

create a better place



Environmental Senior Permitting Officer Installations Grade 5

Candidate Information Pack



Job title: NPS Senior Permitting Officer Grade 5

Job location: Birmingham, Bristol, Exeter, Newcastle upon Tyne, Nottingham, Peterborough, Preston, Reading, Sheffield, Warrington, York.

Date: July 2022

Reference:

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1. 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 are committed to promoting equality and diversity in all we do, and to valuing the diversity of our workforce, customers and communities.

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

[Website](#) | [Twitter](#) | [Facebook](#) | [LinkedIn](#) | [Instagram](#) | [Flickr](#) | [YouTube](#)



2. Salary and benefits

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

Grade Rate:	£36,389 - £43,385 (pro rata if part time)
Location:	National (Birmingham, Bristol, Exeter, Newcastle upon Tyne, Nottingham, Peterborough, Preston, Reading, Sheffield, Warrington, York).
Hours of work:	37 hours FTE, permanent
Leave entitlement:	<p>Your leave allowance in this role will be 25 days or equivalent, depending on working pattern, plus bank holidays. Your allowance will be pro-rata if you work part time or you are on an assignment to a role at a higher grade that attracts an increased entitlement. Your entitlement depends on your grade, your contracted hours, and your length of continuous service.</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 19%, so this is a very generous scheme.</p>

2. Salary and benefits continued

Work/life balance:	<p>We support flexible working hours and practices, including job share 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.</p> <p>As government restrictions continue to lift, Defra group is exploring future ways of working with flexibility in mind. This means, that subject to business need, successful candidates will be offered the option to combine working at home with working at their contractual Defra group workplace, with occasional travel to other work locations. Further information relevant to this post will be available for candidates invited to interview.</p>
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Diversity:

We are committed to diversity and inclusion. We aspire to be the best employer in the country for equality, diversity and inclusion (EDI) and want all our staff to feel valued and respected and to see this as a great place to work. From our EDI executive champions to our EDI employee networks, everyone has a part to play to embed equality, diversity, and inclusion in our organisation. Diversity: it's in our nature.

Relocation:

If you need to relocate to take up this role, we might be able to offer financial help with this. This will depend on your circumstances, so if it's something you are interested in, please discuss it with us to find out what the options are.

Tenancy deposit loan:

Our Tenancy Deposit Loan scheme assists employees directly employed by the Environment Agency in meeting the costs of a deposit for a privately rented home, which can sometimes act as a barrier to moving.

The scheme gives access to an interest free loan to pay for some or all of a deposit on a privately rented home. The loan can be paid back over a period of up to 12 months, directly from the monthly salary.



3. The role

Our advert describes the day-to-day activities of the role, the team it operates within and the skills/ experience we're looking for from applicants. This information should be read in conjunction with the job family role profile that we've provided.

In the Environment Agency, our roles are grouped by grade and similar characteristics into one of seven job families. Job families describe the work undertaken in broad terms. This enables us to use generic profiles to broadly describe 80% of the key accountabilities, skills and experience for each job family at each grade.

The role of Senior Permitting Officer fits into our Environment and Regulation job family at grade 5

Being a Senior Permitting Officer is one of the most important roles at the Environment Agency. As a Senior Permitting Officer, you will assess applications for a range of environmental permitted activities located all across the country. An environmental permit sets out the responsibilities and limitations on the activities that we regulate. You will carry out technical assessments according to Environment Agency (EA) processes and regulatory obligations, to protect the environment and local communities.

3. The role continued

What skills do you need?

The role of a Senior Permitting Officer varies, and you will need to demonstrate several key skills and personal characteristics. You will be expected to:

- Have technical experience of some sectors and amenity issues such as; combustion, chemicals, food and drink, waste treatment, landfill, refineries, metals, intensive farming, cement and lime, paper and pulp, incineration, oil and gas, noise, odour, dust, air quality, habitats, fire prevention plans or best available techniques (BAT).
- Hold a relevant degree or qualification.
- Have experience of training and/or mentoring staff in a variety of styles and platforms.
- Be able to demonstrate technical knowledge of amenity issues such as noise, odour, dust, air quality, habitats, fire prevention plans or best available techniques (BAT).
- Have experience of environmental permitting, such as site management, providing pre-application advice, making or assessing applications, regulating against or reviewing permits.
- Experience in environmental management and environmental risk assessment.
- Have clear and concise verbal and written communication skills to provide first-rate customer service.
- Be able to develop and maintain good relationships with internal and external customers.
- Understand the Environmental Permitting Regulations (EPR).
- Manage your time and organise your workload, delivering high work standards to agreed targets.
- Meet team and personal performance targets.
- Make, and justify, sound and timely decisions.
- Work independently when required, but also within your team sharing your learning.
- Be computer literate.
- Be passionate about the environment and have a willingness to learn about environmental regulation.
- Champion Equality, Diversity and Inclusivity (EDI) and our climate change emergency response. Your positive, visible and flexible leadership style, inspires and motivates others.

3. The Role continued

What experience do you need?

This is an exciting opportunity for several enthusiastic and motivated Senior Permitting Officers to join the National Permitting Service (NPS) installations regime at various locations. You'll determine complex applications and deliver pre-application advice for installations environmental permits for a range of process industry sectors. You will support other Permitting Officers across NPS and in your immediate team and have strong coaching, mentoring and training skills.

The role will require you to be able to manage a busy workload assessing a suite of applications at any one time. You'll pro-actively manage your own workload, seeking support and escalating issues as appropriate, to deliver high quality and risk-based environmental permitting decisions to tight deadlines. To achieve this, you'll have excellent interpersonal skills to develop and maintain excellent working relationships with customers. You must be prepared to have difficult conversations with customers and be able to clearly explain your decisions.

In exchange for your hard work, you'll have the opportunity to further develop your skills, expertise and career in this fast-paced environment, for example by taking on a lead role or getting involved in project work such as a permit review programme. Please see what permitting is all about in this video link:

<https://design102.wistia.com/medias/r9nquoaf56>

3. The role continued

What else do you need to know?

Our teams are working both in the office and at home. Some travel to other locations may be required to attend meetings and training.

Please contact the people below (vacancy managers) if you would like to discuss the role in more detail.

Marcus Woodward

Email: marcus.woodward@environment-agency.gov.uk

Telephone: +447826993834

Phil Lamb

Email: phil.lamb@environment-agency.gov.uk

Telephone: +447768006148

Maxine Evans

Email: maxine.evans@environment-agency.gov.uk

Telephone: +447802330187

To help bring the role to life, here are some views from current Permitting Officers:



Mark Barry

Warrington

Installations

As a Senior Permitting Officer, I get involved with a wide range of permitting issues including giving pre-application advice, interpreting risk assessments, and determining sites of high public interest. I work on several industrial sectors which match my background, experience and interests. The work is varied, and I pride myself on providing excellent customer service; enabling businesses to operate and grow, whilst ensuring we protect the environment and human health.

One of the most rewarding aspects of my role is providing coaching and mentoring support to other officers, to enable them to develop their technical ability and fulfil their potential. I am accredited as a Practising Environmental Regulator (PER) and support other officers in achieving the same. Beyond the 'day job', training and progression is supported by our managers to be an integral part of the role.

I am proud to work for an organisation that embraces difference, with a strong commitment to equality, diversity and inclusion. We are ranked within the Top 100 Employers for LGBT+ equality, and our ambition is to be in the top 10 in the future.



Tom Tartellin

Nottingham

Installations

I am a Senior Permitting Officer in the Nottingham Installations team. I've been working for the Environment Agency and specifically the National Permitting Service for 6 years. For most of this time I have been a Nottingham Centre lead for habitats and noise issues at regulated sites, at one point doing a stint as regime lead for habitats in the waste regime. In these roles I am expected to give technical support and training to the Nottingham installations teams; contribute to the strategic direction/process development; and quality assure assessments carried out by our permitting officers in these fields.

The Environment Agency is a special place where personal development and networking come hand in hand with the work. I am proud to work here and proud of the contribution we make. Just in our day to day permitting processes we help to prevent a vast amount of pollution from impacting upon people and the environment. I also derive significant satisfaction from the technical specialisation available in NPS, knowing that I have a skill set which is valued and regularly utilised. The EA is a diverse and inclusive organisation which allows for a good work/life balance. It also has a mentoring scheme available to all staff, which I have found very useful for developing technical skills and thinking about my next career steps from a more informed perspective.

As a Senior Permitting Officer, I am responsible for determining complex permit applications for landfill and installations - I have carried out this role for over 14 years now. I am involved in determining applications covering a variety of different sectors,

however at the moment my work is mainly concentrated on the landfill and waste treatment sectors. The work is really varied and we must keep up to date with changes to legislation and best practice guidance which keeps the job very interesting. I have had the role of landfill sector lead for over 3 years, which enables me to be more involved in changes which occur across the sector and also in training and development.



Tamara Hemsley
Warrington
Installations

As a Permitting Officer, we work with others to deliver outcomes, using a project management approach, developing positive relationships and by providing timely support. I enjoy answering queries and helping and mentoring other members of NPS. Communication, problem solving, and decision making are some of the key's requirements for this role.

The Environment Agency is a great place to work, the people are friendly and passionate about what they do. There are many opportunities for personal development and training, which is an important aspect of our role and is supported by NPS. Furthermore, as I have a young child, I can work flexibly to fit in around childcare and to ensure I maintain a good work/life balance.



Emily Pople
Bristol
Installations

I'm a Senior Permitting Officer based in Bristol and I've been with the Environment Agency for about nine years. I work full time, but make the most of flexible working to give me a work/life balance that suits me.

During my time in the National Permitting Service I've worked across a couple of different permitting regimes, originally joining the Waste regime before moving to Installations.

I determine complex permit applications across a variety of sectors, including combustion, landfill and chemicals. Each application is different so you are constantly learning new things, which keeps the job interesting.

A big part of my role involves providing support to colleagues. Helping others develop is rewarding and something I really enjoy. There have also been plenty of opportunities for me to learn on the job and access training. This has given me the chance to develop and progress in my career.

There are many great things about working for the Environment Agency, but one of the best things has got to be the people. I'm part of a great team in Bristol, everyone is really supportive and always happy to pass on their knowledge. I also really like that my day to day work has a direct impact on protecting the environment

and ties into other areas of the Environment Agency.

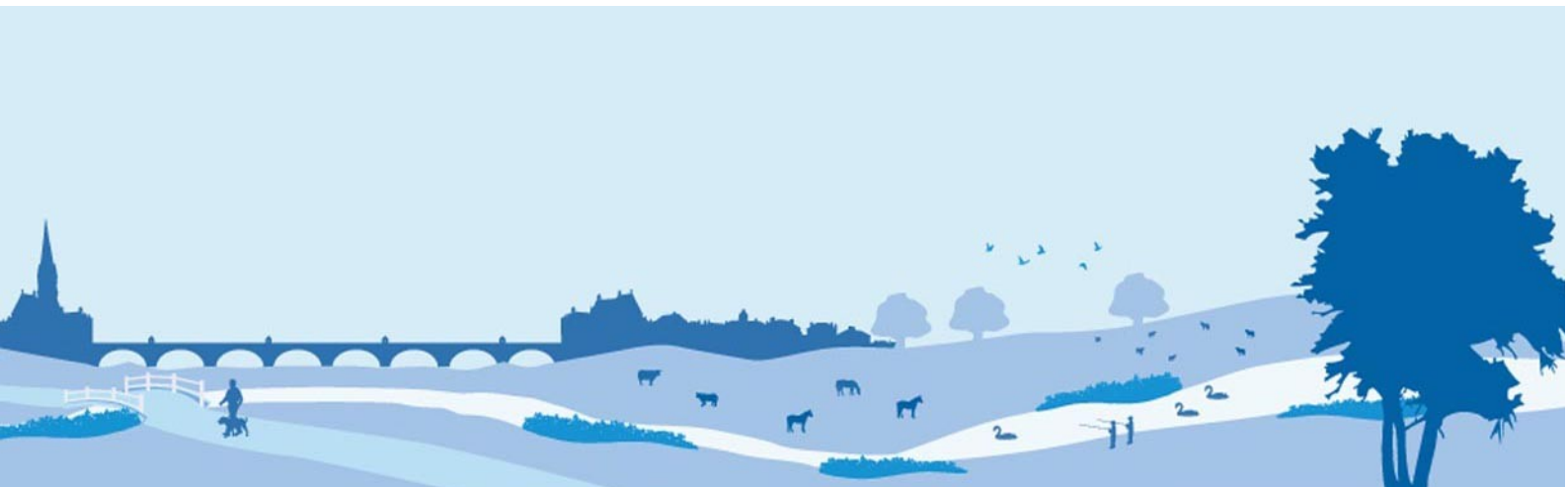


4. The Team

Environment Agency Permitting Teams' primary role is to protect the environment and support sustainable economic growth through determining applications for environmental permits and licences. Additional areas of work include providing advice and guidance to our internal and external customers and supporting other functions at the Environment Agency, including flooding and environmental incident response.

Permitting is the foundation of the regulatory cycle, and crucial to the economy, people and wildlife. The Regulated Industry Installations teams determine applications for sectors including food and drink, intensive farming, incineration, combustion, chemicals, waste and landfill. This could also include sites of high public interest and nationally significant infrastructure projects.

We work together across NPS (National Permitting Services) nationally and in friendly, helpful and supportive teams.



5. Training and Development

At the EA, it is fundamental to our success that our staff have the appropriate knowledge and understanding in order to effectively deliver our work. We will therefore invest significantly in providing you with excellent training opportunities.

Our training and development programme has been designed to ensure that you develop a good understanding of Environmental Permitting Regulations and further develop your personal effectiveness skills. You will develop technical knowledge by receiving training in environmental permitting.

What will the training be like?

The training will be a combination of:

- On the job training, computer based learning and virtual classroom sessions.
- Coaching and mentoring from more experienced staff, to assist you in determining applications for activities or sectors which are more complex than previously experienced.
- In-house training sessions, for small groups delivered by technical leads to address newly- emerging priority work areas.

This training process provides you with an overview - a platform for you to build your knowledge on using live permits or licence applications.

5. Training and Development

continued

New Starter Training

In your new starter training, you will complete four main topic models – Induction, General Permitting, an area of permitting specialism and Personal Effectiveness skills.

What will the New Starter Training cover?

- Health, safety and wellbeing
- Introduction to the Environment Agency
- Environmental Permitting Regulations
- Environmental Risk Management
- Issuing and Maintaining permits
- Records Management and Data Protection
- Incident Response
- Customer service
- Continuous Professional Development

Your learning certainly doesn't stop upon completion of the new starter training – you are only just getting started! During your time with the EA, you will learn an awful lot by continuing to work on permits or licence applications as no two are ever the same.

We all learn at different rates and in different ways, which means there is some flexibility in the pace and progress of your ongoing training. In addition, there is no prescriptive program for what a Permitting Officer is taught after they complete the new starter training. Your learning will be somewhat influenced by the work that we are requested to deliver by our customers. We need to make sure that we are best able to deliver a service that exceeds the needs of our customers and that our staff have the required technical skills to help us achieve our potential and maximise our productivity.

We encourage our officers to be proactive in developing themselves. You may come into the role with no prior specialist knowledge, but there will be plenty of opportunities for you to specialise (according to your interest or your ever-developing work experience). Even if you are a specialist already, there is always opportunity for you to diversify as we deal with such a huge range of technical areas.

5. Training and Development

continued

This training will help you develop your knowledge on a variety of technical areas, which you will apply to your permit determinations. Your development will be structured through the following tools:

- A Technical Development Framework (TDF), which enables you to track and plan your development journey. TDFs take the high level technical capabilities for your job and describe the specific technical activities, tasks and indicators relevant to your role at each competency level. Progression through the TDF represents your developing skills and knowledge.
- Achieving “Practising Environmental Regulator” (PER) status, for officers who meet a prescribed level of capability within the TDF. This title is endorsed by industry certification bodies.
- You can also apply for Chartered Status if you meet the criteria for your relevant Professional Body. You will benefit from the Environment Agency paying for your annual subscription to your one chosen Chartered Professional Body.

This is a demanding but rewarding training and development programme, in which there is always more opportunity to learn. To succeed you will need to be self-motivated and take active ownership of your personal learning and development.

What will I achieve?

As a Senior Permitting Officer you will issue and maintain permits to protect the environment and support economic growth. As you gain more experience you will assist with providing pre-application advice to internal and external customers, whilst enhancing the EA's reputation.

In the past, Permitting Officers have developed themselves sufficiently over time through these roles, to progress to other roles elsewhere in the Organisation (such as Compliance teams and other areas of the business) in which they can share their permitting knowledge.



6. Is this the right career for you?

The Senior Permitting Officer role is varied and demanding, but it is very rewarding too. As with all jobs, some people are better suited to the role than others.

To help you decide if this is the right job for you, we have put together the following list of situations you may find yourself in as a fully trained Permitting Officer. You won't encounter these types of situations every single day, of course. But we would like to be honest with you so that you know if the role is something you will enjoy doing. If you are not sure whether the job is really for you, ask yourself and be honest – about how you would react to these situations having received the relevant training and development.

- You are working on a number of complex permit applications, each very different. All have deadlines at a similar time. It can be difficult to prioritise which you should spend your time on.
- You must make a risk-based decision on an environmental permit application when you have conflicting information and / or there is no clear policy.
- You do not have sufficient information to progress a permit application despite already requesting further information from the applicant. You know that the applicant needs the permit to secure a contract. You need to decide whether to request the information again or return the application and ask them to reapply when they have the correct information, knowing that this may mean that they lose out on the contract.
- You are dealing with an applicant who has limited technical proficiency, knowledge of environmental issues and the skills necessary to run their site in an environmentally responsible way. They may be evasive in their correspondence with you. You will need to be clear and direct in your communication style.
- You are dealing with an application which is a site of high public interest. There is an enormous amount of consultation responses from the local community who have raised their concern with their MP.

6. Is this the right career for you?

Continued

One of the many great things about being a Senior Permitting Officer is that you will genuinely make a difference for people and the environment. Here's what else you can expect in the day in the life of a Senior Permitting Officer:

- The opportunity to work on a huge range of permit applications - varying in industry type, size and complexity – no two sites are ever the same. As a senior permitting officer you will work on the more complex applications which may include sites of high public interest and nationally significant infrastructure projects.
- As part of your team you play a vital role in permitting variations to environmental permits, which include extra monitoring to allow us to assess changes to activity which might impact the environment.
- Train, coach and mentor permitting officers to improve their learning and skills
- A continual and varied development programme to help you constantly grow your knowledge and skills – see the Training & Development section.
- Working with operators to make environmental improvements on site e.g. increasing stack height to reduce air emissions, cleaning up contaminated land, reducing use of raw materials or improving water quality through better treatment.
- Whilst your job is office based, you get the occasional opportunity to go on a site visit with your colleagues who regulate a site. This gives you an invaluable insight into how the site operates and helps you to issue a robust permit.
- Undertaking periodic permit reviews to ensure that all operators continue to meet the latest and strictest environmental standards.



7. Further Information

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 aim to create and maintain a diverse workforce (including our Board and Executives) that better reflects the UK's economically active population. Therefore, we particularly welcome applications from Black, Asian and Minority Ethnic (BAME), disabled, female and LGBT+ candidates who are under-represented across our workforce.

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

All assessments and interviews will be carried out using MS Teams.

Interviews are scheduled to take place during at the beginning of August 2022.

Eligibility to apply and continuity of employment

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.

If you have been a member of a Regional Flood and Coastal Committee in the last 12 months we will not be able to continue with your application based on agreed appointment rules related to employing ex-RFCC members. We would welcome an application from you once the 12 month period have passed.

For applicants who currently work in local government or other bodies listed in the Redundancy Payments (Continuity of Employment in Local Government etc.) (Modification) Order 1999, you

may be eligible for continuous service for the purpose of calculating any future redundancy payment. In addition, if you can demonstrate that you have worked at the Environment Agency

7. Further Information continued

immediately before joining the Civil Service and are now being re-employed by the Environment Agency within a period of three years of leaving, you may also count your Civil Service employment for the purpose of calculating your service-related entitlements as outlined above. If you are unsure of your status then you should contact your own HR Team.

Pre-employment Checks

We apply the Baseline Personnel Security Standard (BPSS) check when recruiting staff to our posts. 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.

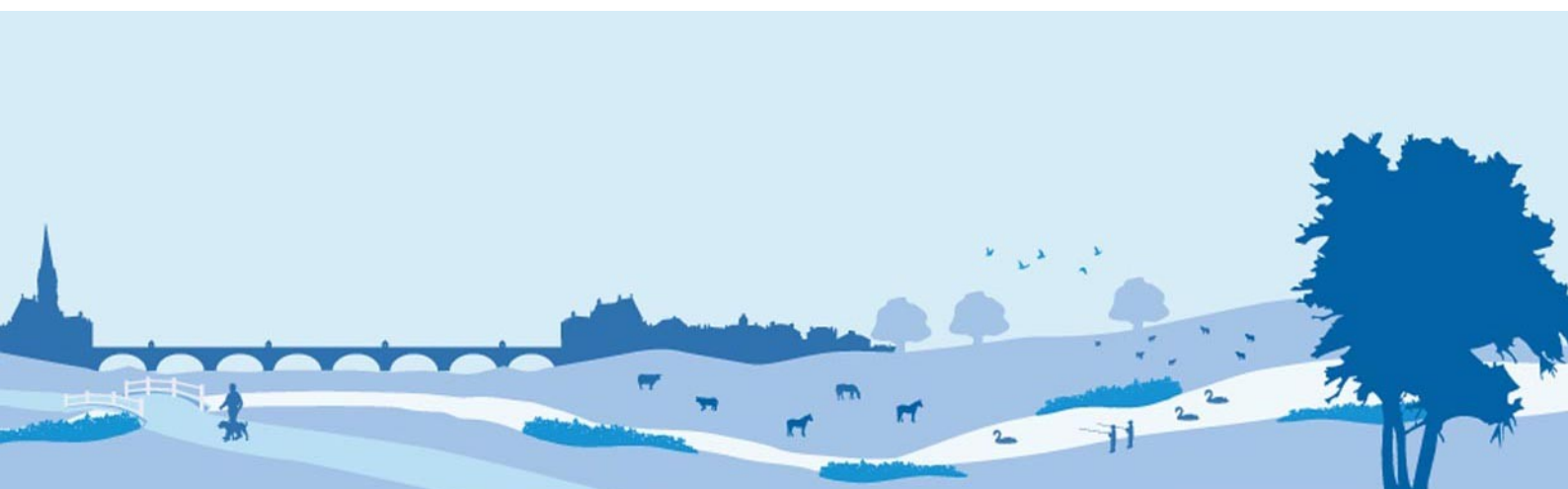
Positions based at our London office or roles that require frequent travel to London require CTC level security clearance. This will be confirmed to you during the recruitment process.

Want to find out more?

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>

You can also visit our careers site at <https://environmentagencycareers.co.uk>





8. 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. Make sure you have all the information you need about the vacancy. For some jobs, you'll be asked to download a candidate pack, like this one, where you'll find specific application instructions.

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.

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?
- 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.

8. How to apply continued

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.

CV and Covering Letter

Applying for this role is quick and easy, please submit your CV and a covering letter.

Please note – you must upload your CV and covering letter as one document/file on the recruitment system (do not submit them as separate documents).

Applicants should attach documents in one of the following formats:

- '.doc'
- '.docx'
- '.pdf'

A '.dotx' file it is not a recognised format and therefore will not be visible for sifting.

Curriculum Vitae

Your CV should be of no more than three A4 pages in length. It should be tailored to the requirements of the post and include details on your current and most recent role, skills, experience, notice period and salary.

Covering Letter

Your covering letter should be of no more than two A4 pages (Arial, 11pt) and should outline your experience and suitability for the role around the following:

- Managing your own time and workload and meeting performance targets related to you and your team.
- Being able to make and justify informed, timely decisions.
- Excellent communication skills the ability to build strong relationships with your customers
- Coaching and mentoring junior team members.
- IT skills including experience of working with data, managing information and using tools like Word, Excel and specialist digital tools relevant to your job.

Whilst relevant work experience would be an advantage, it's less important than key transferrable skills and personal qualities we're looking for. Experience of environmental permitting isn't essential; however, you'll have some experience or interest in the environment and regulation. We're looking for candidates with a genuine passion for the environment, who are keen to protect it by regulating damaging activities.

8. How to apply continued

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.

Please be aware that once you've submitted your application, with the exception of the 'Personal Details' section you will not be able to edit your application further. If you decide to withdraw your application, you will not be able to submit another application for the same vacancy.

If, at any stage, you have questions or problems, please contact the recruitment team on 0845 241 5350 or email ea_recruitment@gov.sscl.com

Setting up 'job alerts'

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.

ENVIRONMENT AGENCY BENEFITS



The Environment Agency offers an attractive and competitive benefits package, including:

Core Benefits	Training & Development	Work/life Balance	Health & Wellbeing	Finance
<p>Basic Salary Based on skills and experience, in which salary ranges are subject to review each year as part of the pay award.</p> <p>Pension Scheme A career average revalued earnings (CARE) pension scheme. Contributions are based on your full time equivalent pay, ranging between 5.5% and 12.5%. The EA contribution is currently 19% of your pay.</p> <p>Holidays Annual holiday entitlement starting at 25 days plus statutory bank holidays (pro-rata for flexible workers). We also offer up to two days paid environmental outcome days each year</p> <p>Enhanced statutory policies Enhanced maternity, adoption and paternity leave, and sickness absence provisions.</p>	<p>Performance Management Individual performance plans, learning and development matched to your agreed career objectives and progression plans.</p> <p>Learning & Development A range of training courses, leadership development initiatives and access to L&D materials are available, covering technical, managerial and personal skills.</p> <p>Examination Leave Paid leave for exams and revision for approved studies.</p> <p>Professional subscriptions We will pay the membership fees for one relevant professional association.</p>	<p>Flexible Working Flexible working patterns including job share.</p> <p>Travel & Transport Benefits A range of travel and transport benefits. Discounts on Haven Holidays and HotelStay.</p> <p>Shopping & Leisure Benefits A variety of discounts at online stores and leisure experiences available.</p>	<p>Occupational Health Access to Duradiamond Healthcare advisory service.</p> <p>Eye Care Free eye tests.</p> <p>Employee Assistance Service Access to Workplace Wellness available to you and your family</p> <p>Sports & Social Club Opportunity to benefit from a wide range of subsidised events and discounts.</p> <p>Health Discounts Optional discounts provided by a number of external providers and health clubs</p> <p>Local Benefits These vary from region to region.</p>	<p>Interest Free Loans For season tickets, bicycles and safety equipment.</p> <p>Special Leave Additional paid leave is available for employees taking part in public duties, trade union activities, special/trained forces and for health & safety representatives.</p> <p>Financial Education Club Providing guidance on how to manage your finances including information on credit scores, pensions, buying your first house and getting debt-free.</p> <p>Tenancy deposit loan scheme Access to an interest free loan to pay for some, or all of a deposit on a privately rented home.</p> <p><i>The following benefits only apply to eligible roles:</i></p> <p>Relocation Assistance Free Car Parking</p>