

Additional Information Pack

Environment and Science Graduate Training Scheme

Date: 05/01/2026

Please think of the environment and do not print this pack unless necessary



The Environment and Science Graduate Training Scheme

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 chartership with a relevant professional body.



The Environment and Science Graduate Training Scheme

Nurturing the next generation of scientists,
environmentalists and geographers

**Watch this video to get a flavour of the
Graduate Training Scheme**

The Graduate Scheme journey

Through this **permanent role**, on our 4-year **Graduate Training Scheme**, your journey looks like:

Year 1

- Understand the EA and what our remit is
- Complete EA foundation training
- Establish a training plan for your role

Year 3

- Use and expand knowledge
- Gain Technical Leadership

Year 2

- Build knowledge
- Apply learning to develop skills
- Apply for Member/ Practitioner status with a professional institute (see next slide)

Year 4

- Apply for Chartership
- Apply for an EA technical role



Professional Chartership

Everyone at the Environment Agency (EA) is encouraged to be committed to their professional development. The Environment and Science Graduate Scheme will support you early in your career to work towards and achieve professional accreditation, with protected CPD time. To find out more visit: [Chartership | Careersmart](#)

During the 4 years of the scheme these are the skills you will develop:

- Working with internal and external customers and stakeholders
- Gathering data and information for auditing and improving.
- Communicating technical findings and assessments.
- Developing technical solutions.
- Joining discussions with technical communities.
- The ability and interest in explaining science to others: you need to be able to work with other people as much as you need to know the science.
- Applying safe and effective working practices

Trainees will have opportunities to work with other teams and projects to gain a range of experience to develop these skills.

Most of our Graduate Trainees are working towards becoming a [Chartered Environmentalist | Society for the Environment](#), whilst other chose [Chartered Geographer | RGS](#) or [Chartered Scientist \(CSci\) - The Science Council ~: The Science Council ~](#)



Incident Response

The Environment Agency is at the core of planning for, responding to, and recovering from many emergencies in England as a Category 1 responder. We strive to keep people safe and minimise serious and lasting damage to the environment and the communities we serve.

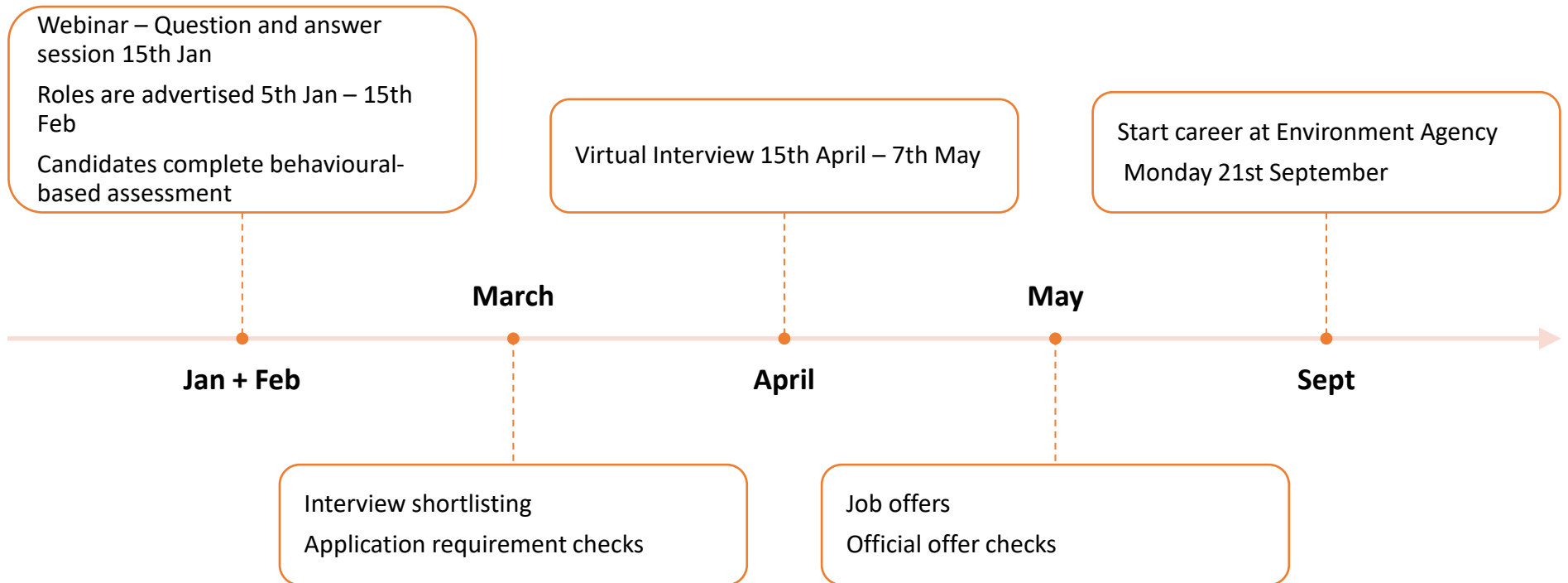
Every year we receive over 100,000 reports of environmental incidents. Our incident response is wide ranging, and we respond to many different types of incidents affecting the natural environment, human health, or property. We put emergency plans in place, we warn, inform, and advise the public, we work with other local responders to co-ordinate our response, and we support the recovery from an emergency.

Responding to incidents is a central part of what we do. As a Graduate Trainee you will be expected to take on an incident role or provide business continuity support during an incident, after your first year on the scheme, this will be additional to your business role. There are many different roles to choose from, all of which have training involved.

To find out more: [About us - Environment Agency](#)



Application timeline 2026



Recruitment support

Early [career](#) website

▶
Click
image to
play



[Interactive Q+A Slido #2529099](#) will be open for the duration of the application window. We will write replies to questions on here so please check previous questions and replies to see if your question has been asked. There is no such thing as a silly question, so please ask whatever you need to, so you are clear about the process and being part of the graduate scheme before you apply.

Q+A call on Thursday 15th
January 18:15 – 19:15
[Join the meeting](#)

This year we are recruiting for 38 vacancies across 22 roles, to start in September 2026. Please read this pack carefully, which provides details of the individual roles and teams available. Please ensure you select up to 2 roles that match your qualifications, interests, experience and location.

Locations for 2026 starters

All staff are contractually required to have a 'base location' office. Whilst we operate a hybrid working policy of office and home working, you will be expected to (and will benefit from) working in-person at the office location specified in the role information.

You will need to attend your base office a minimum of 2 days per week, visit sites and meetings at other offices as required.

The locations of each role are specified in this pack. Check [here](#) that you are able to travel to the relevant office before applying.

(The size of the dots demonstrates how many roles are offered at that location)



Roles available in 2026 (page 1)

| Roles available | Location(s) | Driving licence | Degree (Hons), MSc or PhD requirements |
|-----------------------------------------------------------------------|--------------------------------------------------------------------|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Biodiversity graduate trainee | Bristol, Exeter, Leeds, Peterborough, Shrewsbury, Warrington, York | Ideally | Undergraduate science degree in ecology, environmental science or related disciplines. |
| Environmental analyst graduate trainee | Birmingham, Bristol, Exeter, Leeds, Reading, Warrington | No | Minimum of an honours scientific or environmental degree, a keen interest in the environment and enthusiasm for working with data. |
| Environmental graduate trainee | Bridgwater (preferred), Blandford Forum (Poss) | Yes | Environmental subject or similar, geography, marine science/biology |
| Fisheries graduate trainee | Beverley, Brampton, Bodmin, Exeter, Leeds, Warrington | Yes | Preferably a degree or specialism in fisheries or aquatic ecology/biology |
| Flood forecasting graduate trainee | Exeter (Met Office) | No | Honours degree in physical or environmental science, hazard management, meteorology, hydrology, engineering or closely related. Postgraduate qualification in hydrology, meteorology or related sciences desirable. |
| Flood graduate trainee 1 | Ipswich, Leeds, Newcastle, Nottingham | Ideally | Minimum of honours degree in geography, geology, environmental science, or another relevant earth science subject |
| Future water Infrastructure Projects Graduate Trainee | Birmingham, Exeter, Nottingham, Manchester | No | Honours degree in physical science, social science or engineering. Postgraduate qualification in environmental or water resources management or related sciences. |
| Geomorphologist graduate trainee 1 | Exeter, Leeds, Warrington, Welwyn Garden City | Ideally | Undergraduate science degree in geography, environmental science or related disciplines. See role for more details. |
| Groundwater graduate trainee 1 | Leeds, Newcastle, Nottingham, York | Yes | Geoscience based honours degree, see role for examples. An MSc in a geoscience related subject is desirable but not essential. |
| Hydrogeology graduate trainee | Nottingham, West Malling | Yes | Geoscience based honours degree, see role for examples. An MSc in a geoscience related subject is desirable but not essential. |
| Installations regulation graduate trainee 1 | Chichester, Worthing | Yes | Minimum of honours degree in a relevant technical discipline (for instance: Chemical Engineering, Env. Science, Chemistry, Maths) |

Roles available in 2026 (page 2)

| Roles available | <u>Location(s)</u> | Driving licence | Degree (Hons), MSc or PhD requirements |
|----------------------------------------------------------------|----------------------------------------------------------------|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Permitting graduate trainee - FRAP | Bristol, Sheffield, Warrington | No | Minimum of Honours degree in the relevant technical discipline (for instance Env Science, Biology, Ecology, Geology) Post graduate qualifications would be beneficial. |
| Permitting graduate trainee - Mobile plant | Sheffield | No | Minimum of Honours degree in the relevant technical discipline (for instance Env Science, Biology, Ecology, Geology) Post graduate qualifications would be beneficial. |
| Permitting graduate trainee - waste | Birmingham, Bristol, Nottingham, Sheffield | No | Honors degree in physical sciences, social sciences or engineering. Post graduate qualifications in environmental or water resources management or related sciences. |
| Permitting graduate trainee - water quality | Birmingham, Bristol, Exeter, Nottingham, Sheffield, Warrington | No | Must have a minimum of a honors degree in geography, geology, environmental science or another relevant subject |
| Permitting graduate trainee - water resources | Bristol, Sheffield | No | Minimum of Honours degree in the relevant technical discipline (for instance Env Science, Biology, Ecology, Geology) Post graduate qualifications would be beneficial. |
| River ecologist graduate trainee | Blandford Forum | Yes | A Science-based degree |
| Water quality graduate trainee | Brampton, Ipswich, Norwich | No | Preferably a degree in an environmental discipline |
| Water resources graduate trainee 1 | 1 role in Nottingham, 1 role in Reading or Wallingford | Ideally | Must hold a minimum of an honours degree in a relevant environmental or scientific discipline. See role for examples. |
| Water resources graduate trainee 2 | Brampton, Ipswich | No | Preferably a degree in an environmental discipline |
| Water resources hydro-ecology graduate trainee | Nottingham | Yes | Must hold a minimum of an honours degree in a relevant environmental or scientific discipline. See role for examples. |
| Water resources hydrology graduate trainee | Reading, Wallingford | Ideally | Must hold a minimum of an honours degree in a relevant environmental or scientific discipline. See role for examples. |

Biodiversity graduate trainee (1 role)

| | |
|----------|------------------------------------------------------------------------------------------------|
| Location | Bristol, Exeter, Leeds, Peterborough, Shrewsbury, Warrington, York |
| Degree | Undergraduate science degree in ecology, environmental science or related disciplines. |
| Role | A driving licence is preferred. This is due to the need to access different parts of the area. |

What Does the Team Do?

The Nature Recovery Biodiversity & Peatland teams lead the Environment Agency's fisheries, biodiversity and peatland community, together with support for Integrated Environment Planning and other area based operational teams.

We provide advice and tools to help people work with nature recovery. This includes sustainable management, reducing flood risk, protecting the environment, mitigating the impact of climate change, and restoring rivers, floodplains, estuaries and coasts.

What Will I Do as a Graduate?

You'll learn core biodiversity/peatland skills by a combination of training, doing, and shadowing experienced officers. You'll be managed by experts, sitting alongside area officers. Learning how ecological evidence is used both strategically (at a national scale) and locally (e.g. for flood schemes or restoration).

As the first year goes on, you will increasingly be given tasks and work for to lead on, to develop your skills at working independently. You'll work in teams and on your own at times, depending on the task.

Throughout the first year you'll also be given opportunities to build your own network within the graduate trainee community and more broadly with other teams across the EA.

In years 2 and 3 you will deepen your technical biodiversity/peatland skills and your broader environmental management abilities so that by the end of the graduate scheme you will be well placed to act as a chartered biodiversity/peatland officer or even technical specialist.

What does a day look like in the role?

One day you might be onsite learning how farmers can work with natural processes on their land; the next day you could be helping to write guidance for restoring wetlands, promoting sustainable peat management or developing protected species datasets.

We think fieldwork is vital to this role, so you'll get the chance to go away from a desk for site visits, a few days per month. Most of the work is desk-based and virtual, working with a range of dispersed teams.

What skills do I need?

- A willingness to learn about biodiversity/peatland and how co-design of land management can deliver effective and long-lasting benefits.
- An ability to understand technical topics – good numeracy and an ability to comprehend scientific and technical concepts, and a foundation in earth system science. If you've studied biodiversity/peatland already that would be advantageous.
- Equally important to technical knowledge is an ability and interest in explaining science to others: you need to be able to work with other people as much as you need to know the science.

What skills will I develop?

- You'll learn all about how natural systems work, becoming an expert in the complex and entwined ecology and sustainable management techniques of our protected areas and peatlands.
- You'll gain scientific expertise – how to understand and to manage natural systems working alongside our expert ecologists and environment managers.
- You'll develop great communication skills, helping others to understand natural processes and how to work with nature.
- You'll become adept at organizing, prioritising and managing your time.
- Depending on what you're interested in doing, you could develop skills in ecology, biodiversity, climate change resilience, or flood risk management.

Environmental analyst graduate trainee (1 role)

| | |
|----------|------------------------------------------------------------------------------------------------------------------------------------|
| Location | Birmingham, Bristol, Exeter, Leeds, Reading, Warrington |
| Degree | Minimum of an honours scientific or environmental degree, a keen interest in the environment and enthusiasm for working with data. |
| Role | No driving licence required, primarily office based. |

What Does the Team Do?

Water Futures leads on strategic leadership for water, catchment planning and Water Environment Planning.

We also work on water strategy, water industry transformation, nature recovery, fisheries management and agriculture giving lots of interesting opportunities to support the Environment Agency's work with Government, local and national partners.

What Will I Do as a Graduate?

We need environmental analysts to help us use data to protect and improve England's natural environment.

You will use your data analysis and reporting skills to work collaboratively in small, friendly teams. You'll work with important datasets generated through our environmental monitoring work, our regulatory activities and the research and modelling that helps us understand how the climate and pressures on land, water and biota are changing.

Your work could include:

- analysing large environmental datasets
- creating accessible data, mapping, and visualisation products
- presenting findings to internal colleagues to inform decision-making
- improving data management and data quality
- supporting IT and data projects
- upskilling colleagues



What does a day look like in the role?

A typical day in the role involves engaging in various projects, attending meetings, and participating in training sessions to enhance skills. Tasks often involving data analysis and networking with colleagues and working towards professional chartership.

What skills do I need?

- Visual and verbal communication and networking with people
- Manipulation and analysis of environmental data
- Knowledge of Environmental science and the use of machine learning and AI tools to aid understanding

What skills will I develop?

- Strategy and policy development
- Presentation and communication skills
- Working with customers
- Data quality management
- IT and Data skills
- Programme management
- Working with government.

To find out more watch the following video:



Environmental graduate trainee (1 role)

| | |
|----------|----------------------------------------------------------------------------------------------|
| Location | Bridgwater (preferred), Blandford Forum (Poss) |
| Degree | Environmental subject or similar, geography, marine science/ biology |
| Role | A driving licence is required. This is due to the need to access remote sites for fieldwork. |

What Does the Team Do?

The **Environment Programme (EP) team** work with Catchment Partners to develop and support delivery of river improvement projects/nature-based solutions.

The **Integrated Environment Planning (IEP) - Catchment Planning team** commission, analyse and share data, and produce the environmental plans that inform and drive Wessex area priorities.

Analysis & Reporting (A&R) teams work includes water chemistry, ecology and fisheries.

The **Fisheries, Biodiversity and Geomorphology (FBG) team** work to integrate benefits for wildlife and people into innovative flood risk management and nature based solutions.

What skills do I need?

- Good organisational skills and ability to plan, track, deliver and evaluate work
- Experience of gathering, maintaining data/information, ideally experience of using GIS, data visualisation tools.
- Good analytical skills, which would support an ability to make proportionate, evidence-based inferences from information.
- Summarise technical information for a range of audiences
- Sensitive to the needs of the internal and external customers-ability to deliver necessary outcomes through others.
- Proactively initiate and develop effective working relationships
- Able to offer support to working groups and organise/facilitate effective meetings
- Interest in the water environment and natural processes

What does a day look like in the role?

You will spend 1 year in each of 4 teams, each responsible for a different aspect of work to improve our water environment.

Years 1 and 2 will focus on reporting on environmental data, planning actions and developing appropriate integrated measures to work with partners on nature-based solutions projects and programmes for improving the water environment.

EP- Supporting the team in developing and facilitating the delivery of river improvement projects. Focus on project life cycle from development to delivery including tracking of finances and outputs and sharing best practice. Acting as point of contact into the Environment Agency for Catchment partners

IEP-CP - supporting our catchment planning work, with the opportunity to get involved across a variety of work areas-such as; river basin planning; analysing data and evidence to inform Area plans eg. Diffuse water pollution plans. You'll also be supplying information and advice to customers and responding to a variety of consultations from both internal and external sources

In **Years 3 and 4** you will have the opportunity, to work with the A&R and FBG teams, where you will develop and practice ecological and water quality monitoring skills, and build your knowledge of environmental legislation.

What skills will I develop?

- Data handling and analysis -inc GIS, AI & modelling , influencing/collaboration and deeper real world understanding of catchment processes, uses and interactions
- Able to support a broad range of catchment planning work streams.
- Understanding procurement and grant giving processes
- Collaborative working and Project Management
- Ecological surveys, Macroinvertebrate identification, Macrophyte survey skills, River restoration skills, Protected species knowledge and survey skills
- Understanding of Water regulation and biodiversity legislation

Fisheries graduate trainee 1 (4 roles)

| | |
|----------|----------------------------------------------------------------------------------------------|
| Location | Beverley, Brampton, Bodmin, Exeter, Leeds, Warrington |
| Degree | Preferably a degree or specialism in fisheries or aquatic ecology/biology |
| Role | A driving licence is required. This is due to the need to access remote sites for fieldwork. |

What Does the Team Do?

In fisheries, you might get involved in:

- Improving the environment for fish and fisheries
- Data analysis, monitoring and assessment, management, fish health and disease, incident response, regulation and compliance
- Working across other Environment Agency teams and a host of partner organisations (e.g. environmental NGOs)

What Will I Do as a Graduate?

For the first two years of this role, we expect the graduates to be based within an Area fisheries team working alongside fisheries officers. You will:

- Have the opportunity to gain experience across all of our fisheries work and responsibilities.
- Learn about fisheries regulation, compliance and enforcement
- Understand how we help manage fisheries across England, including monitoring and assessment
- Work with our partnerships team on how we fund fisheries work and how we invest income to deliver for fisheries
- Discover what we do to assess and manage fish health

We're keen that this opportunity allows you to spend time working alongside different teams, all with a fish or fisheries focus in-line with the competencies you will need to develop to become Chartered. All while gaining experience in specific areas of technical knowledge.

What does a day look like in the role?

A typical day will see you working alongside experienced fisheries staff to develop your skills and experience. At first, this will be focused on the local fisheries role and needs, delivering one of our core duties to maintain, improve and develop fisheries. Over time, you will have the opportunity to work across the wider fisheries roles in the Environment Agency. You will be able to choose areas to focus on, including fish health and disease, fish husbandry, monitoring, technical specialisms, funding and planning, strategy and policy development.

What skills do I need?

- You will be someone with a genuine interest in the environment and be passionate about creating a better place for people and wildlife.
- Ideally you will have an interest in fisheries management, fish ecology, habitat improvement or other aspects of our fisheries work.
- An ability to collate and analyse data and understanding of how to use information to drive outcomes would be beneficial.
- Strong communication/ interpersonal skills to engage and influence key stakeholders

What skills will I develop?

- In fisheries, you will develop the skills needed to become an expert in sustainable fisheries management.
- In addition, you will have the opportunity to develop a range of technical skills associated with our fisheries work (e.g. fish passage requirements, fish health and disease or fish husbandry).
- Our fisheries work interacts with a wide spectrum of the Environment Agency's remit, meaning you will also develop skills associated with our management and regulation of the freshwater environment.
- An understanding of fisheries legislation.



Flood forecasting graduate trainee (2 roles)

| | |
|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Location | Exeter (Met Office) |
| Degree | Honours degree in physical or environmental science, hazard management, meteorology, hydrology, engineering or closely related. Postgraduate qualification in hydrology, meteorology or related sciences desirable. |
| Role | No driving licence required, primarily office based. You will also be required to achieve full Security Clearance (SC) for which you need to have resided in the UK for at least 3 of the last 5 years. |

What Does the Team Do?

The Flood Forecasting Centre (FFC) is a working partnership between the Environment Agency and Met Office. Find out more about us [here](#).

What Will I Do as a Graduate?

You will deliver tangible, real-world impact by helping deliver our flood forecasting and advisory services. As an active team member, you'll:

- 1) support production of our key services, business continuity and incident response exercising
- 2) help deliver training for Category 1 & 2 Responders
- 3) collaborate with wider teams within the Environment Agency and Met Office, as well as external stakeholders
- 4) develop initiatives to improve our scientific capabilities, including digital innovations

What does a day look like in the role?

You'll work at the forefront of creating a nation more resilient to climate change. Within a supportive, inclusive and collaborative team of approximately 40 people, each day will be different. Your tasks will be desk-based supporting the operational delivery of flood forecasts, training our users and delivering innovative projects. You'll present your work at face to face and online meetings. You'll have the opportunity to develop your skills across both the Environment Agency and the Met Office.

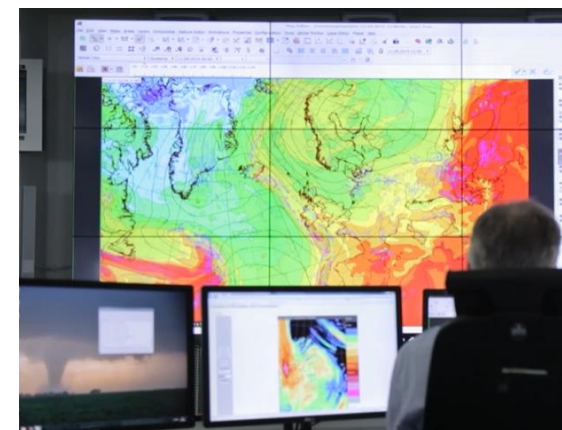
What skills do I need?

- You will have a passion for flood science from your scientific background and a strong desire to contribute to national capability in flood forecasting.
- Strong communication, proactive and good use of initiative to anticipate future needs.
- Quickly build professional relationships to understand and focus on customer needs.
- Ability to plan, prioritise and with good self-management.
- Able to work both independently and in a highly collaborative team in a fast-paced, incident management setting.
- Skilled in analysing, interpreting and presenting data to diverse audiences.

What skills will I develop?

- Meteorology and hydrology knowledge in relation to flood forecasting
- Strategic and analytical thinking and data analysis
- Stakeholder engagement
- Communication, networking and project management
- Operational skills in incident management
- Scientific tools, e.g. models and digital services improvements
- Understanding of managing uncertainty and decision making in flood forecasting
- Skills and knowledge towards future careers in the FFC e.g. Hydrometeorologist

To find out more
watch the following
video:



Flood graduate trainee 1 (2 roles)

| | |
|----------|-----------------------------------------------------------------------------------------------------------|
| Location | Ipswich, Leeds, Newcastle, Nottingham |
| Degree | Minimum of honours degree in geography, geology, environmental science, or relevant earth science subject |
| Role | A driving licence is preferred. This is due to the need to access different parts of the area. |

What does the team do?

Flood and Coastal Risk Management is made up of many teams that work collaboratively ensuring we have relevant data and evidence to assess, mitigate and respond enabling support to our at-risk communities and deliver our core ambition of a nation resilient to climate change. Our teams help protect communities from flooding and coastal erosion while improving the environment. Teams that maybe included in a rotation are:

Environmental Assessment & Sustainability (NEAS): identifying and manage environmental risks to look for ways to deliver environmental benefits.

Asset Performance: managing the whole lifecycle of our flood and coastal erosion risk management assets, i.e. planning, delivery, maintenance, decommissioning.

Partnership and Strategic Overview: provides a strategic overview of flood risk, working collaboratively with others and Risk Management Authorities to manage and reduce risk to those who live and work within our catchments.

Field Service: contract and H&S management, maintenance planning and maintaining and operating our assets.

Customer and Engagement: providing dynamic methods of communication to engage different stakeholders;

Geomatics: the surveying arm of the EA, providing remote sensing, data analysis and terrestrial survey activities; contributing to the mapping and understanding of the natural landscape.

Flood risk Modelling: providing hydrology and hydraulic modelling services to help improve our understanding of flood risk.

What will I do as a Graduate Trainee?

With a focus on FCRM, the role will involve rotations around teams supporting the mitigation and response to flooding whilst getting an understanding of the organisation. The work will be varied and will support the needs of each team.

What skills do I need?

We're looking for a proactive and solution-focused individual. You must be inquisitive with the enthusiasm to learn and develop, while being focused to complete tasks. FCRM requires diverse and dynamic skills including:

- Ability to make decisions and solve problems, based on analysing data and evidence
- Awareness of health, safety and wellbeing
- Confident communication and customer service skills, to support working with internal, external partners and members of the public
- A strong problem solver, being practically minded, to explore and resolve issues with our at-risk communities
- Ability to manage multiple, conflicting priorities
- Good planning and organisational skills, you'll be able to demonstrate an ability to manage and interpret data and information.

What skills I might develop?

- Data management, hydraulic and hydrological modelling capabilities
- Communicate flood risk analysis & results with internal/external stakeholders.
- Demonstrate positive health, safety, and wellbeing behaviours
- Technical skills to support incident management
- Managing contractors, and working with partners
- Delivery of work by planning, tracking and maintaining data
- Explaining complex problems to non-expert audiences

To find out more watch the following video:



Future water Infrastructure Projects Graduate Trainee (1 role)

| | |
|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Location | Birmingham, Exeter, Nottingham, Manchester |
| Degree | Honours degree in physical science, social science or engineering. Postgraduate qualification in environmental or water resources management or related sciences. |
| Role | No driving licence required, primarily office based. |

What Does the Team Do?

The National Appraisal Unit helps water companies deliver vital infrastructure to secure England's future water supply. Our technical team protects and enhances the environment while supporting Strategic Resources Options ([SROs](#)), such as new reservoirs, water transfers and water recycling. We integrate expertise in hydrology, water quality, flooding, fisheries, biodiversity, assets and partnerships. The team works across policy and technical delivery collaborating internally and with RAPID, Natural England, the water companies and their consultants.

What Will I Do as a Graduate?

You will deliver tangible, real-world impact by shaping SROs. As an active member supported by a knowledgeable and inclusive team, you'll:

- support water companies on technical and policy issues
- collaborate to develop robust and consistent assessments
- deliver results in a fast-paced environment
- support development of digital technical tools
- provide general support to the team

You will be working as part of a national team. Primarily office based with flexible working arrangements. Occasional travel to other offices, field visits and overnight stays, with expenses reimbursed.

What does a day look like in the role?

You'll work in a collaborative and supportive dispersed team on a variety of desk-based tasks. Each day will be different. You'll present your work at online meetings, review reports, analyse data and focus on your development.

What skills do I need?

- You will have a passion for protecting the water environment
- You will have a keen interest in one or more of the technical areas of the team
- Good communication skills for working in a highly collaborative team
- Able to plan, prioritise, work both independently and in a team
- Experience in project coordination and data analysis, interest in low code tools (e.g. MS Power Platform)

What skills will I develop?

- Communication, networking and project management
- Strategic and analytical thinking
- Engagement with key stakeholders in the water sector
- Learning from experts in this multidisciplinary and interdisciplinary team
- To see how you can develop further look at these links [water resources](#)



Geomorphologist graduate trainee 1 (1 role)

Location Exeter, Leeds, Shrewsbury, Warrington, Welwyn Garden City.

| | |
|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Degree | Undergraduate science degree in geography, environmental science or related disciplines. It is critical to have degree that has included the scientific method and physical processes involved in earth system science. Any training, modules, dissertations or experience in geomorphology would be an advantage. |
| Role | A driving licence is preferred. This is due to the need to access different parts of the area. |

What Does the Team Do?

The national geomorphology team lead the Environment Agency's geomorphology science community. We provide strategic policy, guidance, advice and tools to help people work with natural processes to reduce flood risk, protect the environment, mitigate the impact of climate change, and restore rivers, floodplains, estuaries and coasts.

What Will I Do as a Graduate?

You'll build core geomorphology skills through training, hands-on work, and shadowing experienced officers, supported by a technical coach. Managed by the national geomorphology team and working alongside area officers, you'll see how the science is applied both nationally and locally (e.g., flood schemes, restoration). Over your first year, you'll take on increasing responsibility, developing independence while working both in teams and individually. In years 2 and 3 you will deepen your technical geomorphology skills and your broader environmental management abilities so that by the end of the graduate scheme you will be well placed to act as a chartered geomorphology officer or even technical specialist.

What does a day look like in the role?

One day you might be onsite learning how farmers can work with natural processes on their land; the next day you could be helping to write guidance for restoring rivers, modelling coasts, or developing new geospatial datasets. We think field work is vital to this role, so you'll get the chance to go away from a desk for site visits, a few days per month. Most of the work is desk-based and virtual, working with a range of dispersed teams.

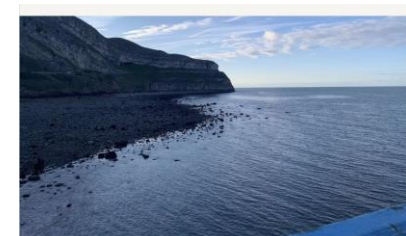
What skills do I need?

- A willingness to learn about geomorphology – to learn the secrets of the landscape.
- An ability to understand technical topics – good numeracy and an ability to comprehend scientific and technical concepts, and a foundation in earth system science. If you've studied geomorphology already that would be advantageous.
- Equally important to technical knowledge is an ability and interest in explaining science to others: you need to be able to work with other people as much as you need to know the science.

What skills will I develop?

- You'll learn all about how natural systems work, becoming an expert in natural geomorphic processes.
- You'll gain scientific expertise – how to understand and to manage natural systems such as rivers, floodplains, lakes and coastlines, working alongside the largest expert community of geomorphologists in the UK. You'll develop great communication skills, helping others to understand natural processes and how to work with nature.
- You'll gain strong time-management skills and, depending on your interests, develop expertise in areas such as computer modelling, GIS mapping, or related fields like ecology, biodiversity, climate resilience, and flood risk management.

To find out more watch the following video:



Groundwater graduate trainee 1 (1 role)

| | |
|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Location | Newcastle, Nottingham, York |
| Degree | Geoscience based honours degree, e.g. BSc (Hons) geology, geochemistry, earth science, environmental science, physical geography or similar. An MSc in a geoscience related subject is desirable but not essential. |
| Role | A driving licence is required. This is due to the need to access remote sites for fieldwork. |

What Does the Team Do?

The Groundwater team develops regulatory approaches and guidance to champion the sustainable use and protection of groundwater. We work to balance the needs of water users and the environment, both now, and for the future. We provide advice and tools to help other people work with hydrogeological processes to reduce human impacts on drinking water supplies, protect the environment, understand groundwater dependent habitats, mitigate the impact of climate change, and restore clean and plentiful water. We work over the long-term to steer how the Environment Agency and others utilise the subsurface to provide essential services such as energy, biodiverse habitats and water supplies, through shaping guidance and policy.

What Will I Do as a Graduate?

You will join our hydrogeologists in ensuring groundwater is clean, plentiful, and available for future generations. Balancing the needs of people and the environment, ensuring the sustainable use and protection of groundwater into the future whilst facilitating economic growth.

You will get involved in work such as:

- groundwater modelling and resource protection
- understanding subsurface conditions and assessing environmental impacts, capacity and risks
- analysing and interrogating geoscience data to assess compliance with environmental standards and identify future improvements
- develop future regulatory approaches and permitting of groundwater

What does a day look like in the role?

You will be working within a friendly and supportive team of groundwater specialists with every day being different. You will be supporting that team to provide hydrogeological expertise to the Environment Agency and externally. Most of the work is desk-based and you will be interacting with a range of dispersed teams in the EA, and external partners, though travel to meetings will be needed.

What skills do I need?

A groundwater graduate needs to be eager to learn about the subsurface and passionate about enhancing our groundwater. You will be keen to develop robust and pragmatic regulatory solutions to environmental problems.

You will need:

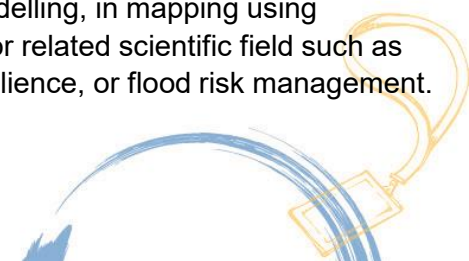
- Scientific and problem-solving skills, logical decision making and scientific reasoning
- The ability to understand and communicate complex geoscientific and technical concepts to audiences
- Strong interpersonal skill to build positive relationships with internal and external audiences

The role would suit:

- an enthusiastic and innovative person who enjoys working collaboratively and seeking solutions to deliver sustainable groundwater management
- An individual committed to making environmental improvement

What skills will I develop?

- You'll learn all about how groundwater systems work and interact with the wider environment.
- You'll gain hydrogeological skills and scientific expertise e.g., constructing and interpreting conceptual models, data analysis, hydrogeological risk assessment, groundwater modelling and contaminant transport.
- Depending on what you're interested in doing, you could shape your skills to your interests such as in computer modelling, in mapping using Geographic Information Systems (GIS), or related scientific field such as ecology, biodiversity, climate change resilience, or flood risk management.



Hydrogeology graduate trainee (2 roles)

| | |
|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Location | Nottingham, West Malling |
| Degree | Geoscience based honours degree, e.g. BSc (Hons) geology, geochemistry, earth science, environmental sciences, physical geography or similar. An MSc in a geoscience related subject is desirable but not essential. |
| Role | A driving licence is required. This is due to the need to access remote sites for fieldwork. |

What Does the Team Do?

The Groundwater and Contaminated Land team is an area based regulatory team. Our aim is to champion the sustainable use and protection of groundwater. As regulators using Water Resources legislation, we work to balance the needs of water users and the environment, both now, and for the future. Key work areas include:

- understanding the subsurface environment,
- respond to risk-based planning consultations
- providing geoscience advice internally and externally
- responding to environmental permit consultations
- responding to environmental incidents
- working with other teams to deliver groundwater compliance.

What Will I Do as a Graduate?

You will play an important and rewarding role in helping protect our groundwater by developing a career finding sustainable solutions to safeguard the main source of water for communities, wetland habitats, rivers and more. Your day-to-day work could be through field work, out on site to protect the water environment or through office-based analytical work. The first year of the scheme will involve:

- Building relevant skillsets to progress through a well-defined programme of training opportunities
- Working collaboratively in a friendly team to deliver key business measures
- Analysing data sets to assess groundwater compliance.
- Presenting findings to local and national teams to help inform decision making.

What skills do I need?

As a Hydrogeology Graduate, you will be curious about the subsurface and passionate about safeguarding and enhancing groundwater resources. You will be motivated to design practical, evidence-based regulatory solutions that address complex environmental challenges.

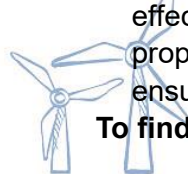
What you'll need:

- Strong scientific and analytical skills, with the ability to apply logical reasoning and sound decision-making
- The capability to interpret and clearly communicate complex geoscientific and technical concepts to diverse audiences
- Excellent interpersonal skills to build positive, collaborative relationships both internally and externally
- Ability to plan, prioritise and with good time and self-management.

What skills will I develop?

- Building and interpreting conceptual models
- Data analysis and hydrogeological risk assessment
- Groundwater modelling and contaminant transport studies
- Understanding subsurface water movement, its role in sustaining river flows, and its use in industry and drinking water supply
- Tackling pollution challenges linked to historic land use
- Working alongside an expert community of geoscientists you'll learn how to explain complex subsurface processes and apply legislation effectively, becoming a pragmatic and proportionate environmental regulator who ensures sound policy implementation.

To find out more watch the following video:



Installations regulation graduate trainee 1 (1 role)

| | |
|----------|-----------------------------------------------------------------------------------------------------------------------------------|
| Location | Chichester, Worthing |
| Degree | Minimum of honours degree in a relevant technical discipline (for instance: Chemical Engineering, Env. Science, Chemistry, Maths) |
| Role | A driving licence is required. This is due to the need to access remote permitting facilities. |

What Does the Team Do?

The Installations team regulate complex waste and industrial sites including On-shore Oil and Gas plant, Oil Refineries, landfills, Energy from Waste facilities and food & drink manufacturers.

The team assess compliance against environmental permits held across a wide range of sectors across Sussex, Hampshire and the Isle of Wight. The team assess scientific data to ensure environmental standards are met and work with partner organisations and industry to minimise risks to the environment from sites they regulate. This work can involve enforcement work and responding to environmental incidents.

What Will I Do as a Graduate?

Learning on the job with field and desk based regulatory work from a team of experienced regulators. The first year will cover introductions to being a successful regulator, developing an understanding of the different sectors that we regulate and the environmental risks they pose. You will work with different specialists to support their work and develop your own technical skills. This will be through a mix of on-site regulations, desk-based assessments and supported technical development. The development will include a mix of E-learning, site visits and structured training courses.

What does a day look like in the role?

The role can be very varied. This can include site visits to a complex industrial site such as a Chemicals manufacturing facility to discuss compliance with the conditions of their environmental permit and desk based follow up work. A site inspection you may visit environmental monitoring points, inspect waste inputs, assess containment engineering, review monitoring data, assess environmental management systems and discuss this with the site operators and managers.

You may be on site responding to an environmental incident of pollution and following up with compliance or enforcement actions. At other times you will be undertaking a desk-based review of a new management system or emissions data with support from our team of experienced regulators.

What skills do I need?

- Scientific understanding of environmental risks and pollutants
- Ability to analyse and interpret sometimes large and complex data sets
- Good communication of both technical and non-technical information

What skills will I develop?

- Technical understanding of different industrial sectors in the energy, manufacturing and waste industries.
- Ability to analyse and interpret scientific data to assess permit compliance.
- Influencing operators to make changes and improvements to protect the environment.
- Understanding of the environmental permitting process for regulated facilities
- Knowledge of environmental risks and environmental monitoring
- Knowledge of health and safety management when on site
- Pollution incident response



Permitting graduate trainee – FRAP (2 roles)

| | |
|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Location | Bristol, Sheffield, Warrington |
| Degree | Minimum of Honours degree in the relevant technical discipline (for instance Env Science, Biology, Ecology, Geology). Post graduate qualifications would be beneficial. |
| Role | No driving licence required, primarily office based. |

What Does the Team Do?

This is an exciting opportunity to work within a new team of Permitting Officers in our evolving Flood Risk Activity Permitting (FRAP) service. You will have a support network around you which will include a Senior Permitting Officer and your line manager.

You will be part of the wider National Permitting Service (NPS), whose primary purpose is to protect the environment and support sustainable economic growth by assessing applications for environmental permits.

What does a day look like in the role?

The Permitting graduate trainee role is a mix of home and office-based work; you will be in a key role representing the Environment Agency with customers that could be people we regulate or members of the public. You will have elements of reactive and planned work in your day. All permitting graduate trainee roles will have an Incident response as part of the role. You will undergo a training Programme to enable you to assess applications for environmental permits, ensuring compliance with EA processes and regulatory obligations.

You will manage a caseload of permit applications for a range of flood risk activities and make informed decisions that directly impact flood risk and environmental management.

This role offers continuous learning opportunities and the chance to deepen your expertise in environmental permitting.

What Will I Do as a Graduate?

- Undergo a 2-month induction training programme
- Determine a range of applications
- Deal with customers (applicants)
- Consult experts within the EA
- Meet team and individual performance targets
- Proactively self-develop through working in new areas of work and seeking out relevant training

What skills do I need?

- Make informed, timely decisions based on analysis of complex technical data
- Coach and support others through technical challenges
- Effectively manage your own time and prioritise your workload
- Successfully meet performance targets and deadlines
- Communicate effectively and build strong relationships with customers and partners
- Work with data, manage information, and use Microsoft Office and other relevant applications

What skills will I develop?

- You will deliver complex workloads, whilst maintaining a focus on professional and technical development.
- Significant technical skills
- You may be working on a major flood defence scheme or a major infrastructure project.
- You will experience a breadth of regulatory work.

To find out more watch the video:



Permitting graduate trainee - Mobile plant (1 role)

| | |
|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Location | Sheffield |
| Degree | Minimum of Honours degree in the relevant technical discipline (for instance Env Science, Biology, Ecology, Geology) Post graduate qualifications would be beneficial. |
| Role | No driving licence required, primarily office based. |

What Does the Team Do?

This is an exciting opportunity to work for the Mobile Plant Team. We are a pioneering and niche team within the National Permitting Service.

We deal with applications whereby operators who already hold a permit will apply to deploy mobile plant machinery to complete a range of activities such as spreading of waste to land for agricultural benefit or using specific remediation technologies to clean up contaminated soil and/or groundwater.

The National Permitting Service's primary purpose is to protect the environment and support sustainable economic growth by assessing applications for environmental permits.

What Will I Do as a Graduate?

- Undergo a 6-month induction training programme
- Learn about soil health, agronomy and contaminated land remediation
- Determine a range of applications
- Deal with customers (applicants)
- Consult experts within the EA
- Meet team and individual performance targets
- Proactively self-develop through working in new areas of work and seeking out relevant training
- We will ensure graduates get opportunities to experience a breadth of regulatory work.

What does a day look like in the role?

The Permitting graduate trainee role is a mix of home and office-based work; you will be in a key role representing the Environment Agency with customers that will be active permit holders. You will have elements of reactive and planned work in your day. You will undergo a training programme to enable you to assess applications for environmental permit deployments, ensuring compliance with EA processes and regulatory obligations.

You will manage a caseload of deployment applications for a range of mobile plant activities and make informed decisions that directly impact agriculture, contaminated land and environmental management.

This role offers continuous learning opportunities and the chance to deepen your expertise in environmental permitting.

What skills do I need?

- Make informed, timely decisions based on analysis of complex technical data
- Effectively manage your own time and prioritise your workload
- Successfully meet performance targets and deadlines
- Communicate effectively and build strong relationships with customers and partners
- Work with data, manage information and use Microsoft Office and other relevant applications

What skills will I develop?

- Significant technical skills
- Deliver complex workloads whilst maintaining a focus on professional and technical development.
- You may be working on a major infrastructure project or with a particularly challenging and failing operator.
- Coach and support others through technical challenges

Permitting graduate trainee – waste (3 roles)

| | |
|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Location | Birmingham, Bristol, Nottingham, Sheffield |
| Degree | Honors degree in physical sciences, social sciences or engineering. Post graduate qualifications in environmental or water resources management or related sciences. |
| Role | No driving licence required, primarily office based. |

What Does the Team Do?

The team is responsible for assessing Permit applications focusing on the handling of waste. Applications enter the system for assessment by our officers who determine the level of environmental impact and question the mitigations around the handling of waste to then be able to decide as to whether the permit is issued.

What Will I Do as a Graduate?

You will deliver tangible, real-world impact by shaping Strategic Resources Options (SROs). As an active member supported by a knowledgeable and inclusive team, you'll:

- support water companies on technical and policy issues
- collaborate to develop robust and consistent assessments
- deliver results in a fast-paced environment
- support the development of digital technical tools

What does a day look like in the role?

Every day you'll balance important regulatory decisions with technical development which will help build towards your professional qualifications (making time to track your CPD is vital!).

You will be speaking to customers frequently. They may be challenging, and you will need to be able to explain the regulations they must adhere to. Complex applications should be escalated to senior staff members.

What skills do I need?

- Permitting graduate trainees balance complex work as well as personal development.
- You will be able to explain complex issues to customers and thrive on interactions across the Environment Agency and with stakeholders.
- Supported by colleagues you will be a decision maker, able to use guidance and evidence to quickly make important determinations.

What skills will I develop?

- Permitting graduate trainees will develop significant technical skills, deliver complex workloads while maintaining a focus on professional and technical development.
- You may be working on power generation, recycling, water treatment, climate resilience or one of many other sectors. We will ensure our graduates get opportunities to experience a breadth of regulatory work.
- Our Permitting graduate trainees are the next generation of Environmental Regulators, vital across the public and private sector.

To find out more watch the following video:



Permitting graduate trainee - water quality (6 roles)

| | |
|----------|-----------------------------------------------------------------------------------------------------|
| Location | Birmingham, Bristol, Exeter, Nottingham, Sheffield, Warrington |
| Degree | Minimum of a honors degree in geography, geology, environmental science or another relevant subject |
| Role | No driving licence required, primarily office based. |

What Does the Team Do?

The Water Quality Permitting Team protects rivers, lakes, estuaries and groundwater by assessing applications for activities that may affect water quality including sewage treatment, industrial discharges and agriculture. We evaluate environmental risks using science, modelling and legislation and set legally binding permit conditions to limit pollution, require monitoring and ensure best available techniques are used. We also review and update existing permits, advise on pollution-incident impacts and breaches and work closely with water companies, developers, councils and internal specialists.

What Will I Do as a Graduate?

You will begin by building core knowledge of environmental permitting, water-quality legislation and regulatory processes. Through shadowing and guided practice, you'll learn to assess applications, draft permit conditions and analyse water-quality data. Alongside this, you'll complete structured training, attend workshops and receive mentoring to develop technical, reporting and communication skills. Protected development time will help you work toward professional accreditation as you gradually take on more responsibility for permit assessments and environmental decisions.

What does a day look like in the role?

A typical day is mainly office-based, mixing data analysis, permit assessments and collaboration with colleagues. You might review new applications, analyse water-quality data and assess environmental risks, then join meetings with water companies, consultants or specialists to discuss compliance or permit conditions. Later, you may draft reports or update permit conditions. Throughout the day, you'll also take part in training, mentoring and shadowing to build the skills needed for independent, evidence-based permitting decisions.

What skills do I need?

- Strong analytical skills to interpret environmental data and assess impacts, with close attention to detail for accurate, legally compliant assessments.
- Clear written and verbal communication for producing reports and explaining technical information to colleagues and stakeholders.
- Problem-solving abilities, plus good organisation and time-management to manage multiple applications and deadlines.
- Ability to work collaboratively with internal specialists and external partners.
- Understanding of environmental science, water-quality parameters and legislation, with a willingness to learn through mentoring, training and practical experience.

What skills will I develop?

- Technical expertise in water quality, environmental science and regulatory frameworks.
- Ability to assess permit applications, interpret data and make evidence-based decisions.
- Strong project and workload management skills.
- Clear written and verbal communication for reporting and stakeholder engagement.
- Problem-solving within regulatory and environmental contexts.
- Effective teamwork and collaboration across multi-disciplinary groups.
- Progress toward professional accreditation and becoming a qualified environmental professional.

To find out more watch the following video:



Permitting graduate trainee - water resources (2 roles)

| | |
|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Location | Bristol + Sheffield |
| Degree | Minimum of Honours degree in the relevant technical discipline (for instance Env Science, Biology, Ecology, Geology) Post graduate qualifications would be beneficial. |
| Role | No driving licence required, primarily office based. |

What Does the Team Do?

You will join an established permitting team of up to 9 officers handling applications from across England. The permits we deliver regulate abstraction across multiple sectors, from industry and manufacturing, public and private water supply, or to enabling fish passage or wetland and habitat creation.

What Will I Do as a Graduate?

As a Permitting graduate trainee, you will assess applications for a range of environmental permitted activities for Water Resources over a range of sectors across the country. We are looking for a technical officer; we are encouraging applications from candidates with Water Resources related knowledge and experience from your degree to nurture and grow our technical skills as well as your own.

During times of drought, you'll get involved in delivering drought permits to support water security, allowing water supplies to be maintained whilst ensuring environmental protection.

You will undertake continuous professional development (CPD) 20% of your time to secure professional registrations relevant to your specific role.

What does a day look like in the role?

The role requires 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, identify and resolve issues making risk-based decisions that deliver high quality environmental permits to deadlines.

You will engage with stakeholders, attend meetings and occasional site visits.

What skills do I need?

- Outstanding interpersonal skills are essential 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.
- Problem-solving abilities to identify solutions within regulatory frameworks.
- Strong organisation and time-management skills to handle multiple applications and deadlines.
- The ability to work collaboratively with internal specialists and external partners.

What skills will I develop?

- You will develop significant technical skills, deliver complex workloads, while maintaining a focus on technical and professional development. Setting you on a path to becoming a fully qualified environmental practitioner.

To find out more watch the following video:



River ecologist graduate trainee (1 role)

| | |
|----------|----------------------------------------------------------------------------------------------|
| Location | Blandford Forum |
| Degree | A Science-based degree |
| Role | A driving licence is required. This is due to the need to access remote sites for fieldwork. |

What Do the Teams Do?

Analysis & Reporting (A&R) teams our work includes water chemistry, ecology and fisheries.

The **Fisheries, Biodiversity and Geomorphology (FBG) team** work to integrate benefits for wildlife and people into innovative flood risk management and nature based solutions.

The **Integrated Environment Planning (IEP) -Catchment Planning team** commission, analyse and share data, and produce the environmental plans that inform and drive Wessex area priorities.

The **Environment Programme (EP) team** work with Catchment Partners to develop and support delivery of river improvement projects/nature-based solutions.

What skills do I need?

- An excellent eye for detail
- Initiative and the ability to make decisions
- Experience in the use of taxonomic keys an advantage
- Experience of gathering, maintaining data/information; experience of using GIS and data visualisation tools an advantage.
- Good analytical skills, which would support an ability to make proportionate, evidence-based inferences from information.
- Able to make technical information understandable and present it in different ways.
- Able to work under own initiative, be proactive as well as working as part of a larger multidisciplinary team.

What does a day look like in the role?

This graduate role offers the opportunity to develop and practice ecological and water quality monitoring skills and develop your data analysis and report writing. You will spend 1 year in each of 4 teams, each responsible for a different aspect of work to improve our water environment.

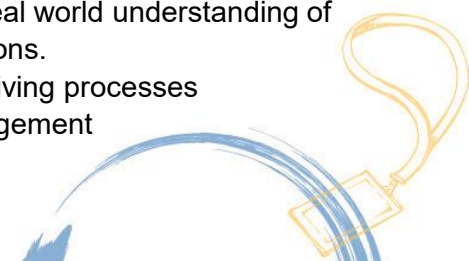
Year 1 will develop your detailed ecological monitoring skills, including laboratory analysis of macro-invertebrate samples down to species level, as well as aquatic plant and river habitat surveys.

Year 2 will develop your biodiversity skills and legislation knowledge. This will include surveying for protected species, advising on Environment Agency programmes and projects for biodiversity impacts to ensure compliance with environmental legislation.

In **Years 3 and 4** you will have the opportunity, to work with the IEP and EP teams, where you will develop skills in project management and knowledge of catchment planning.

What skills will I develop?

- Ecological survey and analysis skills including identification of macro-invertebrates to species level, aquatic plant survey skills.
- Data analysis, interpretation skills, biodiversity species knowledge and survey skills.
- Understanding biodiversity legislation and water regulation
- Data handling and analysis -including: GIS, AI & modelling . Influencing/collaboration skills, deeper real world understanding of catchment processes, uses and interactions.
- Understanding procurement and grant giving processes
- Collaborative working and Project Management



Water quality graduate trainee (1 role)

| | |
|----------|------------------------------------------------------|
| Location | Brampton, Ipswich, Norwich |
| Degree | Preferably a degree in an environmental discipline |
| Role | No driving licence required, primarily office based. |

What Does the Team Do?

The Water Quality portfolio works on a variety of aspects of water quality planning to understand the risks, find solutions, and work with those who can effect change. We review, challenge and advise on stakeholder plans and permissions and ensure they comply with environmental regulations. The team understands, analyses and translates a variety of data/information into evidence that is used to inform and influence decisions by technical and non-technical audiences.

What Will I Do as a Graduate?

You will be working both with water companies and internal teams, to reduce the impact of sewage discharges. Particular focus (but not limited to) will be on our bathing and shellfish water work, which involves undertaking desk top investigations to improve source apportionment understanding.

What does a day look like in the role?

You'll work in a collaborative and supportive dispersed team on a variety of desk-based tasks which align with our Team Type Plan. Each day will be different. You'll present your work at online meetings, review reports, analyse data and focus on your development.

What skills do I need?

- Awareness of water quality legislation.
- Good communication and influencing skills.
- Good research/ analysis skills, supporting an ability to make proportionate evidence-based decisions from information.
- Experience with mapping software would be advantageous.
- Able to work under own initiative and as part of a larger team.
- Good organisational skills.
- Experience of gathering, maintaining, presenting and quality assuring data/information.

What skills will I develop?

- Water Quality expertise from the wider portfolio and wider team
- Analytical and investigational skills
- Communication skills
- A fantastic opportunity to develop a raft of specialist skills via your Learning Plan



Water resources graduate trainee 1 (2 roles)

| | |
|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Location | 1 role in Nottingham, 1 role in Reading or Wallingford |
| Degree | Must hold a minimum of an honours degree in a relevant environmental or scientific discipline. E.g. geography, geology, environmental science, or another relevant earth science subject. |
| Role | A driving licence is preferred. This is due to the need to access different parts of the area. |

What Does the Team Do?

During this role, you'll work with various Water Resources teams. In your first year, you'll join a supportive local team focused on environmental planning (IEP), tackling diverse projects alongside passionate colleagues and subject matter experts. From year two, you'll rotate across other Water Resources teams to broaden your experience and expertise.

What Will I Do as a Graduate?

You will deliver high-quality solutions to environmental problems in Water Resources and water sustainability into the future. You start in an environmental planning team, then in your second year you can choose from rotations in:

- Environmental and Water Resources planning
- Water abstraction, regulation, groundwater and permitting
- Other specialism including chalk and hydrology

After two years, you can specialise or continue exploring different roles. We invest in our graduates' training, providing time each week for development to achieve CIWEM accreditation through various learning activities.

In your first year, you will spend 80% of your time with your local environmental planning team, looking into providing local advice, contributing to drought planning & responding to data requests.

The remaining 20% will be dedicated to learning and development activities including a collaborative project with other graduates on water-related initiatives.

To find out more about areas of [Water Resources Click Here](#)

What does a day look like in the role?

Your work will vary depending on the Water Resources rotation you are participating in and may include activities such as:

- Analysing and assessing the impact of water-related projects,
- Delivering environmental regulation and policy,
- Engaging with stakeholders e.g. water companies & local government,
- Developing and maintaining data,
- Preparing reports and environmental impact assessments.

What skills do I need?

- Modules related to water in your degree or master's.
- Experience in coordinating or contributing to the leadership of a team or project, (e.g., leading a group project; organising society/sports team), is highly desirable.
- You need good communication skills, be IT literate and able to articulate your ideas.
- Work well independently but are equally comfortable collaborating and working as part of a team.
- Problem-solving abilities, can analyse situations, think critically, and develop effective solutions.

What skills will I develop?

- An excellent understanding of Water Resources, water sustainability, and collaboration with external partners.
- Leadership and networking skills that will enable you to develop as a future manager or technical specialist within Water Resources and the EA.
- Strategic and analytical thinking skills, which will allow you work on projects, connect the challenges and opportunities facing Water Resources and contribute to developing solutions.

To find out more watch the following video:



Water resources graduate trainee 2 (1 role)

| | |
|----------|------------------------------------------------------|
| Location | Brampton, Ipswich |
| Degree | Preferably a degree in an environmental discipline |
| Role | No driving licence required, primarily office based. |

What Does the Team Do?

There are 2 portfolios for water resources in IEP. These are operational water resources and Water Company Planning. Both manage a variety of aspects of water resources regulation and planning. They use evidence to understand water abstraction issues and risks, find solutions, and work with those who can deliver change. They review, challenge and advise on stakeholder plans and permissions and ensure they comply with environmental regulations.

The Water Company Planning portfolio group focus is with the 4 Water Companies in East Anglia and management of the 5-year programme of investigation, measures and licences associated with each. The operation team manages the water regulation for smaller abstractors from other industries along with managing evidence.

What Will I Do as a Graduate?

This post will be a water resources officer role working both with water abstractors and internal teams, to reduce unsustainable abstraction and improve the water environment. This includes gathering and managing evidence, licensing, drought planning and responding to consultations. They will learn to use the evidence systems we have to identify potential risks, make decisions and communicate with internal teams and stakeholders.

What does a day look like in the role?

You'll work in a collaborative and supportive dispersed team on a variety of desk-based tasks which align with our Team Type Plan (business planning tool). Each day will be different. You'll present your work at online meetings, review reports, analyse data and focus on your development.

What skills do I need?

- Awareness of water resources issues & legislation.
- Good communication and influencing skills.
- Good research/analysis skills (data management) supporting an ability to make proportionate evidence-based decisions from information. Experience with mapping software would be advantageous.
- Able to work under own initiative and as part of a larger team.
- Good organisational skills.
- Experience of gathering, maintaining, presenting and quality assuring data/information.

What skills will I develop?

- Water resources expertise and role our role as regulator to protect and enhance the water environment.
- Analytical and investigational skills
- Communication skills
- A fantastic opportunity to develop a raft of specialist skills via their Learning Plan



Water resources hydro-ecology graduate trainee (1 role)

| | |
|----------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Location | Nottingham |
| Degree | Must hold a minimum of an honours degree in a relevant environmental or scientific discipline. E.g: ecology, biology, geography, geology, or environmental science. |
| Role | A driving licence is required. This is due to the need to access different parts of the area. |

What Does the Team Do?

You'll start with a friendly national Hydro-ecology team and a local Analysis & Reporting team. The Hydro-ecology team analyses national ecological and hydrological data to support Water Resources decisions. The Analysis & Reporting team focuses on freshwater ecology, water flow, and drought analysis through fieldwork, lab work, and office tasks. Both teams are dedicated experts committed to equipping you with the skills to become a hydro ecologist, giving you national and local experience.

What Will I Do as a Graduate?

You will tackle environmental challenges in Hydro-ecology and Water Resources, with placements in teams carrying out related work. You'll develop skills in data interpretation and assessment to manage climate change impacts, protect rivers, and enhance water ecology. The agency prioritises graduate training, dedicating weekly time for development, including CIWEM accreditation, talks, projects, and mentoring. In the first two years, graduates split time between: National Hydro-ecology team (40%) – analysing ecological and hydrological data to support Water Resources decisions. Local Analysis & Reporting team (40%) – fieldwork, lab work, and office tasks on freshwater ecology, water flow, and drought analysis. The remaining 20% is for learning and development, including collaborative projects with other graduates. After two years, you can rotate into a new team or stay with your current ones.

What does a day look like in the role?

Your daily tasks vary by placement and may include: Analysing hydroecological data using R, Supporting national Water Resources monitoring, reporting, and assessing ecology in relation to water flow, Freshwater species identification and survey work.

What skills do I need?

- It is desirable to have some prior knowledge freshwater ecology/hydrology, which could be from your degree modules/projects/dissertations or placements/ volunteering.
- It is essential to have an interest in, and willingness to learn, data analysis using R software. Training will be provided.
- It is desirable, though not required, to already have some experience in analysing data sets using R software.
- Experience in coordinating or contributing to the leadership of a team or project, (e.g., leading a group project; organising society/sports team), is highly desirable.
- Good communication skills, IT literate and can articulate your ideas.
- Work well independently but are equally comfortable collaborating and working as part of a team.
- Problem-solving abilities, can analyse situations, think critically, and develop effective solutions.
- Willingness to learn and a strong drive for continuous development.

What skills will I develop?

- An excellent understanding of Hydro-ecology, Water Resources, and collaboration with other teams and external partners.
- Leadership and networking skills that will enable you to develop as a future manager within Water Resources and the EA.
- Strategic and analytical thinking skills, which will allow you to work on projects, connect the challenges and opportunities facing Water Resources in England, and contribute to developing solutions.

To find out more watch the following video:



Water resources hydrology graduate trainee (1 role)

| | |
|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Location | Reading, Wallingford |
| Degree | Must hold a minimum of an honours degree in a relevant environmental or scientific discipline. E.g. Environmental Science, Ecology, Conservation Biology, Sustainability, Climate Science, Hydrology, Hydrogeology, Geosciences, Geography, Environmental Engineering, Marine Science, Data Science, Chemistry, Physics, or Mathematics. |
| Role | A driving licence is preferred. This is due to the need to access different parts of the area. |

What Does the Team Do?

You'll join a friendly local team of hydrologists working on field and office tasks, interpreting river catchment and drought data. We're a dedicated team committed to giving you the skills to become a hydrologist. From year two, you'll also rotate into national teams to broaden your experience.

Learn more about [hydrology here](#).

What Will I Do as a Graduate?

You will deliver high-quality solutions to environmental challenges in hydrology. You'll choose from meaningful rotation placements, developing skills in data interpretation and climate change impact management, such as drought and water supply protection. You will play a crucial role in ensuring effective water management now and in the future. This scheme offers rotations through various roles within hydrology to help manage and maintain England's precious water supply. We invest in our graduates' training, dedicating time each week for development to achieve CIWEM accreditation through talks, seminars, workshops, project work, mentoring, and independent learning.

In your first year, you will spend 80% of your time with your local hydrology team. The remaining 20% will be dedicated to learning and development activities including a collaborative projects with other graduates on water-related initiatives.

What does a day look like in the role?

Day-to-day, your work will vary depending on your specific hydrology placement and will include activities such as:

- Responding to data requests
- Collaborating with internal and external customers
- Assisting with drought analysis and management
- Supporting your team with flow analysis, including high and low flows, modelling, and forecasting plans



What skills do I need?

- Modules related to water or hydrology in your degree.
- You need to be numerate (having studied maths, geography or a science subject at A-level) and enjoy using these skills to solve real world problems.
- Experience in coordinating or contributing to the leadership of a team or project, (e.g., leading a group project; organising society/sports team), is highly desirable.
- You need good communication skills, be IT literate and able to articulate your ideas.
- Experience in modelling or coding would be desirable.
- Work well independently but are equally comfortable collaborating and working as part of a team.
- Problem-solving abilities, can analyse situations, think critically, and develop effective solutions.

What skills will I develop?

- An excellent understanding of hydrology, Water Resources, water sustainability, and collaboration with Water Resources teams and external partners.
- Leadership and networking skills that will enable you to develop as a future manager within Water Resources and the EA.
- Strategic and analytical thinking skills, which will allow you work on projects, connect the challenges and opportunities facing Water Resources in England, and contribute to developing solutions.



We look forward to receiving your application.

Contact us at:
eacareerentry@environment-agency.gov.uk

