

National Environmental Assessment & Sustainability (NEAS) Operational Unit Managers

Candidate Information Pack

July 2019 – V3.6



Job title: NEAS Operational Unit Manager
Job location: Leeds and Exeter
Date: August 2019
Reference: 9794 (Leeds) / 12288 (Exeter)

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1. Our organisation

Our organisation

We are the Environment Agency. We protect and improve the environment. Acting to reduce the impacts of a changing climate on people and wildlife is at the heart of everything we do. We reduce the risks to people, properties and businesses from flooding and coastal erosion. We protect and improve the quality of water, making sure there is enough for people, businesses, agriculture and the environment. Our work helps to ensure people can enjoy the water environment through angling and navigation. We look after land quality, promote sustainable land management and help protect and enhance wildlife habitats. And we work closely with businesses to help them comply with environmental regulations. We can't do this alone. We work with government, local councils, businesses, civil society groups and communities to make our environment a better place for people and wildlife.

Of course, none of this will be possible without the professionalism and dedication of our staff. We are committed to promoting equality and diversity in all we do, and to valuing the diversity of our workforce, customers and communities.

We're committed to helping our people to find new ways of working and to maintain our focus on creating a better place for people and wildlife. For more information on the Environment Agency and what we do, please visit:

www.environment-agency.gov.uk/aboutus

Website | Twitter | Facebook | LinkedIn | Instagram | Flickr | YouTube



2. Salary and benefits

Join us in this role and you will enjoy the following benefits:

Grade Rate:	£44,477
Location:	Leeds or Exeter
Hours of work:	37 hours FTE, permanent contract
Leave entitlement:	Your leave allowance in this role will be 27 days or equivalent, depending on working pattern, plus bank holidays. Your allowance will be pro-rata if you work part time or you are on an assignment to a role at a higher grade that attracts an increased entitlement. Your entitlement depends on your grade, your contracted hours, and your length of continuous service. We also offer up to two days paid environmental outcome days each year. These give you the opportunity to take part in community activities with a clear environmental outcome for people and wildlife.
Pension:	We will enrol you into the Environment Agency Pension Fund (EAPF) on commencing employment, if your employment contract is for 3 months or more. The EAPF is part of the Local Government Pension Scheme (LGPS). It is a career average scheme, which means you will build up benefits based on your pay each scheme year rather than your final salary. We will base your pension contributions on your actual pay and you will receive tax and national insurance relief on your contributions. The pension contribution rates currently range between 5.5% and 12.5%. Whilst you are in the scheme we will also pay an employer contribution into your pension pot. We currently pay 18.5%, so this is a very generous scheme.



2. Salary and benefits continued

Work/life balance:

We support flexible working hours and practices to help you strike a good balance between your work life and your personal life. We will also encourage you to keep developing your skills and professional knowledge throughout your career.

Diversity:

We are committed to diversity and inclusion. We aspire to be the best employer in the country for equality, diversity and inclusion (EDI) and want all our staff to feel valued and respected and to see this as a great place to work. From our EDI executive champions to our EDI employee networks, everyone has a part to play to embed equality, diversity and inclusion in our organisation. Diversity: it's in our nature.

Relocation:

If you need to relocate to take up this role, we might be able to offer financial help with this. This will depend on your circumstances, so if it's something you are interested in, please discuss it with us to find out what the options are.



3. The role

Our advert describes the day to day activities of the role, the team it operates within and the skills/experience we're looking for from applicants. This information should be read in conjunction with the job family role profile that we've provided. In the Environment Agency, our roles are grouped by grade and similar characteristics into one of seven job families. Job families describe the work undertaken in broad terms. This enables us to use generic profiles to broadly describe 80% of the key accountabilities, skills and experience for each job family at each grade.

The role of Operational Unit Manager fits into our Asset Management job family at Grade 6.

We are looking to recruit two experienced operational environmental managers to join our National Environmental Assessment & Sustainability (NEAS) team. NEAS oversee the effective management of environmental risk on our Flood Risk Management projects and help identify and deliver environmental enhancements that leave a better place. You will play an important role in helping the Environment Agency reduce flood risk to 300,000 homes across the UK by 2021. Your contribution will be key to ensuring that flood protection projects are delivered with full attention to environmental impacts and ensuring that relevant environmental consents are secured to help deliver positive outcomes for people and wildlife.

You will oversee the management of a geographical unit and will have direct line management of a Team Leader and a Principal Environmental Project Manager. Indirectly you will lead a team of between 6 and 12. You will be the Single Point of Contact for NEAS within the Unit. The role will be critical in providing senior leadership to the NEAS team and developing and maintaining relationships with other leaders across the Unit. You will work within the recently formed Collaborative Delivery Team (CDT) to set the sustainability aspirations for the Unit, ensure that the necessary resources are secured and oversee the performance of both NEAS staff and our suppliers. You will oversee expenditure and income and make interventions to ensure that targets are met. As a member of the NEAS Leadership Team, you will play a key role in shaping NEAS for the future and will lead on a number of national priority workstreams.

Experience/skills required

- It is likely that you will be qualified to degree level (or equivalent) in an environmental discipline but this is not essential if can offer good experience and a proven track record of management
- You will have great communication skills and have the ability to develop and maintain effective relationships with internal and external partners.
- Programme and Project Management skills will be advantageous.
- We will support you in progressing within your chosen professional institute.



3. The role (continued)

Contact and additional information

You will need to hold a full UK driving licence. The roles require some travel and overnight stays. More information about the role and application process can be found in the candidate pack.

The closing date for applications is **15th September 2019.** If you have any questions about the role, please contact dermot.smith@environment-agency.gov.uk or phil.griffiths@environment-agency.gov.uk

Interviews to be held in the fortnight commencing 7th October 2019 To apply, please visit www.environment-agency.gov.uk/jobs and search for 9794 (Leeds) / 12288 (Exeter).

Please make it clear which post you are applying for.

The Environment Agency will not normally refund interview expenses for candidates who are invited to interview although may do so in exceptional circumstances.

We are fully committed to having a diverse and inclusive workforce to reflect the communities we serve. We welcome flexible working patterns for all our vacancies, including job share, so please include clearly any information regarding your preferred working arrangements on your application.

Capability	Description
Leads People	Provides leadership that inspires and motivates others to achieve their personal goals and the goals of the Environment Agency
Leads the Organisation	Takes personal responsibility for the implementation of changes and programmes that are crucial to the success of the Environment Agency.
Develops People	Makes sure team members have the skills, knowledge and experience to successfully carry out their current role and to develop into future roles
Delivers through others	Harnesses the team to deliver results on time, to required standards and in line with organisational processes and procedures.

Please contact the vacancy manager if you would like to discuss the role in more detail.



4. Further Information

The Environment Agency values a diverse workforce and welcomes applications from all sections of the community who wish to join a workforce which embraces difference and welcomes everyone.

We aim to create and maintain a diverse workforce (including our Board and Executives) that better reflects the UK's economically active population. Therefore, we particularly welcome applications from Black, Asian and Minority Ethnic (BAME), disabled, female and LGBT+ candidates who are under-represented across our workforce.

We will consider flexible working patterns for all our vacancies, including job share, so please include clearly any information regarding your preferred working arrangements on your application.

Eligibility to apply and continuity of employment

Employment agency workers and contractors are considered to be external candidates and should therefore only apply for positions that are being advertised externally. They are also not eligible to claim continuity of employment should they be successful in securing a position with the Environment Agency.

If you have been a member of a Regional Flood and Coastal Committee in the last 12 months we will not be able to continue with your application based on agreed appointment rules related to employing ex-RFCC members. We would welcome an application from you once the 12 month period have passed.

For applicants who currently work in local government or other bodies listed in the Redundancy Payments (Continuity of Employment in Local Government etc.) (Modification) Order 1999, you may be eligible for continuous service for the purpose of calculating any future redundancy payment. In addition, if you can demonstrate that you have worked at the Environment Agency immediately before joining the Civil Service and are now being re-employed by the Environment Agency within a period of three years of leaving, you may also count your Civil Service employment for the purpose of calculating your service related entitlements as outlined above. If you are unsure of your status then you should contact your own HR Team.



4. Further Information (continued)

Pre-employment Checks

We apply the Baseline Personnel Security Standard (BPSS) check when recruiting staff to our posts. This includes a basic criminal records check.

For the great majority of roles in the Environment Agency this will be sufficient and only certain roles will require a higher level of clearance. Should this be necessary, you will be advised of this during the recruitment process.

Positions based at our London office or roles that require frequent travel to London require CTC level security clearance. This will be confirmed to you during the recruitment process.

Want to find out more?

To find out more about what it's like to work at the Environment Agency, please visit:
https://www.gov.uk/government/organisations/environment-agency/about/recruitment



5. How to apply

We use an online recruitment system. To make the application process simple and straightforward, and so that you know how it works and what we need from you, we've put together a few hints and tips. Make sure you have all the information you need about the vacancy. For some jobs, you'll be asked to download a candidate pack, like this one, where you'll find specific application instructions.

The first thing you need to do is sign up to our recruitment system. You will need a valid e-mail address to log in and apply for opportunities, as all communication from us will be via e-mail. You can do this via the vacancy you are interested in by selecting **'Apply'** at the bottom of the advert.

Once you've clicked this link you'll then be asked:

- Do you have the right to live and work in the UK?
- Do you have the required qualifications or equivalent experience, which were stated in the job advert?
- Are you currently an employee of this organisation?

Simply answer yes or no and you can carry on with your application. You'll then see the **'Register'** page. Simply complete the details and select **'Submit Registration'** and register to the system. You only need to sign up to the system once; you'll just be able to login next time.

When it comes to the actual application, you need to fill out each section, please be aware that the system will automatically time out if you are inactive for more than 60 minutes. This will result in any unsaved information being lost so make sure you save what you are doing regularly. Once you've finished, your details and information will be saved on the system for any future applications – of course, you can edit your details at any point.



5. How to apply (continued)

When you apply to the Environment Agency for a job we will ask you to provide your personal data on our application form. We need this information so that we can establish your identity and your right to work in the UK.

You can read our Data Protection Statement on the application process page of our recruitment system. It is also available for reference on each page of the actual application.

Competence Questions/Statement

We're keen to know what makes you right for the job you're applying for and why we should ask you in for an interview. The competence questions/statements are your chance to convince us!

You should demonstrate how your skills, qualities and experience meet the requirements of the job (as described in the job advert and candidate pack). And instead of simply telling us, show us: use real life examples of where you've used a certain skill or how you've practically applied your experience.

There's a 250 word limit per competence including spaces. It's a really important part of the selection process so make sure you keep your statement relevant and concise. Think about what we need to know about you and what you'd bring to the role and our organisation.

Application questions

For some roles, we'll ask you some specific questions, like if you have a preferred work location. If you're disabled and you'd like to be part of our Guaranteed Interview Scheme, you can add this information in here.



5. How to apply (continued)

Equality and Diversity

We're committed to reflecting the communities we serve and we'd like you to tell us about yourself and your background.

Submitting your application

Once you've filled out and completed everything, you'll be prompted to submit your application. Simply click the button and you're done.

Please be aware that once you've submitted your application, with the exception of the 'Personal Details' section you will not be able to edit your application further. If you decide to withdraw your application, you will not be able to submit another application for the same vacancy.

If, at any stage, you have questions or problems, please contact the recruitment team on 0845 241 5350 or email ea_recruitment@sscl.gse.gov.uk

Setting up 'job alerts'

If you have been unsuccessful with your application you can set up email alerts for future vacancies. You will automatically receive an email when a job that matches your criteria becomes available. To do this simply click on **'create a new job alert'**, enter your job criteria and save.

ENVIRONMENT AGENCY BENEFITS

The Environment Agency offers an attractive and competitive benefits package, including:

Core Benefits

Basic Salary
Based on skills and experience, in which salary ranges are subject to review each year as part of the pay award.

Pension Scheme
A final salary pension scheme. Contributions are based on your full time equivalent pay and range between 5.5% and 12.5%. The Environment Agency contribution is currently 18.5% of your pay.

Holidays
Attractive annual holiday entitlement starting at 25 days (or equivalent) plus statutory bank holidays (pro-rata for flexible workers). We also offer up to two days paid environmental outcome days each year

Enhanced statutory policies
Enhanced maternity, adoption and paternity leave, and sickness absence provisions.

Training & Development

Performance Management
Individual performance plans, learning and development matched to your agreed career objectives and progression plans.

Learning & Development
A range of training courses, leadership development initiatives and access to L&D materials are available, covering technical, managerial and personal skills.

Examination Leave
Paid leave for exams and revision for approved studies.

Professional subscriptions
We will pay the membership fees for one relevant professional association.

Work/life Balance

Flexible Working
Flexible working patterns including job share.

Family Friendly Benefits
Discounts on selected childcare products and services via MyLifestyle.

Travel & Transport Benefits
A range of travel and transport benefits via MyLifestyle.

Shopping & Leisure Benefits
A variety of discounts at online stores and leisure experiences available via Mylifestyle.

Health & Wellbeing

Occupational Health
Access to Duradiamond Healthcare advisory service.

Eye Care
Free eye tests for DSE users.

Employee Assistance Service
Access to Workplace Wellness available to you and your family

Sports & Social Club
Events and activities including subsidised events and discounts.

Health Discounts
Optional discounts provided by a number of external providers and health clubs via MyLifestyle.

Finance

Interest Free Loans
For season tickets, bicycles and safety equipment.

Special Leave
Additional paid leave is available for employees taking part in public duties, trade union activities, special/trained forces and for health & safety representatives.

The following benefits only apply to eligible roles:

Lease Car Scheme
Relocation Assistance
Free Car Parking