

create a better place



Groundwater Modelling Advisor

Candidate Information Pack



**Job title:** Groundwater Modelling Advisor

**Job location:** Bedford, Bampton Ipswich, Norwich, Lincoln, Spalding, Leeds, York, Bridgwater, Blandford Forum, Farnham, Reading, Wallingford

**Date:** August 2022

**Reference:** Vacancy 23748

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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 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](http://www.environment-agency.gov.uk/aboutus)



[Website](http://www.environment-agency.gov.uk) | [Twitter](#) | [Facebook](#) | [LinkedIn](#) | [Instagram](#) | [Flickr](#) | [YouTube](#)

<http://www.gov.uk/environment-agency>



## 2. Salary and benefits

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

<b>Grade Rate:</b>	£36,389 (pro-rata - if part time or an assignment)
<b>Locations:</b>	Bedford, Brompton Ipswich, Norwich, Lincoln, Spalding, Leeds, York, Bridgwater, Blandford Forum, Farnham, Reading, Wallingford
<b>Hours of work:</b>	37 hours FTE, permanent
<b>Leave entitlement:</b>	<p>Your leave allowance in this role will be 27 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>
<b>Pension:</b>	<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>





## 2. Salary and benefits continued

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

### **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.

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.

### **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.



## 3. Salary and benefits continued

### **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.





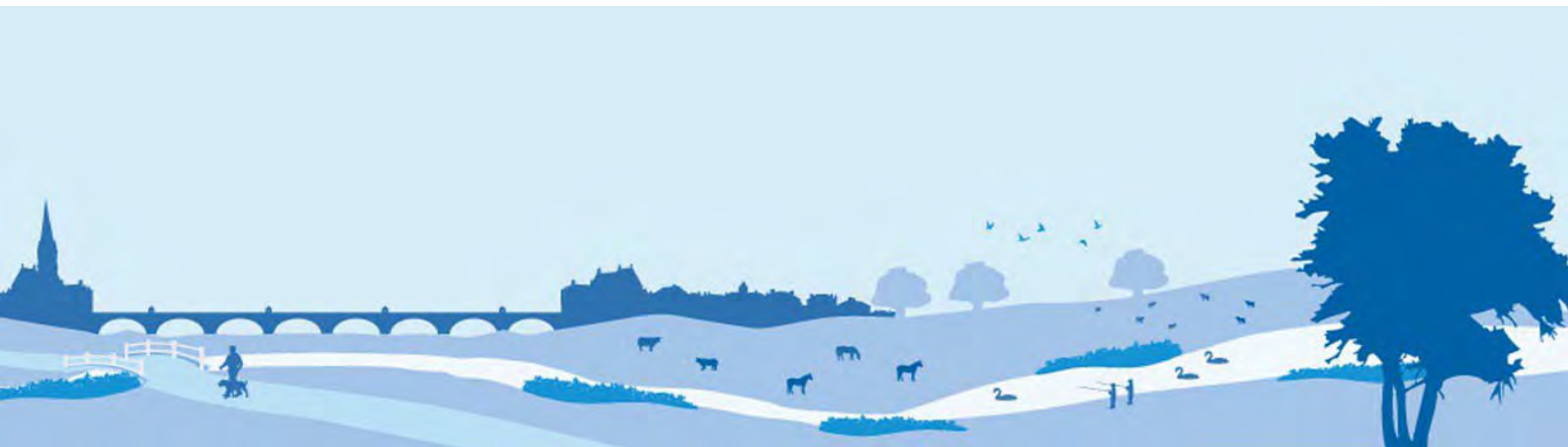
### 3. The Role

We are enhancing our efforts to restore chalk streams by creating a range of new posts across England. This is an exciting opportunity to contribute to an innovative national programme focussed on achieving sustainable abstraction and healthy rivers across chalk catchments. Fundamental to this will be the further development of our groundwater modelling programme of work to help identify solutions to unsustainable abstraction.

The role includes:

- Working with the Chalk Streams programme team and hydroecology leads to develop and coordinate a programme of groundwater investigations and modelling to support the Chalk Streams initiative
- Undertaking field investigations, and improvement of groundwater models to allow testing of scenarios to support water resources and water quality decision-making
- Managing projects within the groundwater programme from project initiation to the delivery of outputs
- Acting as a focus of expertise for groundwater investigations and modelling within the context of the Chalk Streams initiative, and keeping abreast of technical investigation and modelling work being undertaken across the Environment Agency and externally that could be relevant to the Chalk Streams programme
- Organising the issue of intellectual property licences to external organisations seeking to use Environment Agency data, information, and models





## 3. The Role continued

### **The Team:**

You will join either the Technical Projects Team within the Environment and Business Groundwater Team or the Groundwater Modelling team in area. The teams provide technical leadership on groundwater investigations and modelling. This includes working with internal and external stakeholders to specify modelling scenarios, interpret model results and support decision-making.

### **Experience/Skills Required:**

The role requires:

- Relevant Degree in Earth Sciences or Engineering, with a Higher Degree in Hydrology, Hydrogeology or Water Resources Engineering,
- experience of working in groundwater resources assessment
- sound understanding of groundwater modelling is important, sufficient to provide technical leadership in groundwater modelling: Hands-on experience of running groundwater models would be an advantage
- skills in interpreting groundwater model results and supporting the input of model results to decision-making.
- project management skills and experience are essential to allow coordination of local Chalk Streams modelling work and linking to the hydro-ecology programme, gaining budget and project approval, procuring and managing consultants or in-house resources, and delivering project outputs within time, cost and quality constraints
- good communication skills with the ability to work across many stakeholders, and to convey technical information to a range of audiences

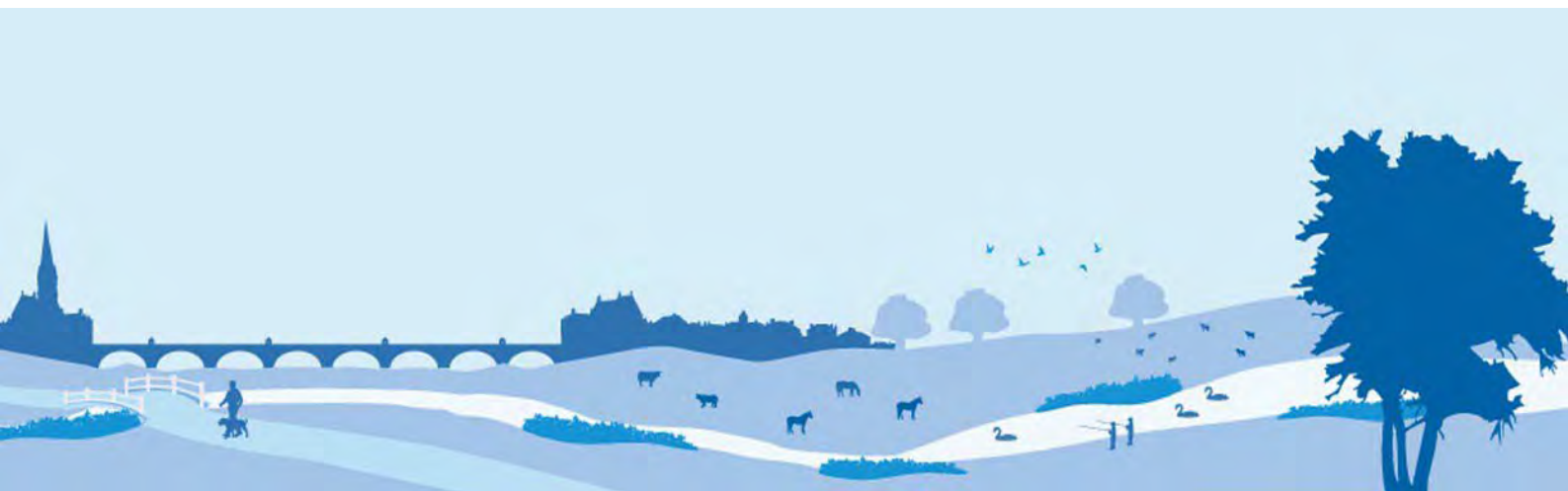




### 3. The Role continued

#### Capabilities:

Competency	Description	Indicators
Scientific Knowledge	Applies scientific knowledge (various disciplines, depending on team role) to provide sound, science-based evidence to our internal and external customers.	<ul style="list-style-type: none"> <li>• Applies scientific knowledge in appropriate areas, to enhance the effectiveness of the Environment Agency.</li> <li>• Develops Environment Agency science in line with business needs, keeps sufficient documentation and maintains accurate records of this.</li> <li>• Keeps up to date with scientific trends and techniques.</li> <li>• Commissions and delivers appropriate scientific research to underpin the work of the Environment Agency in protecting and enhancing the environment and promoting sustainability.</li> <li>• Represents the Environment Agency at appropriate scientific and other fora, conferences and events.</li> <li>• Develops and maintains science networks</li> <li>• Expertise is acknowledged by invited participation in external expert groups</li> <li>• Protects the Environment Agency's Intellectual Property Rights.</li> </ul>
Numerical Modelling & Forecasting	Interprets data and information to forecast the state of the environment, including large-scale trends such as climate change, and more localised forecasting such as pollution, flooding and water availability.	<ul style="list-style-type: none"> <li>• Uses models and interprets data to produce appropriate forecasts</li> <li>• Develops and maintains predictive models and computer packages to improve the quality of forecasting.</li> <li>• Contributes to the long-term development of forecasts produced by the Environment Agency.</li> </ul>



## 3. The Role continued

### Capabilities:

Capability	Description	Indicators
Programme & Project Management	Selects, plans and manages contractors, programmes or events to achieve a set of Environment Agency objectives cost-effectively.	<ul style="list-style-type: none"> <li>Identifies occasions where external expertise or capacity is required. Manages the process of identifying and procuring suitable contractors in line with Environment Agency standards.</li> <li>Uses external resources in a cost-effective manner, ensuring that contractors and consultants are fully briefed and that the Environment Agency gets the best possible value for money.</li> <li>Regularly reviews work undertaken by contractors or consultants against objectives and ensuring that the contractor is aware of any changes impacting on their work for the Environment Agency.</li> <li>Plans, directs and co-ordinates activities to manage and implement complex interrelated projects from contract/proposal initiation to final operational stage.</li> <li>Determines, monitors and reviews all programme economics to include all costs, operational budgets, staffing requirements, resources and risk. Ensures that programme is managed to maximise Environment Agency benefits.</li> <li>Understands and applies project planning techniques to ensure project is delivered on time and to expected standards.</li> <li>Agrees appropriate project options and delivers project objectives in the most cost effective manner. Contributes effectively to a project where another organisation takes the lead, including assisting with project management. Appraises the effectiveness of the collaborative project and communicates the outcome.</li> <li>Sets appropriate milestones; recognises and plans for areas of particular difficulty, uncertainty and set backs, regularly reviews project progress and effectiveness.</li> <li>Identifies, sets up and co-ordinates events to communicate and deliver, with maximum impact, the Environment Agency's messages to internal or external audiences, positively promotes and publicises the work of the Environment Agency.</li> </ul>



## 3. The Role continued

### Capabilities:

Capability	Description	Indicators
Focuses on Customers & Partners	Addresses the needs of internal and external customers, provides rapid and effective responses	<ul style="list-style-type: none"> <li>• Recognises the concept of both internal and external customers and treats both equally well.</li> <li>• Identifies and addresses the needs of customers, delivering what is promised and ensuring that they are satisfied with the outcomes.</li> <li>• Takes personal responsibility to meet customer needs; is polite, courteous and professional.</li> <li>• Ensures customers receive consistent and clear messages supported by accurate and timely information.</li> <li>• Regularly monitors and measures customer satisfaction and looks for ways to improve customer service</li> <li>• Anticipates and balances the needs of a range of customers with conflicting priorities.</li> <li>• Keeps customers informed and manages expectations</li> <li>• Handles complaints effectively, defuses anger and tension and resolves problems.</li> </ul>

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 Groundwater Modelling Advisor fits into our Technical & Scientific Services family at grade 5.

Please contact [Eanwc@environment-agency.gov.uk](mailto:Eanwc@environment-agency.gov.uk) if you would like to discuss the role in more detail.



## 4. 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.

There will be a requirement to visit assets on site so some travel is required for this role. A full UK driving licence is required.

### **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 immediately before joining the Civil Service and are now being re-employed by the Environment





## 4. Further Information

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>





## 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. 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.



## 5. 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.

### **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.



## 5. How to apply continued

### 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](mailto: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><b>Basic Salary</b> Based on skills and experience, in which salary ranges are subject to review each year as part of the pay award.</p> <p><b>Pension Scheme</b> 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><b>Holidays</b> 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><b>Enhanced statutory policies</b> Enhanced maternity, adoption and paternity leave, and sickness absence provisions.</p>	<p><b>Performance Management</b> Individual performance plans, learning and development matched to your agreed career objectives and progression plans.</p> <p><b>Learning &amp; Development</b> A range of training courses, leadership development initiatives and access to L&amp;D materials are available, covering technical, managerial and personal skills.</p> <p><b>Examination Leave</b> Paid leave for exams and revision for approved studies.</p> <p><b>Professional subscriptions</b> We will pay the membership fees for one relevant professional association.</p>	<p><b>Flexible Working</b> Flexible working patterns including job share.</p> <p><b>Travel &amp; Transport Benefits</b> A range of travel and transport benefits. Discounts on Haven Holidays and HotelStay.</p> <p><b>Shopping &amp; Leisure Benefits</b> A variety of discounts at online stores and leisure experiences available via Mylifestyle.</p>	<p><b>Occupational Health</b> Access to Duradiamond Healthcare advisory service.</p> <p><b>Eye Care</b> Free eye tests.</p> <p><b>Employee Assistance Service</b> Access to Workplace Wellness available to you and your family</p> <p><b>Sports &amp; Social Club</b> Opportunity to benefit from a wide range of subsidised events and discounts.</p> <p><b>Health Discounts</b> Optional discounts provided by a number of external providers and health clubs</p> <p><b>Local Benefits</b> These vary from region to region.</p>	<p><b>Interest Free Loans</b> For season tickets, bicycles and safety equipment.</p> <p><b>Special Leave</b> Additional paid leave is available for employees taking part in public duties, trade union activities, special/trained forces and for health &amp; safety representatives.</p> <p><b>Financial Education Club</b> Providing guidance on how to manage your finances including information on credit scores, pensions, buying your first house and getting debt-free.</p> <p><b>Tenancy deposit loan scheme</b> 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><b>Lease Car Scheme</b> <b>Relocation Assistance</b> <b>Free Car Parking</b></p>