



Environment & Business
Additional Information Pack
Water Company Performance Reporting Officer & B790P4

John Leyland

Executive Director, Environment & Business

“This is an exciting time to join us. The work we do and the outcomes we deliver are high profile with the Government, the media and the public. Illegal waste sites blight local neighbourhoods. Polluted streams, rivers, lakes and seas have a negative impact on the wildlife that depends on them and on local economies. Our hard work helps communities thrive, encourages healthy living and recreation and allows wildlife and the natural environment to flourish.

We place huge importance on health, safety and wellbeing and creating a respectful community. We want everyone to be able to be themselves and do their best work and to feel valued. We have over 150 trained Respect at Work advisors across the organisation, numerous staff led networks you can join and a large amount of training courses available for you to develop your skills and progress within your role or within the directorate.”

Find out how our staff find the EA a supportive, inclusive place to work: [Hear from our people.](#)



E&B Vision, Purpose and Role

Vision

Create a better place for people and wildlife. Protect the environment and promote sustainable development.

E&B Purpose

Informing and delivering the government's key environmental objectives; using evidence, expertise, engagement, and innovation we influence policy and legislation, facilitate, and enhance integrated delivery and, by building trust in the EA, secure resources to do more for the environment.

E&B Role

We will make our contribution to sustainable development through protecting and enhancing the environment, restoring nature, and tackling climate change by:

- Setting long-term integrated strategy that influences policy and priorities across air, land, water, waste and resources.

- Securing funding, deploying resources in an agile and unbureaucratic way and ensuring that E&B activities are fully funded, affordable, and represent value for money.
- Ensuring the organisation develops and maintains E&B technical competence and resilience - setting clear standards, career pathways and learning resources.
- Establishing ourselves as a trusted, future-facing, and effective regulator by setting a modern regulatory cycle across all the regimes the EA regulates.
- Enabling better places by providing leadership and integrating all aspects of environmental planning.
- Ensuring the EA's decisions and plans are informed by robust science and evidence.
- Increasing customer, stakeholder and partner awareness of our work and its impact through proactive and reactive engagement.

What we do

We are divided into six core work areas:

Water

We secure clean and plentiful water. To do this we set and deliver our catchment strategy, provide regulatory services, advise and enable water related enforcement, oversee environmental planning, monitoring and permitting. As national subject matter experts we advise and support teams in Operations.

Nature & Place

We lead the Environment Agency's work on farming, land management, fisheries, nature recovery, planning, place making and sustainable growth. We ensure our expertise on the protection of land and nature remains closely linked with expertise on spatial planning and the built environment. We help drive the nature recovery agenda.



What we do

Chief Regulator

We enable modern, progressive and effective regulation. We direct the EA's regulatory activity, how it integrates, opportunities for consistency and efficiency, its priorities now and for the future. We provide a holistic view of risk management across regulated sectors and activities. We develop our future regulation strategy, oversee and prioritise areas for regulatory reform and develop and embed the Environment Agency's regulatory profession.

Energy and Resource

We drive regulatory reform. We are responsible for improving and protecting the environment through a combination of site-based regulation and market mechanisms to deliver Waste management, Resource efficiency and sustainable industrial innovation and growth. We set and deliver the E&B Digital Strategy; and provide a service for Operations - as national subject matter experts.



What we do

Strategy and Programmes

Working with Government, we ensure that national, strategic goals are translated into delivery plans for E&B. We ensure the Directorate has the strategies and business processes in place to plan and oversee delivery, and that our approach is shared with internal and external partners through effective engagement.

Chief Scientist

We enable evidence-based decisions, by providing the business with scientific advice and services. We report on the State of the Environment, evaluate 'what works', undertake and commission research, and ensure science informs our response to major incidents. We engage Research Councils, academia and the network of science advisors across Government.



The Role

- At the Environment Agency, we are committed to fostering an inclusive workforce where diversity thrives. We embrace equal opportunities and flexible working arrangements, ensuring that everyone can contribute meaningfully and achieve their potential.
- Do you have experience of data analysis and dynamic reporting of intelligence and insight? Are you motivated by the opportunity to influence and improve the environmental performance of the water industry? If so, this opportunity may be for you.
- The environmental performance of water companies is not where we expect it to be. We are working hard to influence companies to get this back on track. The availability and integrity of data, information and intelligence is vital to drive improvement.
- This role involves collating and assessing water company performance data and intelligence using an accurate and consistent approach. You will need to turn this into reports, dashboards and infographics, enabling the review of performance trends and influencing the actions we take as a regulator. You will also explore opportunities to help shape, influence and deliver new and improved performance products.
- To be successful in this role you need to go beyond the traditional data analytics to provide a modern business intelligence capability. You will work with teams across our business to influence and improve how data and evidence is used. The role will also help to drive better engagement with fellow regulators on data sharing and collection.
- Responding to incidents is a central part of what we do. You will be required to have an incident role and make yourself available to respond to incidents or provide business continuity support during an incident. This may attract an additional payment and full training, and alternative working arrangements will be available to support you with your incident role.

The Team

- You'll join the National Account Team in Operations Catchment Services, a national-once department providing environmental planning, account management and evidence delivery expertise.
- We're part of the Environment and Business (E&B) Directorate. We inform and deliver the government's key environmental objectives; using evidence, expertise, engagement, and innovation we influence policy and legislation, facilitate, and enhance integrated delivery and, by building trust in the Environment Agency, secure resources to do more for the environment.
- We're a friendly, dispersed team that use smart tools to stay connected. Our job is to work across operations, supporting directors and their staff to influence water companies to improve performance, reduce environmental impact and improve the environment through their activities and investment. Your work will be at the heart of this effort.

Additional Information

We are committed to having an inclusive workforce to reflect the communities we serve.

We offer an extensive range of employee benefits and the opportunity to progress your career with us.

This role will require occasional travel, with overnight stays. Your local Agency office will be your base office, but we offer flexible working with a mix of home and office working in this role.

Interviews will be held remotely via MS Teams.

Interviewing will take place the week commencing 17th February 2025

For questions relating to this role, please email: adam.basham@environment-agency.gov.uk quoting the vacancy reference B790P4.

Helen Wakeham

Director of Water

Clean and plentiful water is at the heart of what the Environment Agency is about. Media and political attention have pushed it to the top of the public's agenda too. This is an exciting time to join a team working to improve our water environment by ensuring the water industry and our water infrastructure are fit for the future.

Our work helps communities and businesses to thrive, ensures our bathing waters are safe for us all to enjoy, and allows wildlife and the natural environment to flourish. It's a great time to join us.



Testimonial

Deputy Director, Water Regulation

I have a wealth of operational, environmental policy and regulatory experience with 30 years' experience. I am currently the Deputy Director of Water Regulation at the Environment Agency.

My career has spanned operational environment protection, mine water remediation, incident management and regulatory experience across various regimes.

I am passionate about securing a better environment for people and wildlife as well as ensuring people thrive at work and develop interesting and rewarding careers.

Outside of work I enjoy walking, nature and body boarding.



Testimonial

**Louise Weller, Senior Advisor
Water Regulation**

I joined the EA in 2008 as an Environment Officer carrying out regulation of waste, water quality and agricultural sites, which I really loved. Since then, I have led various teams leading on agriculture for my area and a short spell as a project Manager for a Materials to land Project. I am currently the manager of the Water Quality team. This is an exciting opportunity to experience a new role and use all the experience I have gained in other roles.

The EA has supported me doing an external project management course and becoming a chartered member of CIWEM as well as given me opportunities to try different roles on assignment.

I work full time and love the flexibility which means I can get on my bike at lunch time or finish early to walk the dog if the sun pops out. I mentor officers around the business, helping them develop and progress in their careers I also benefit from Reverse Monitoring around EDI issues.





Testimonial

Christopher Knight, Personal Assistant Water

I joined the EA in 2022, as a Personal Assistant. I provide administrative support to one of the Deputy Directors.

I have successfully completed my Business Administration Level 3 Apprenticeship, gaining a distinction. Doing this apprenticeship has allowed me to further develop my skills, learning more about the organisation's aims, values, and visions, as well as legislation and project management.

I am part of the PA Network, the Defra Group Apprenticeship Network, as well as the Autism and ADHD Network. I join the different network calls, participating in conversations. Working at the EA, I feel respected, appreciated, and empowered. I am encouraged to prioritise my health and wellbeing, working flexibly, taking days off as and when I need to. The EA offers excellent learning opportunities, which will help you progress your career.



**Environment
Agency**

Environment & Business
Come and Join us!