

Early Careers Candidate Pack

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Please think of the environment and do not print this pack unless necessary



Welcome to the Environment Agency – where your work truly matters.

We're tackling the biggest environmental challenges of our time: helping people and wildlife adapt to climate change, reducing risks from flooding, drought, sea level rise and coastal erosion. Improving the quality of our water, land and air by fighting pollution, and we're creating a healthier, more diverse environment that enriches lives and supports sustainable growth.

We can't do this alone. That's why we work with the Defra group, government, local councils, businesses, community groups and local communities - because together, we make a difference.

Established in 1996, the Environment Agency has over 12,000 employees working across England. Our head office is in Bristol, with another in London, and 14 regional areas supported by local offices. See a [map of our areas](#).

We're made up of diverse teams with one shared mission: to create a better place. For more details on our structure, see our [EA Org Chart October 2025](#) and explore our departments on our [careers website](#).

Every image you see in this pack features real people from our teams, because everything we achieve starts with passionate individuals like them - and like you.



What inspired you to join the Environment Agency, and how did your journey lead you here?

"I wanted a job that serves a sense of purpose for me and with this role in the EA, I feel like I have a larger mission to think of the bigger picture and how my day-to-day help the agency achieve those objectives."

- Govind, Summer Intern





Early Careers - Shape the Future with Us

Starting your career with us means shaping the future and making an impact that lasts. You'll learn, grow, and contribute to work that matters from day one.

Our opportunities are broad. Many roles focus on **environmental and scientific work** - from hydrology, ecology, and engineering to data analysis and regulatory services. These are the roles that help us tackle climate change, manage flood risk, and protect water, land, and air quality.

But that's not all. We also need people in **legal services, business operations, recruitment and outreach, communications, IT and digital services, policy and strategy, and project management**. These roles keep our organisation running and ensure we deliver on our mission.

Whatever your passion - you'll work in a **purpose-led organisation**, supported by a **people-focused culture that values development and flexibility**.

Incident response is a vital part of what we do.

While most Early Career roles aren't directly involved (and trainees on the Graduate Scheme won't be expected to take part in their first year), you'll see how this work shapes our priorities and learn how we keep communities safe.

Every role contributes to ensuring urgent work gets done when it matters most. [Click here to learn more about our Incident Management.](#)

Proud to be a Top Graduate Employer

We're proud to be recognised as one of **The Times Top 100 Graduate Employers for 2025!** This achievement reflects the growing reputation of the Environment Agency as a place where graduates want to start their careers and make a real impact.

If you're looking for a role where your ideas matter and your work helps protect the environment for future generations, join an award-winning employer and **have influence that lasts**.

What did your role teach you that academia didn't?

"The Environment Agency is a very large and diverse organisation with a plethora of roles. In university we only ever interacted professionally with other chemical engineers, therefore the ability to speak with and learn from many different people within the Environment Agency has made me not only more understanding of how chemical engineering relates to different fields, but also how to tailor the topics I speak about towards different audiences."

- Anthony, Process & Chemical Engineering Industry Placement



Now explore our current Early Careers Programmes and see how you can do meaningful work, build skills, and shape outcomes that matter - for communities, the environment, and the future.

Some details, like hours and office days, may vary by role, in line with our flexible working policy.

Other opportunities are available throughout the year, for more information visit [Early careers - Environment Agency](#)

Programme	Length	Period	Salary*	Weekly Hours**	Support & Development***
Graduate Scheme (ES-GTS)	Permanent	21st September 2026	£30,685	37	Line Manager, Graduate Buddy, Professional Mentor, Work towards chartership and a dedicated support network
Industry Placement (IP)	12 months	07 Sep 2026 – 03 Sep 2027	£25,301	37	Line Manager, Office Buddy, Mentor
Summer Internship (SIP)	12 weeks	22 Jun – 04 Sep 2026	£25,301	37	Line Manager, Office Buddy, Mentor

*Salary for Internship is pro-rated from £25,301 for the 12-week duration.

**Hours and office days may vary in line with flexible working policy.

***Professional mentoring available for Graduate Scheme.

Benefits That Help You Thrive

We believe in supporting you to thrive - at work and beyond. Here's what you can look forward to...

Flexible Working

We know life isn't one-size-fits-all. Wherever possible, we offer flexibility to help you balance what matters most while delivering great outcomes.

Most roles combine office, field, or site time with home working (activity-based attendance). Options like part-time hours or compressed weeks can be explored. We consider every request fairly and individually - there's no automatic right, but we aim to help you thrive.

Want to know more?

Every role is different. The Additional Candidate Pack outlines details for each role, including working arrangements - office time, home-working options, and any short-term placement requirements.

Pension

Secure your future with one of the most generous schemes in the sector:

- Employer contribution of 19%
- Career-average scheme with tax relief on contributions services

Leave

- 25 days of annual leave plus bank holidays, pro rata for roles shorter than 12 months.
- 2 paid environmental outcome days for community activities
- Enhanced maternity, adoption, and paternity leave
- Additional paid leave for public duties and special roles

Health & Wellbeing

- Occupational health advisory service
- Free eye tests every 2 years
- Employee assistance service for confidential support
- Sports and social club with subsidised events
- Discounts on health clubs and wellbeing services

Support Networks

Feel connected and supported through:

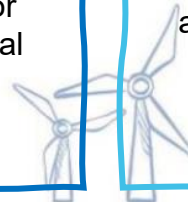
- Mentoring and coaching for career growth
- Employee networks championing wellbeing and inclusion
- Access to confidential assistance services

Personal Development

- Individual performance plans and career progression support
- Technical, managerial, and personal skills training
- Leadership development initiatives
- Professional subscriptions (two relevant bodies for contracts over 6 months)

Discounts & Perks

- Shopping and leisure discounts
- Eligibility for Blue Light Card for extra savings
- Travel and transport benefits



Our Culture

Our culture is shaped by EA2030 and underpins how we work to create a better environment for people and nature. These guiding principles define how we operate:

Act with clarity – we are clear about our role, scope, and purpose. We simplify how we work and act as one organisation with shared priorities.

Act with knowledge and conviction – we lead with science and insight, speak with authority, and influence change. Focus on efficient and effective delivery – we commit to outcomes, embrace efficiency, and become more financially self-sufficient.

Find solutions to problems old and new – we innovate and apply modern science, technology, and ways of working to drive lasting change.

Work closely with partners – we collaborate to solve problems and make progress as the world changes. Serve with care – we prioritise health, safety, and wellbeing, looking after each other and the communities we serve.

Equality, Diversity and Inclusion

At the Environment Agency, we believe diversity drives progress and innovation. Our strength lies in the unique perspectives and experiences of our people, and we're committed to creating an inclusive workplace where everyone can thrive.

We welcome applications from all backgrounds and particularly encourage those from underrepresented groups – ethnic minority communities, people with disabilities, women, LGBTQ+ individuals, and those from disadvantaged socioeconomic backgrounds. Your individuality matters, and together we can build a workforce that reflects the communities we serve and shapes a better future for people and nature.



What's one reason you'd recommend working here to someone else?

*“The Environment Agency gives you the opportunity to continuously grow whilst contributing to work that truly matters”
- Nathalie, Industry Placement*



Disability Confident Scheme

We are committed to the Disability Confident Scheme. Applicants can choose to declare if they consider themselves to have a disability on their application form and, if they want to be considered under the scheme, we guarantee an interview for any person with a disability as defined by the Equality Act 2010 if:

- They have a physical or mental impairment.
- The impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities.

This provides disabled applicants (including neurodiverse people and those with hearing or visual impairments) with the opportunity to demonstrate their abilities beyond the initial application stage by offering an interview, provided the candidate meets the minimum criteria for the job.

What does 'minimum criteria' mean?

Applicants must show in their application that they meet the essential requirements for the role, such as qualifications, skills, or experience listed as essential.

To apply under this scheme, please go to the **Equality and Diversity** section of your online application.

Please note: The Disability Confident Scheme secures an invitation to interview if you meet the minimum criteria - it does not guarantee a job.

Reasonable adjustments

Candidates can detail if they will require Reasonable Adjustments at any selection stage by completing the Additional Information section of their application. If adjustments have not been recorded, applicants can choose to declare this information at any point prior to assessment or interview by contacting eacareerentry@environment-agency.gov.uk.



Interview Stage: Candidates will be asked about any reasonable adjustment that they might require during the interview process. This may include, for example, written version of interview questions, use of specialist software or additional time to complete an exercise, use of a sign language interpreter if a candidate is deaf.

On Appointment: Any necessary workplace adjustments you require will be discussed and put in place before you start work.

Disability leave

Disability leave is a workplace adjustment to help you manage your disability at work. You may need additional time off to support you with assessment, treatment or rehabilitation for your medical condition and disability leave is designed to cater for this.

If you have a “physical or mental impairment that has a substantial and long-term negative effect on your ability to do normal daily activities” (Equality Act 2010) you may be eligible to request disability leave. This can include neurodiverse people and people with hearing loss or a visual impairment.



Employee networks

Building an Inclusive Culture

We have a number of employee networks that provide valuable support to our colleagues, including the following themes:

- Age
- Race and ethnicity
- Sexual orientation
- Sex
- Gender and gender reassignment
- Mental health
- Disability, including non-visible disabilities and neurodiversity
- Faith and belief
- Social equity
- Respect at work

These networks provide safe spaces to share experiences, connect with others, and influence positive change across our organisation.

► Watch our video: [Value difference: include everyone](#)

Early Careers Networks

We also have dedicated networks for career entrants to help you settle in, build connections, and grow your skills. Our networks are run by career entrants for career entrants and includes:

- Hub meetings
- Topic talks
- Skills sessions

Our policies on bullying, harassment, and discrimination

We are committed to providing a work environment that is free from bullying, harassment and discrimination, and one where everyone is treated with dignity and respect.

Our Code of Conduct and supporting policies set clear expectations, and employees have multiple ways to seek support or raise concerns.

Should you witness, or be subject to bullying and harassment, you can:

- Report using our 'Speak UP' online reporting tool
- Talk to one of our Respect at Work advisors.
- Call the Employee Assistance Programme.
- Contact a trade union representative.
- Speak to your manager, or another you feel comfortable with.
- Speak to a colleague.

Why do you love working at the Environment Agency?

"EA truly care about you holistically, not just professionally. Health, Safety and Wellbeing and work-life balance are top priorities." - Thomas, Graduate Trainee



How to apply

Here is a roadmap of the application journey. We've kept things simple and transparent so you can focus on showing us your potential:

1. Online Application

– Tell us about your skills, motivations, and why you're excited to join the programme.

3. Shortlisting

– We'll review your application and BBA results to make sure you meet the educational requirements. Shortlisting is based on the strength of your responses and your assessment score.

5. Onboarding

– You'll complete pre-employment checks, including the Baseline Personnel Security Standard (BPSS) check, which involves a basic criminal records check.

2. Behavioural Based Assessment (BBA)

– Delivered by Arctic Shores, this interactive assessment uses game-style tasks to measure your natural, work-relevant behaviours. It's a fair and engaging way to show us how you think and work - no trick questions, just real insight.

4. Interview

– If you're shortlisted, you'll be invited to one virtual interview - your chance to shine and tell us more about yourself. The interview will focus on capabilities that are most relevant to the role. We'll use the Environment Agency Capability Dictionary as a guide for the questions and scoring, so you know exactly what we're looking for.

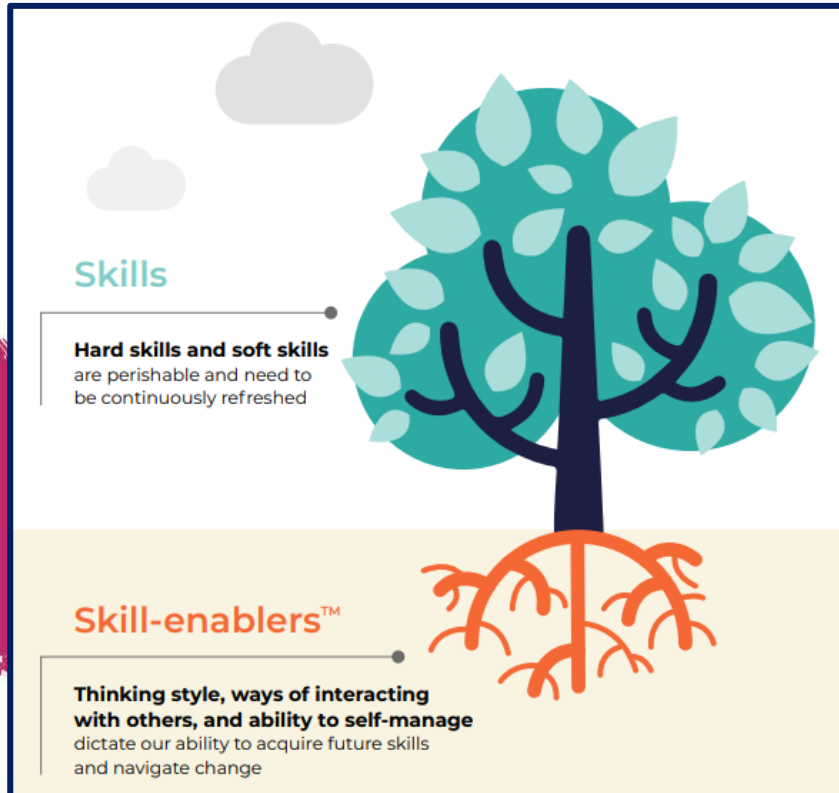
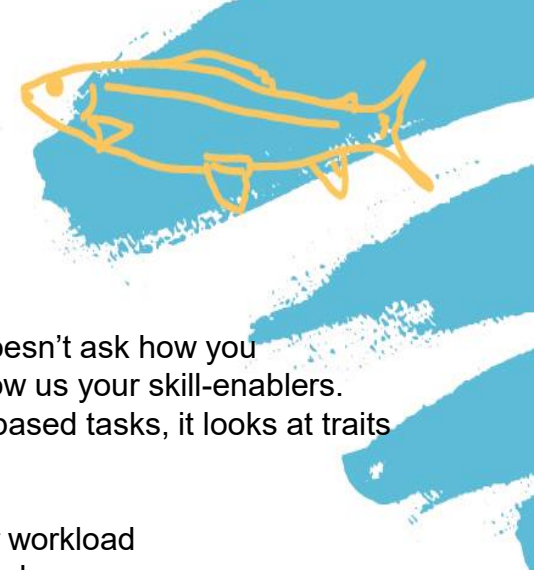
6. Induction

– From day one, you'll be supported by your line manager and wider teams. Each scheme includes built-in support to help you develop and thrive.

Want to know when things happen?

Specific timelines for each programme are included in the **Additional Candidate Pack**.

What is a Behavioural-Based Assessment (BBA)?



Unlike traditional tests, the BBA doesn't ask how you think you'd behave - it lets you show us your skill-enablers. Through engaging, neuroscience-based tasks, it looks at traits like:

- How you plan and manage your workload
- How you complete tasks and track progress
- How you adapt and build relationships

These behaviours reflect the qualities we value most at the Environment Agency. It's a fairer, more objective way to understand your potential - especially for early career roles, where CVs don't always tell the full story.

Many of the skills we look for across different early career roles overlap. So, if you apply for more than one role, you'll only need to complete the game for any new skills. Where skills overlap, we'll use your previous results - saving you time and making the process fairer and more efficient.

Want to prepare?

Check out these Arctic Shores resources:

[What to expect from the assessment](#)

[Do I need to practice](#)

[Neurodiversity and assessments](#)



Preparing for Your Interview

Your interview is your chance to show us how your skills and experience match what we're looking for. We'll assess you against capabilities that fit the role, using the Environment Agency's [Capability Dictionary](#) as our guide.

What does this mean?

- Each role has a set of capabilities that matter most for success - things like Achieves Results, Communicates Effectively, or Works in Teams.
- These capabilities are drawn from our Capability Dictionary, which explains what each one means and the behaviours we look for.
- At interview, we'll ask competency-based questions linked to these capabilities. Your answers help us understand how you've demonstrated these behaviours in real situations.

How to prepare

- Check the [Capability Dictionary](#) to understand the capabilities for your role.
- Use the STAR method to structure your answers:
 - Situation – What was the context?
 - Task – What needed to be done?
 - Action – What did you do?
 - Result – What happened and what did you learn?

Tip

Show Us What Makes You Stand Out - You can draw on experiences from work, university, volunteering, or personal life, but make sure your examples really highlight your skills. Keep your answers clear and focused and be ready for follow-up questions.

Avoid using the same example everyone else does (like your dissertation). Instead, choose situations that show how you've solved problems, worked with others, or achieved results. The more relevant and distinctive your examples, the more they'll help your application shine.

What advice would you give to someone thinking about joining the EA?

“Spend a good amount of time on the capability questions because these are where you can really show off the skills that you can offer to the EA.”
- Megan, Graduate Trainee



Right to Work and Pre-Employment Checks

Before you apply, make sure you have the right to work in the UK. If you're unsure, you can check what documents you need on [Work in the UK - GOV.UK](#).

As part of joining us, we'll carry out some standard checks to keep everyone safe. For most roles, this means a **Baseline Personnel Security Standard (BPSS)** check, which includes a basic criminal record check.

Some roles require a higher level of security clearance, such as Security Check (SC) or Counter Terrorist Check (CTC). This usually applies to positions based in certain locations, like London, or roles that involve working with sensitive information or areas. If your role needs this clearance, we'll let you know early in the process and guide you through what's involved.

What advice would you give to someone thinking about joining the EA?

"If you're thinking about joining the Environment Agency, my advice is simple: Be curious, proactive, and learn whatever you can! It's an incredible opportunity to combine your passion with purpose".

- Matthew, Process and Chemical Engineering Industry Placement



Ready to Make an Impact?

Your career starts here. At the Environment Agency, you'll do work that matters - protecting people, places, and the planet for generations to come.

Whether you join us as a graduate, intern, or placement student, you'll gain skills, experience, and support to shape a future you can be proud of.

Have influence that lasts

To find out more visit [Early careers - Environment Agency](#)