Grade : 6	Profile reference:ER06
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Job Family Role Profile: Environment & Regulation, Grade 6

- *This is a generic role profile. It aims to outline the requirements of roles broadly within the job family and grade detailed above rather than provide the requirements of a specific job*
- *This profile should be used as a template to help 'frame' the right size and shape of work undertaken locally*
- *For further guidance on how to use job family role profiles effectively, please see the Easinet*

Job Family Description

These are roles engaged in the delivery of operational and regulatory services that are key to the protection and improvement of our water, land and air.

This job family hosts a variety of skills and activities, such as monitoring enforcement through to licensing and permitting. Roles can be field based, gathering data or 'auditing' customers, or office based carrying out analysis or providing advice on environmental issues to customers.

Purpose Statement

The contribution and key purpose of roles in this job family at this grade. It indicates the typical degree of independence these roles hold. Note: names of roles are intended to illustrate the type of roles at this grade and are not related to job title.

Acts as a senior specialist or senior team leader, although accountabilities for these roles can be interchangeable depending on the team and work being delivered.

Typically, roles at this grade recommend and implement approaches for the organisation on specific and allocated issues. Roles work across functions, and /or Defra group, to ensure people and processes are aligned in the delivery of our operational and /or regulatory services.

Senior team leader roles are predominantly focused on the management of specialist teams whereas senior specialists usually contribute as a technical expert, building knowledge and resilience nationally. These roles have impact beyond their immediate scope of activity and are engaged on complex reputational, political and / or technical matters.

Some roles in this job family participate in incident response as part of their accountability.

These roles work autonomously within policies, and have responsibility for managing an element of organisational risk or opportunity.

Grade : 6	Profile reference:ER06
Doc Version: V1	Date latest version: 22/05/2017

Representative Accountabilities

The key areas of work and responsibilities for these roles. Points identify typical areas of outputs and suggest anticipated results but are not exhaustive or specific.

Senior specialist:

- Provides specialist expertise and guidance across the organisation, to ensure the effective implementation of regulatory and / or operational strategy.
- Delivers leadership on a specific element of regulatory and / or operational activity. Sets priorities and shapes the implementation of key work for national delivery.

Senior team leader:

- Responsible for a team, providing leadership, direction and prioritising delivery of reputational, political and / or technically complex regulatory or operational activities. Some roles manage external resources.
- Recruit, motivate and develop team members to ensure effective delivery of operational and / or regulatory activities. Ensures appropriate skill levels are developed and maintained and team performance is optimised in line with specified team goals.
- Leads the delivery of specialised advice and guidance and / or effective implementation of regulatory or operational activities. Often this involves managing diverse range of skills.

All roles:

- Plan, monitor, control and prioritise resources and budgets to maximise the efficient use of people in order to ensure that all activities are completed to time. Identifies risks to the delivery of priorities, making appropriate actions to resolve issues.
- Deliver innovations and improvements in line with the organisation's incident management strategy, developing and implementing policy and process as required.
- Make decisions on regulatory and / or operational delivery on behalf of the team.
- Interact widely, developing and maintaining effective relationships with key stakeholders and partners both internally and externally. Drives good practice and ensures understanding of wider priorities. Roles may be required to work with colleagues across the Defra network to drive service improvements and efficiencies.
- Develop, maintain and share technical expertise with staff to improve knowledge and competence throughout the organisation as required.

Typical skills, knowledge and experience

Grade : 6	Profile reference:ER06
Doc Version: V1	Date latest version: 22/05/2017

The knowledge, skills and experience indicated usually reflect the minimum levels required for competent performance in the role. Due to the generic nature of job family profiles, detailed requirements need to be specified in supporting documentation, such as the advert.

- Roles require significant experience gained within a specific field / discipline. Depending on the type of role, this could be specialist technical experience in regulation or operations, or other relevant expertise such as people management.
- Requires thorough understanding of relevant business concepts and their application as the role is required to apply judgement and influence the actions and behaviours of others.
- Roles typically require a relevant degree or equivalent experience.

Expectations for these roles

Sets relevant expectations for roles by grade, including health and safety, equality and diversity, communications required, quality assurance and level of organisational wide understanding required for role. This section is common to all job families at this grade.

- Manages health, safety & wellbeing by actively promoting awareness and good practice, and ensuring the provision of safe working practices in line with Environment Agency guidance.
- Promotes inclusion by respecting differences in our workforce and works to build a supportive and engaging workplace.
- Influence and negotiate across disciplines. Required to flex communication style and deliver tough messages when necessary.
- Work individually or through others to deliver results on time, to required quality standards and cost, to fulfil the business plan and achieve or support environmental goals.
- Understand, interpret and communicate the role of the Environment Agency broadly, and maintain understanding of external partners and customers, their needs and manage expectations.

Grade Distinction

Outlines the difference in expectations and/or accountabilities for roles at grade above and below this profile. This section is common to all job families at this grade.

Roles at grade 5:

- Manage a range of specific issues requiring consideration of practice.
- Require specialist knowledge that is usually gained through proven practical experience.
- Usually require understanding of theoretical principles within their specific activity.

Roles at grade 7:

- Provide shape and direction, whilst roles at this grade tend to determine best approach and implementation.
- Tend to have broader interaction, representing the department across the organisation, and wider, on a range of related matters. Roles at this grade tend to interact on a specific area of

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- Are likely to lead the production of documentation and advice.
- Develop and further relationships with customers and stakeholders.

activity.

- Have broader accountability in terms of people and / or activities than roles at this grade.
- Tend to approve technical documentation, whereas roles at this grade will most likely be responsible for commissioning and reviewing the documentation prior to approval.