Grade : 7	Profile reference:AM07
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Job Family Role Profile: Asset Management, Grade 7

- *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

Roles in this family manage the whole lifecycle of our flood and coastal risk management assets, i.e. from planning and delivery, through to upkeep and eventual decommissioning.

There are a wide range of skills in this job family but they are identified by their contribution to the asset management life cycle. Roles here can be field based, for example in building or maintenance of structures and plant, or office based such as planning and managing the delivery of assets and the preparation or the analysis required to carry out asset management effectively.

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 lead expert or manager accountable for a particular element in the delivery of our asset management strategy to ensure the protection of people and the environment from flooding and coastal erosion.

Roles lead and manage the implementation of business plans to ensure the reliability, condition and compliance of our assets within required standards, and in line with our corporate ambition. Provides leadership during change, drives innovations and improvements to ensure efficient ways of working and continuous improvement.

These roles work to broadly defined objectives and have the freedom to determine how they are achieved.

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.

- Delivers long term investment plans for assets and understands the challenges and opportunities of plans.

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- Leads and develops teams to ensure a motivated and high performing workforce which delivers organisational aims.
- Provides high level advice, guidance and judgement, in the right format. Maintains legal compliance and provides information to inform the business and effectively assist risk-based decision making.
- Improves the resilience, operation and condition of assets by promoting a pro-active whole-life approach to their delivery, management and upkeep.
- Drives and implements policy, process and standards to mitigate organisational risk and progresses opportunities to enhance delivery of assets and their management.
- Engages with stakeholders and partners, internally and externally, to influence decisions and actions associated with our assets, to learn and promote best practice across communities. May be required to engage with colleagues across the Defra group to drive and embed service change and improvements or to represent the Environment Agency, nationally and internationally.
- Develops and ensures key performance indicators and service levels are met for area of delivery. In some cases, specifies standards of delivery.
- Leads by example, acting as a role model to effectively embed our values and drive innovation across the team, and wider. Ensures ways of working are effective and in line with our corporate commitments.

Typical skills, knowledge and experience

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 substantial experience gained in a relevant environment, typically in an engineering, technical or operational environment, to enable leadership of a function, department or specialism.
- People management or specialist jobs at this level require breadth and depth of relevant expertise for the role, for example project, programme and portfolio management.
- Advanced negotiation and influencing skills are required to develop and motivate people, and change behaviours in a complex business environment.
- Requires expert understanding of a range of organisational practices and their effective application and is required to apply practical judgement of the wider business impact of decisions.
- Roles typically require at least a relevant degree or equivalent, usually gained through extensive experience and training.
- Roles at this grade in this job family may require professional qualifications or Chartered status
- For some roles in this job family specialised and /or professional qualifications are mandatory
- Roles usually require management of budgets, revenue and / or capital expenditure.

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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.

- Is fully engaged with the organisation's approach to health, safety and wellbeing. Takes responsibility, and is accountable, for providing the leadership to embed the approach. Roles at this level in this job family may be responsible for safety in a regulatory capacity.
- Promotes inclusion by respecting differences in our workforce and works to build a supportive & engaging workplace.
- Ensures communication is audience focused, clear and concise to aid understanding and support for policy / process change and ensures implementation is positive and consistent.
- Efficiently balances and prioritises quality, time and cost while ensuring the appropriate standards and assurances are met.
- Understands, interprets and implements the strategic direction of the Environment Agency and Defra group, and has a detailed understanding of external partners, customers and their needs.

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 6:

- Tend to interact on a specific area of activity, whilst roles at this grade, tend to have broader interaction, representing the department across the organisation, and wider, on a range of related matters.
- Tend to have narrower accountability in terms of people and activities.
- Provide intelligence and contribute to team business plan.
- Typically specify and review key documentation and guidance. Roles at this grade approve key communications
- Support management of reputational risk for the organisation. Roles at this grade actively

Roles at Deputy Director grade:

- Have a wide span of control with accountability for sub-functions or a number of related areas of activity.
- Are more involved in developing and implementing solutions to challenges which are new to the organisation.
- Have more autonomy in taking decisions on behalf of the organisation.
- Have an impact upwards through contributing to departmental / directorate level strategy.
- Have a higher level of accountability for people / programmes / budgets.

manage the risks.