

create a better place



FCRM Senior Advisor

Candidate Information Pack

Job title: FCRM Senior Advisor
Job location: West Malling
Date: 28th November 2017
Reference: 7162

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1. Our organisation

Our organisation

We are the Environment Agency. We protect and improve the environment. Acting to reduce the impacts of a changing climate on people and wildlife is at the heart of everything we do. We reduce the risks to people, properties and businesses from flooding and coastal erosion. We protect and improve the quality of water, making sure there is enough for people, businesses, agriculture and the environment. Our work helps to ensure people can enjoy the water environment through angling and navigation. We look after land quality, promote sustainable land management and help protect and enhance wildlife habitats. And we work closely with businesses to help them comply with environmental regulations. We can't do this alone. We work with government, local councils, businesses, civil society groups and communities to make our environment a better place for people and wildlife.

Of course, none of this will be possible without the professionalism and dedication of our staff. We're committed to helping our people to find new ways of working and to maintain our focus on creating a better place for people and wildlife. For more information on the Environment Agency and what we do, please visit:

www.environment-agency.gov.uk/aboutus





2. The role

Role

Provide specialist advice and knowledge to shape/inform/deliver FCRM and incident management outcomes and stakeholder agendas and/or analyse, design and implement approaches to deliver cost effective and sustainable operational outcomes to secure positive outcomes for people and wildlife.

Recognised technical or professional expertise to develop sustainable future facing solutions for their work area.

Principal accountabilities

1. Provide specialist advice, guidance and support to senior managers / external partners, in line with relevant legislation and best practice, in order to effectively underpin risk based decision making and support environmental outcomes.
2. Develop, review and improve technical documentation, to enable consistent / appropriate understanding and application in the business that enables effective service provision.
3. Establish and maintain good relationships with internal and external partners to influence their activities and promote and enhance the Environment Agency's goals and reputation.
4. Develop and implement systems and tools for monitoring and reporting on service delivery, to assess and interpret operational performance / compliance and advise senior managers on implications and appropriate action.
5. Develop, maintain and share technical expertise with staff to improve knowledge and competence throughout the organisation as required.
6. Lead or support local / national project teams to achieve well planned and managed integrated solutions that progress effective change and improvement in the Environment Agency.

Knowledge/Qualifications

Educated to degree level or equivalent, or able to demonstrate comparable technical know-how, in a relevant subject.

On occasion it will be desirable for candidates to have, or be working towards, a specific professional qualification or membership of a professional body. For some roles it may be essential.

Skills/Abilities/Experience

- Particularly in key operational roles, we would expect an appropriate level of experience and commensurate knowledge of managing in health, safety and wellbeing in a high risk environment.
- Providing technical leadership, and/or professional knowledge and application, to influence and inform government stakeholders/regulators, on environmental issues.

AND/OR

Translating Government policy/legislation into approaches for frontline delivery, in a regulatory / operational environment.

- Can demonstrate professional leadership and experience of implementing best practice solutions based on up-to-date knowledge and expertise.
- Actively forming and maintaining close links with internal and external partners/stakeholders to deliver the outcomes of both a specific function/project/team and the wider organisation.
- Prioritising and delivering work within a programme and project management framework to time, cost and quality.
- Shaping and facilitating change/new ways of working to improve efficiency & productivity (whilst making and responding appropriately to constructive challenge)
- Identifying critical knowledge gaps in the business and developing solutions to address them.
- Facilitating value, accountability and performance across the team including assessing how best to allocate resources to maximise outcomes.
- Using political sensitivity when responding to the needs of customers, stakeholders and communities.
- Using strong communication and networking skills to influence, or help deliver outcomes through, partner/stakeholder organisations.
- Interpreting/evaluating evidence to propose effective solutions for challenging problems.

- Some national travel is required
- A driving licence is essential
- Some standby and on-call work is required
- As part of your role with FCRM you will be required to take part in incident response. Your line manager will confirm the specific arrangements with you depending on your role.

3. Salary and benefits

Join us in this role and you will enjoy the following benefits:

Grade Rate:	£43,777
Location:	Orchard House, Endeavour Park, London Road, Addington, West Malling, Kent, ME19 5SH
Hours of work:	37 hours, Permanent
Leave entitlement:	<p>Your leave allowance in this role will be 27 days plus bank holidays.</p> <p>We also offer up to two days paid environmental outcome days each year. These give you the opportunity to take part in community activities with a clear environmental outcome for people and wildlife.</p>
Pension:	<p>We will enrol you into the Environment Agency Pension Fund (EAPF) on commencing employment, if your employment contract is for 3 months or more. The EAPF is part of the Local Government Pension Scheme (LGPS). It is a career average scheme, which means you will build up benefits based on your pay each scheme year rather than your final salary.</p> <p>We will base your pension contributions on your actual pay and you will receive tax and national insurance relief on your contributions. The pension contribution rates currently range between 5.5% to 12.5%. Whilst you are in the scheme we will also pay an employer contribution into your pension pot. We currently pay 18.5%, so this is a very generous scheme.</p>
Work/life balance:	We support flexible working hours and practices to help you strike a good balance between your work life and your personal life. We will also encourage you to keep developing your skills and professional knowledge throughout your career.
Diversity:	<p>We are committed to diversity and inclusion. We want all our staff to feel valued and respected and to see this as a great place to work. Diversity: it's in our nature.</p>



4. Further information

Interviews will be held week commencing 15th January 2018.

Occasional travel throughout the area is expected. Therefore a full driving licence is required.

The Environment Agency is a Category 1 responder. You'll be expected to participate in our incident response and have a role in an incident, which may include out of hours working.

For an informal discussion about the role, please email Simon Curd, Partnership & Strategic Overview Team Leader on simon.curd@environment-agency.gov.uk

We are fully committed to having an inclusive workforce to reflect the communities we serve. We welcome flexible working patterns for all our vacancies, including job share, so please include clearly any information regarding your preferred working arrangements on your application.

The Environment Agency values a diverse workforce and welcomes applications from all sections of the community who wish to join a workforce which embraces difference and welcomes everyone.

We particularly welcome applications from Black, Asian and Minority Ethnic (BAME) and female candidates who are under-represented across our workforce.

We welcome flexible working patterns for all our vacancies, including job share, so please include clearly any information regarding your preferred working arrangements on your application.

Please note that Environment Agency employees are not civil servants so you may wish to check your eligibility for continuity of employment by contacting your HR department. All eligible bodies are listed in the Redundancy Payments (Continuity of Employment in Local Government etc.) (Modification) Order 1999.

Employment agency workers and contractors are considered to be external candidates and should therefore only apply for positions that are being advertised externally. They are also not eligible to claim continuity of employment should they be successful in securing a position with the Environment Agency.

To find out more about what it's like to work at the Environment Agency, please visit:
<https://www.gov.uk/government/organisations/environment-agency/about/recruitment>

Please note all successful applicants must undergo Baseline Personnel Security Standard (BPSS) checks prior to commencement of employment. This includes a basic criminal records check.

For the great majority of roles in the Environment Agency this will be sufficient and only certain roles will require a higher level of clearance. Should this be necessary, you will be advised of this during the recruitment process.

5. How to apply

We use an online recruitment system. To make the application process simple and straightforward, and so that you know how it works and what we need from you, we've put together a few hints and tips.

The first thing you need to do is sign up to our recruitment system. You will need a valid e-mail address to log in and apply for opportunities, as all communication from us will be via e-mail. You can do this via the vacancy you are interested in by selecting '**Apply**' at the bottom of the advert. (For some jobs, you'll be asked to download a candidate pack, like this one, where you'll find specific application instructions.) Once you've clicked this link you'll then be asked 'Do you have the right to live and work in the UK?', 'Do you have the required qualifications or equivalent experience, which were stated in the job advert?' and 'Are you currently an employee of this organisation?' Simply answer yes or no and you can carry on with your application. You'll then see the '**Register**' page. Simply complete the details and select '**Submit Registration**' and register to the system. You only need to sign up to the system once; you'll just be able to login next time.

When it comes to the actual application, you need to fill out each section, please be aware that the system will automatically time out if you are inactive for more than 60 minutes. This will result in any unsaved information being lost so make sure you save what you are doing regularly. Once you've finished, your details and information will be saved on the system for any future applications – of course, you can edit your details at any point.

When you apply to the Environment Agency for a job we will ask you to provide your personal data on our application form. We need this information so that we can establish your identity and your right to work in the UK.

You can read our Data Protection Statement on the application process page of our recruitment system. It is also available for reference on each page of the actual application.

Competence Questions/Statement

We're keen to know what makes you right for the job you're applying for and why we should ask you in for an interview. The competence questions/statements are your chance to convince us! You should demonstrate how your skills, qualities and experience meet the requirements of the job (as described in the job advert and candidate pack). And instead of simply telling us, show us: use real life examples of where you've used a certain skill or how you've practically applied your experience.

There's a 250 word limit per competence including spaces. It's a really important part of the selection process so make sure you keep your statement relevant and concise. Think about what we need to know about you and what you'd bring to the role and our organisation.

Application questions

For some roles, we'll ask you some specific questions, like if you have a preferred work location. If you're disabled and you'd like to be part of our Guaranteed Interview Scheme, you can add this information in here.

Equality and Diversity

We're committed to reflecting the communities we serve and we'd like you to tell us about yourself and your background.

Submitting your application

Once you've filled out and completed everything, you'll be prompted to submit your application. Simply click the button and you're done. If, at any stage, you have questions or problems, please contact the recruitment team on 0345 300 1861 or email ea_recruitment@sscl.gse.gov.uk

If you have been unsuccessful with your application you can set up email alerts for future vacancies. You will automatically receive an email when a job that matches your criteria becomes available. To do this simply click on **'create a new job alert'**, enter your job criteria and save.

