Industry placements

Environment and Science and Business and Communications additional information pack

Here you will find information on the eligibility criteria, role descriptions, testimonials from previous industry placement students and an overview on sustainability.

Eligibility Criteria

To be eligible for these placements you will need to meet **ALL** the following criteria:

Criteria 1

- ✓ You are a UK, Commonwealth or EEA (European Economic Area) national
- ✓ You have the right to work in the UK

Criteria 2

- ✓ You will have completed a minimum of two years of your degree in any subject***°**

OR

- ✓ You have graduated from an undergraduate degree or master's degree programme in any subject*° within the **last 12 months** (from June 2024)

***If successful, **you will be required** to give evidence of your qualification (expected or awarded).*
°We are particularly keen to hear from you if you studied within a Science, Technology, Engineering or Mathematics (STEM) discipline.

Other requirements

You should also be aware of and be able to meet the requirements set out in the standard Environment Agency employment terms and conditions. You can find more information on our Who we are - Environment Agency (environmentagencycareers.co.uk) pages.

Details of available placements

We have exciting opportunities for you to join our teams. There are a range of exciting and diverse roles listed below. These are split into our 'Directorates' so that you can get a better picture of where you will be sitting in the organisation.

The experience we offer through our Industry Placements is more focused on giving you the chance to experience what we do, and for you to broaden your own capabilities.

Positions available as part of the Industry Placement campaign fall under two categories; Environment & Science and Business & Communication. You will be able to express a preference on roles at interview, and this will be taken into consideration when offers of positions are made.

Please have a read below of some of the roles previously available. Please note that this list is not exhaustive of all the positions we have to offer, but rather an example of the roles included as part of this campaign.

Please be aware that you will be required to travel to the designated offices of a role on a frequent basis, and that this will be considered when positions are offered. Some roles will be available across more than one office.

Previous Industry Placement Roles

Environment & Business

Role: You will be focusing on the development of advice, guidance and business processes to support national and local operational teams in achieving better outcomes for biodiversity so that the EA continues to create better places for people and wildlife. This will help ensure we play our part in delivering the 2023 Environmental Improvement Plan.

Local Operations – Area Team

Role: We are looking for a couple of Industrial placement candidates to join our Hertfordshire and North London teams based at Welwyn Garden City. Likely teams you might join are our Environment Programme team, who deliver key partnership projects to improve the river and water environment, or our Installations team who regulate large Industrial sites and ensure impacts to land, air and water are managed and minimised. Whichever team you end up joining, we can provide you a supportive team environment to learn about the Environment Agency and a varied programme of tasks and projects to get involved with during your time with us.

Team information

You will be part of our Hertfordshire and North London Area, working not only to deliver Environment Agency objectives within your team but alongside other teams within a department and throughout the Area. Our teams are an inclusive, diverse and passionate part of our organisation often delivering with communities and partners to achieve our goals.

Previous Industry Placement Roles Cont.

Local Operations – Operations, Regulation, Monitoring and Customers (Ops RMC)

Role: This is an exciting opportunity for you to develop your skills and be part of the Climate Change Trading & Regulatory Services (CCTRS) team assisting customers to comply with their obligations to the UK Government's climate change schemes.

The types of work you will be involved in include:

- Assisting senior officers within the team
- Answering customer technical queries through our helpdesks
- Processing simple permits and applications
- Updating IT systems and supporting account maintenance
- Assisting the delivery of some aspects of compliance audits and enforcement work within regulations
- Providing excellent customer service
- Compliance auditing

Behavioural Based Assessment

Standard Environment Agency recruitment tends to use Competency based questions to evaluate applicants for positions. These questions tend to favour applicants who can give experiences based in professional settings. As we do not expect applicants to our career entry initiatives to have prior work experience, we have chosen a Behavioural Based Assessment (BBA) approach

Three success criteria have been selected that the BBA will score you on, and you will be receive an overall percentage mark. A minimum overall rating has been set for this programme and you will not be invited to interview if you score below that threshold. You will receive a short report from Artic Shores of completion of the behaviour based assessment which will highlight your results and give feedback.

We have chosen the success criteria based on what is the most important capability for working in the Environment Agency. As an example, the BBA will measure how you structure and plan your workload, how you progress and complete tasks to expectations and adapting your behaviour for effective relationships. Please note these may not be the exact success criteria we have selected but are examples.

When invited to complete the behavioural-based assessment (BBA), you can select the Reasonable Adjustment option if needed. You'll also have an opportunity to discuss any specific adjustments with Artic Shores, who administer the assessment, before starting. Additionally, a button is provided to confirm if no adjustments are required, ensuring all candidates' needs are considered.

Behavioural Bases Assessment cont.

When an adjustment is requested, Artic Shores will implement relevant scoring or timing modifications, or a combination of both, to ensure a fair assessment. They also conduct adverse impact analyses focused on neurodiversity, validating that neurodiverse candidates experience no disadvantage in the process.

Industry placement testimonial

Solveig

I joined the EA in September 2023 for the year long Process Engineering Placement scheme. I decided to do this placement after my second year at university studying environmental engineering.

During my time I was able to work within 3 teams of the Agency. Within NPS I was able to work on a variety of applications ranging in their complexity. I was very fortunate to go on a range of site visits, gaining awareness of different areas of industry. Lastly in E&B I have been able to develop more of my report writing and presentation skills while carrying out data analysis on questionnaire results regarding Climate Change Adaptation. I have been able to present to many sector groups within the Agency and the positive feedback has been rewarding.

This placement has allowed me to greatly improve my confidence and I have a much broader understanding of the role regulation plays in industry which I was not able to grasp while at university.

I have also had the opportunity to travel throughout the UK for internal meetings, the IChemE Hazards conference and Frank Morton. All these experiences have greatly increased my awareness of the role that the Agency plays but also gave me chances to connect with other companies and see what the rest of industry has been accomplishing.

While working for the Environment Agency I have felt respected and appreciated for the work I was able to complete. There is great flexibility within the company for working hours which has been a benefit for being able to see family across the UK.

Overall, the experience this year has been great. Everyone within my local team has been welcoming and supportive of my development, making sure I was able to get the most out of my year here.

Sustainability

We all have a role to play in tackling the climate emergency, which is why the Environment Agency has committed to reaching net zero by 2030. Our sustainability plan - eMission2030 – outlines our ambition for the future and use hard evidence to radically change our way of thinking to build sustainability into every decision we make.

We have adopted the United Nations Sustainable Development Goals (also known as The Global Goals) as a framework for eMission2030 – to tackle a broader range of social and economic development issues.

It will require every single one of us to play our part, to think and act differently, and to make choices and changes that won't always be simple. As an organisation, we will inform, engage and empower our staff to be climate champions, and to support and challenge themselves, each other, and everyone we work with to create real change.

We'll use our sustainability credentials to help us attract the best talent and increase equality, diversity, and inclusion across the organisation. And when new employees join us, they will be trained right from induction on our net zero ambition and how they can help achieve it.

We don't have all the answers, and we know we won't always get it right. But together, and with your thoughts, ideas, and suggestions, we can make a huge difference.