. * Contribute to technical and specialist documentation/verbal advice whereas roles at grade 5 are more likely to lead the production of documentation/verbal advice. | * Contributes to team business plans whereas roles at grade 5 are focused on the delivery of business plan. * Tend to specify and review documentation and advice. Roles at grade 5 are more likely to lead production of the material. * Support management of reputational risk for the organisation. Roles at this grade are expected to identify the risks. |