Job Description: Social Value and Modern Slavery Specialist

Role Title: Social Value and Modern Slavery Specialist

Grade: G5
Location: National – travel to a base location may be required
Team: Social Equity Team, part of the Sustainable Business Team
Reporting to: Social Equity Senior Specialist (G6)

Role Purpose

This role will support the Environment Agency's EA2030 commitment to protect and enhance the environment while supporting sustainable growth, ensuring people, nature and businesses can prosper together. It supports the Environment Agency's sustainability plan eMission, driving responsible environmental practices across its operations and supply chain.

The role will help the Environment Agency to drive positive social outcomes by embedding social value and modern slavery safeguards into our contracts, operations, policies, partnerships and decision making. The role supports compliance with key legislation, including the Public Services (Social Value) Act 2012, Procurement Act 2023, Modern Slavery Act 2015 and the Equality Act 2010.

Key Responsibilities

- Support Social Equity Senior Specialist: work includes a wide range of technical requests, consultations, strategy development, communication and engagement activities
- Collate Regulatory Compliance data: support compliance with modern slavery legislation and statutory social value obligations, advising teams on interpretation and application.
- Support Ethical Procurement Strategy: Help to embed social value frameworks within procurement and contract management processes to support ethical standards across supply chains.
- eMission delivery: Support delivery of elements of the eMission plan
- Policy integration & strategic alignment: Support procurement and operational practices to align with emerging government policies, advising on impact and integration.
- Enhance organisational capability: Develop and deliver targeted training, toolkits, and guidance that build internal capacity and supplier competencies in sustainability practices.
- Co-ordinate outcome monitoring & reporting systems: support the senior data specialist with data collection and analysis to track organisational performance, support national reporting, and align with the UN Sustainable Development Goals.
- Foster cross-sector collaboration: Support senior specialist to integrate the social value and modern slavery prevention across Environment Agency

operations. Act as a liaison with senior specialists, external partners, and internal teams to harmonise delivery across programmes.
- Champion social outcomes in capital programmes: Help advise programme leads to embed measurable social value outcomes into capital infrastructure initiatives, especially those affecting local communities.
- Support Environment Agency as a sustainability leader: Contribute to strategic initiatives that elevate the Environment Agency's reputation as an ethical public sector leader in sustainable delivery.
- Support delivery on statutory requirements: Support work on initiatives that bridge departmental responsibilities, ensuring compliance with crosscutting statutory sustainability obligations.

Key Deliverables

- Coordinate user requirements and responses for queries and commissions
- Support engagement with consultants, especially in key areas such as modern slavery
- Integrate the social elements of sustainability, modern slavery and social value requirements in procurement activities
- Work across teams and the supply chain to embed legislative requirements for Social Value and Modern Slavery into organisational processes, instructions and priority activities.
- Review Environment Agency's consultations and documents through a social impact lens
- Strengthen Environment Agency's understanding of social value and modern slavery through knowledge sharing

- Support delivery of statutory social value and modern slavery targets in line with strategic objectives
- Develop and facilitate programmes that connect employees (e.g. outcome days) to social value and environmental efforts, improving motivation, wellbeing, and community impact.

- Build strong relationships within Environment Agency, Defra, supplier networks and beyond
- Help coordinate staff volunteering (outcome days) initiatives to connect employees with social value and environmental impacts.
- Apply social value principles within tender processes and contract drafting
- Work with senior engagement specialist on social value and modern slavery communications as required

Experience & Skills Required

Essential Experience

- Background in sustainability, social value or modern slavery
- Experience of embedding social value and modern slavery considerations into organisational policies or operations
- Demonstrated ability to engage stakeholders and collaborate across complex structures
- Experience in supporting or coordinating training and staff awareness programmes
- Strong track record of collecting and analysing data to inform action or reporting

Essential Skills

- Excellent communication and interpersonal skills
- Strong analytical and policy development capabilities
- Knowledge of and ability to interpret legislation such as the Social Value Act, Modern Slavery Act and procurement policy
- Strategic thinking with attention to detail and ability to manage priorities
- Self-sufficient and practical, demonstrating sound judgment and initiative in independent work
- Comfortable with presenting ideas and engaging diverse audiences
- Proficient in using digital tools to track progress, produce reports, and support collaboration

Desirable

- Project or programme delivery experience in government, third sector or environmental organisations
- Understanding of public sector procurement and contract management practices
- Familiarity with frameworks such as the UN Sustainable Development Goals or Environmental and Social Governance reporting

- Qualifications or training in social equity, community development, or sustainability
- Forward-thinking with a visionary mindset that embraces bold ideas