

Kickstart your career with purpose. Shape the future with the Environment Agency.

Are you driven by curiosity, motivated by challenge, and passionate about protecting our environment? This is your chance to turn ambition into action. At the Environment Agency, we don't just offer jobs — we offer careers that make a difference.

We're looking for graduates who want to grow, lead, and influence. Through this permanent role, on our 4-year **Graduate Training Scheme**, you'll gain the skills, experience, and confidence to become one of our future technical leaders — while making a real impact on the communities we serve and represent.

This isn't just training — it's a journey. You will be supported to plan and access quality Continuing Professional Development alongside learning a role to work towards a chartered status with a relevant professional body.

We want individuals who can **demonstrate potential for career growth**, by **balancing development of technical and leadership skills**.

Join us to build a career that thrives on curiosity, dedication, and will drive **change for a better environment**.

What you'll do:

- Work alongside subject experts in your base team.
- Create a personalised development plan which aligns with your professional journey and the needs of the business.
- Collect evidence of your development and skills to progress through professional memberships towards chartered status.
- Attend your base office a minimum of 2 days per week, visit sites and meetings at other offices as required.
- Take on an incident role (after your first year) and engage in activity responding to environmental and/or flood incidents.

Key responsibilities:

- Perform duties that enhance your technical skills.
- Take and reflect on opportunities to develop personal and leadership skills
- Actively participate in the Graduate Trainee community.
- Collaborate with other teams to gain a broader understanding of the Environment Agency's remit of protecting healthy ecosystems.

The Team:

Throughout the scheme, you'll be supported by experienced professionals who will help refine your skills and unlock development opportunities—preparing you to become our next generation of technical leaders.

You'll actively shape and participate in a vibrant community of over 100 Graduate Trainees, building a strong support network that shares knowledge, drives collaboration, and develops skills.

See the additional candidate pack for details on this year's recruiting teams.

Experience and Skills Required:

Curiosity and reflection of your learning and experiences will help to guide personal and professional growth, helping you to become our future generation of technical leaders.

We are looking for applicants with a variety of skills and behaviours including:

- **Willingness to learn:** Open to developing skills in new areas
- **Environmental commitment:** Genuine interest in protecting and improving healthy ecosystems
- **Passion for impact:** Motivated to effect change for a better environment
- **Networking ability:** Skilled at building and maintaining professional connections to support growth and career development
- **Strong communication:** Able to collaborate effectively with others
- **Flexibility and adaptability:** Ready to adjust your approach when circumstances change
- **Organisational skills:** Capable of planning and managing your time proactively
- **Prioritisation:** Able to balance multiple tasks and responsibilities at once

Eligibility Criteria:

To be eligible for the Graduate Training Scheme you will need to meet **ALL** the following criteria:

Criteria 1

You are a UK, Commonwealth or EEA (European Economic Area) national.
You have the right to work in the UK.

Criteria 2

Must have a minimum of an honours degree in an environment or science related subject (see individual job roles for more information).

Must have graduated with an environment or science based degree, masters or PHD from June 2021 till September 2026 and/or have current working knowledge of the subject.

Criteria 3

Some roles require a driving licence, please see individual role profiles to check if this is required.

Contact and Additional Information

We're committed to building an inclusive workforce that reflects the diverse communities we serve. We welcome applicants who may have had limited opportunities to gain industry experience.

You'll receive full training, equipment, and support, plus a generous benefits package:

Pension: Around 19% contribution to a career-average scheme invested in ethical, renewable energy businesses.

Leave: 25 days annual leave plus bank holidays for work-life balance.

Flexibility: Full-time role with hybrid options, flexible hours, and time back for overtime.

Support: Access buddies, mentors, peer groups, and staff networks from day one.

Ready to shape your future?

Applications close **15 February**; interviews in April; offers in May. See the Candidate Packs for details, including links to our interactive Q&A and call. Email eacareerentry@environment-agency.gov.uk for queries.