Environment Agency

Environment & Business

Additional Information Pack

John Leyland

Executive Director, Environment & Business

“This is an exciting time to join us. The work we do and the outcomes we deliver are high profile with the Government, the media and the public. Illegal waste sites blight local neighbourhoods. Polluted streams, rivers, lakes and seas have a negative impact on the wildlife that depends on them and on local economies. Our hard work helps communities thrive, encourages healthy living and recreation and allows wildlife and the natural environment to flourish.

We place huge importance on health, safety and wellbeing and creating a respectful community. We want everyone to be able to be themselves and do their best work and to feel valued. We have over 150 trained Respect at Work advisors across the organisation, numerous staff led networks you can join and a large amount of training courses available for you to develop your skills and progress within your role or within the directorate.”

Hear from our people.

E&B Vision, Purpose and Role

Vision

Create a better place for people and wildlife. Protect the environment and promote sustainable development.

E&B Purpose

Informing and delivering the government's key environmental objectives; using evidence, expertise, engagement, and innovation we influence policy and legislation, facilitate, and enhance integrated delivery and, by building trust in the EA, secure resources to do more for the environment.

E&B Role

We will make our contribution to sustainable development through protecting and enhancing the environment, restoring nature, and tackling climate change by:

- Setting long-term integrated strategy that influences policy and priorities across air, land, water, waste and resources.
- Securing funding, deploying resources in an agile and unbureaucratic way and ensuring that E&B activities are fully funded, affordable, and represent value for money.
- Ensuring the organisation develops and maintains E&B technical competence and resilience - setting clear standards, career pathways and learning resources.
- Establishing ourselves as a trusted, future-facing, and effective regulator by setting a modern regulatory cycle across all the regimes the EA regulates.
- Enabling better places by providing leadership and integrating all aspects of environmental planning.
- Ensuring the EA’s decisions and plans are informed by robust science and evidence.
- Increasing customer, stakeholder and partner awareness of our work and its impact through proactive and reactive engagement.

What we do

We are divided into six core work areas:

Water

We secure clean and plentiful water. To do this we set and deliver our catchment strategy, provide regulatory services, advise and enable water related enforcement, oversee environmental planning, monitoring and permitting. As national subject matter experts we advise and support teams in Operations.

Nature & Place

We lead the Environment Agency's work on farming, land management, fisheries, nature recovery, planning, place making and sustainable growth. We ensure our expertise on the protection of land and nature remains closely linked with expertise on spatial planning and the built environment. We help drive the nature recovery agenda.

What we do

Chief Regulator

We enable modern, progressive and effective regulation. We direct the EA's regulatory activity, how it integrates, opportunities for consistency and efficiency, its priorities now and for the future. We provide a holistic view of risk management across regulated sectors and activities. We develop our future regulation strategy, oversee and prioritise areas for regulatory reform and develop and embed the Environment Agency's regulatory profession.

Energy and Resource

We drive regulatory reform. We are responsible for improving and protecting the environment through a combination of site-based regulation and market mechanisms to deliver Waste management, Resource efficiency and sustainable industrial innovation and growth. We set and deliver the E&B Digital Strategy; and provide a service for Operations - as national subject matter experts.

What we do

Strategy and Programmes

Working with Government, we ensure that national, strategic goals are translated into delivery plans for E&B. We ensure the Directorate has the strategies and business processes in place to plan and oversee delivery, and that our approach is shared with internal and external partners through effective engagement.

Chief Scientist Group

We enable evidence-based decisions, by providing the business with scientific advice and services. We report on the State of the Environment, evaluate ‘what works’, undertake and commission research, and ensure science informs our response to major incidents. We engage Research Councils, academia and the network of science advisors across Government.

Chris Knight

Personal Assistant - Water

I joined the EA in 2022, as a Personal Assistant. I provide administrative support to one of the Deputy Directors.

I have successfully completed my Business Administration Level 3 Apprenticeship, gaining a distinction. Doing this apprenticeship has allowed me to further develop my skills, learning more about the organisation's aims, values, and visions, as well as legislation and project management.

I am part of the PA Network, the Defra Group Apprenticeship Network, as well as the Autism and ADHD Network. I join the different network calls, participating in conversations. Working at the EA, I feel respected, appreciated, and empowered. I am encouraged to prioritise my health and wellbeing, working flexibly, taking days off as and when I need to. The EA offers excellent learning opportunities, which will help you progress your career.

Jessica Mustafa

Project Support Officer - Chief Regulator

I joined the EA as a Personal Assistant in April 2023 following 4 years away from the workplace to take care of my 4 young children. I initially didn't consider any progression or development, but this changed because of being surrounded by a supportive team, a line manager who had my best interests at the top of their priorities, and being mentored in the E&B Buddy Programme which enabled me to focus on my strengths and realise my potential.

Just 9 months later I started my role as a G4 Project Support Officer. The EA encourages and supports progression, which was refreshing to experience. I was given the right tools at the right time to make good career decisions.

The wide-ranging benefits are fantastic, flexible working means that I can balance my busy home life with a full-time role. I work remotely and travel to the office monthly if circumstances allow.

Robin Chatterjee

Manager - Strategy & Programmes

I've worked for the EA for over 30 years, in different parts of the organisation, and with many inspirational people.

The start of my career was focused on the environment, but over the last twenty years I've worked mainly on communication and engagement, change management and trying to help people realise their potential and get the best out of each other. I think my journey is indicative of the huge range of stimulating and rewarding development opportunities and career pathways available to people at the EA, which lead many of us to stay for so long.

I help lead the EA's Carers' network, which provides support and advice to employees who have caring responsibilities, but also helps the organisation get the best from the amazing and talented carers in its workforce. I'm also a Respect at Work advisor (providing support and advice to colleagues who feel they have been treated unfairly/disrespectfully).

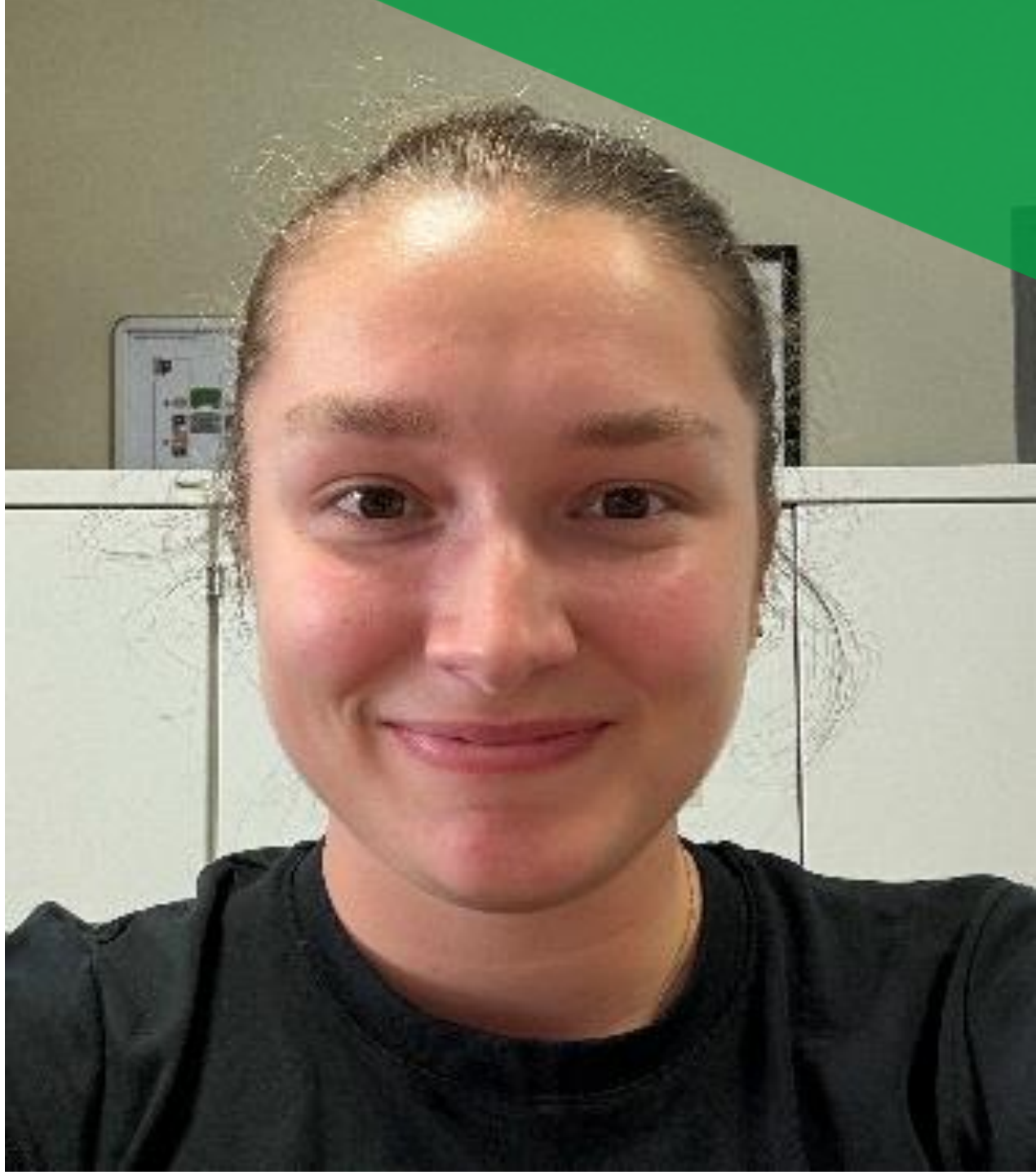
Solveig McLeod

Industrial Placement - Energy & Resource

I joined the EA in September 2023 as part of the 1-year long Process Engineering Industrial Placement scheme. I decided to do this placement after my second year at university studying Environmental Engineering. This placement allowed me to greatly improve my confidence, and I have a much broader understanding of the role regulation plays in industry which I was not able to grasp while at university.

Everyone within my local team are welcoming and supportive of my development, making sure I can get the most out of my career journey. I feel respected and appreciated at work, there is great flexibility within the organisation for working hours which has been a benefit for being able to see family across the UK.

I have joined the E&B Career Entrant Peer Support Group which has been invaluable for my induction and helped navigate my way through the year.



Ian Martin

Senior Specialist – Chief Scientist Group

I began my career in contaminated land assessment and management, developing tools and understanding to implement legislation that protects people and the environment from chemical pollution tied to our industrial heritage.

Over time, my work has expanded to address new scientific challenges, including emerging pollutants like PFAS and the risks of antimicrobial resistance. This shift has moved my focus from tackling historical contamination to preventing future pollution through waste management and circular economy approaches.

A career in Research offers the opportunity to apply your scientific skills to today’s challenges while anticipating future developments in regulation. This role opens doors to specialisation, exploring diverse topics, and advancing into policy or management within a large organisation. The path is yours to choose.

Marta Cattin

Soil Protection Advisor – Nature and Place

I joined the EA in April 2022 just after I submitted my PhD thesis in soil science. I originally joined as a Soil Health Advisor for farmers in the Agriculture Team in the North-East, but then I decided to move to a national role, and I got promoted to Soil Protection Advisor in January 2024.

The EA is a great place to develop your skills, as you are constantly pushed to gain more knowledge and experience. The EA is a place that wants people to be successful and grow. I am hoping to become a Senior Soil Advisor one day and I am working very hard on gaining all the skills and knowledge I need!

I like working for the EA because it's not just a "job" for me. My passion and expertise are channelled to improve the environment and tackle real world's problems. It is very satisfying!

Environment & Business

Come and Join us!