Additional Role Information

For us, working in Estates for the Environment Agency is more than providing skilled, professional support to our business: it's about making a real difference to the environment. With landholdings extending to approximately 25,000 hectares of which we manage, Estates is also at the heart of delivering the Environment Agency's circa £5.2 billion capital programme to better protect 336,000 properties. Driving forward positive environmental outcomes for our local communities, the future brings ever-evolving challenges and new exciting opportunities to us.

Core to the delivery of the Environment Agency's priorities outlined in EA2030 and the Government's landmark 25 Year Environment Plan, we're committed to being exemplary and providing a professional service that exceeds customer expectations and delivers value for money.

The Estates Team sits within the larger Corporate & National Services directorate. You can read more about the directorate at the end of this document.

The Team

We're a national service which comprises four Operations hubs, a Business, Technical & Future Planning team, Property Assurance team, Estates Sustainability team and a Corporate Property team.

The Business, Technical & Future Planning team supports the operational teams and move our service forward, providing specialist, technical and administrative support, reviewing the work we do, identifying areas for improvement and leading Estates through change.

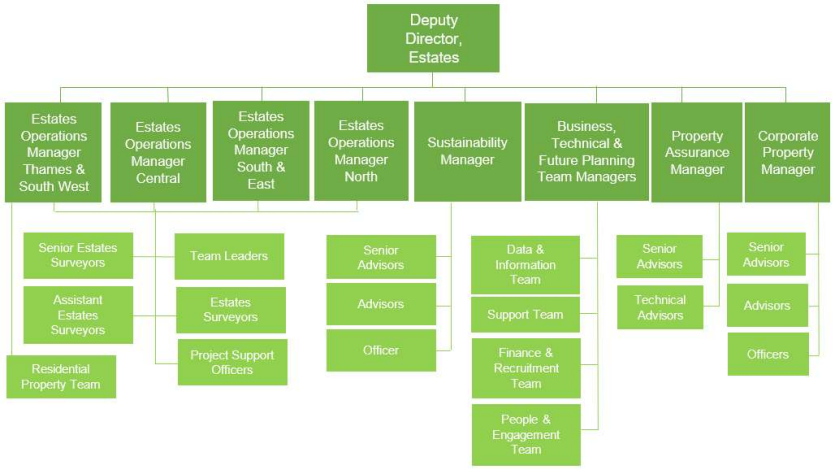
Our Operations hubs cover four geographical areas: North, Central, South & East, and Thames & South-West. Our surveyors work flexibly beyond those boundaries but, acting as an agent in both land management issues and professional advice for our internal customers, they always have a local point of contact.

We own a diverse property portfolio. Our estate comprises agricultural and commercial property and extends to over 25000ha. As well as operational flood banks and flood storage reservoirs we own farms, farmland, licensed property, an oil field, quarries, woodland, moorings, nature reserves, development land, shooting ranges and sea/ beach frontages. We also rent land for our flood monitoring equipment. The property, and relationships with our tenants, landlords and other stakeholders, requires careful management.

Each of our operating hubs is led by an estates operations manager and supported by a team leader. The team is made up of property professionals, including surveyors, who carry out the main technical function of the service, dealing with our customers face-to-face, and project support officers, who deliver essential support to the activities led by our surveyors, helping Estates to build and sustain working relationships which empower our customers.

Working as part of Estates in one of our frontline Operations teams, you will be a vital team member supporting the delivery of the Environment Agency projects in your area to achieve the wider goals and priorities of the Environment Agency's action plan.

National Estates – structure



To join the Estates team, please check the Environment Agency job site for current vacancies. You can set up notifications from the site. - [External Opportunities - Environment Agency Jobs (tal.net)]

The Role

Principal accountabilities

As an Assistant Estates Surveyor (Graduate), you will work in one of the operations hubs alongside our Estates Surveyors and Senior Estates Surveyors. Whether you are a graduate, still working towards your professional qualification or recently qualified as an Associate, we will support you while you move through your surveying career.

Your surveying work will be varied and interesting and enable you to gain a wide breadth of knowledge and experience.

Your work will focus on the following, but the complexity will depend on your experience.

- Managing a large diverse land and property portfolio by:
  - providing landlord and tenant advice to internal customers
  - granting new leases and renewals
  - undertaking rent reviews
  - carrying out property disposals
  - property management to possibly include residential work
- Gaining landowners' agreements for new infrastructure such as river gauging stations and observation boreholes.
- Helping to deliver our national flood risk management programme, overseeing various operational projects by:
  - liaising with and advising the project team
  - dealing with landowners
  - securing access to land via our statutory powers
  - carrying out pre-entry schedules of condition
  - acquiring any necessary interests

- negotiating compensation claims
- assisting and achieving biodiversity net gain on projects

You may also provide assistance to the acquisition and compensation programme for major capital works.

Career opportunities

As an Assistant Estates Surveyor (Graduate) at the Environment Agency, you'll have the opportunity to broaden your skills across several areas; these could include flood alleviation projects and land management works.

If applicable, we will provide opportunities for you to further develop your experience and knowledge to ensure that you qualify as a RICS Associate/Member or Fellow of the CAAV profession.

Our Estates teams are made up of different property professional roles which are suitable for different career stages. Whether you are joining us at the start of your surveying career or are looking for an opportunity to build on your existing expertise, we'll support your development, helping to challenge, develop and grow your surveying talent.

Assistant Estates Surveyor - Grade 4
As an Assistant Estates Surveyor, you'll hold one of the following qualifications/memberships:

- be enrolled or be able to and have the commitment to enrol as a CAAV probationer
- hold a RICS accredited degree with the ability and commitment to enrol onto and complete your APC in one of the following sector pathways: land and resources, commercial or rural.
- be enrolled onto your APC with the commitment to complete in one of the following sector pathways: land and resources, commercial or rural
- be qualified as a RICS Associate member (AssocRICS)

You'll help to deliver our national Flood Risk programme and support the management of a diverse land portfolio.

Estates Surveyor - Grade 5
As an Estates Surveyor, you'll hold one of the following qualifications/ memberships:

- be a fellow of CAAV (FAAV)
- qualified as a chartered surveyor (MRICS/FRICS) ideally in Land & Resources, Commercial or Rural.

You'll be at the core of a variety of surveying work, getting involved in the land and compensation elements of construction projects – both in urban and rural settings.

Senior Estates Surveyor - Grade 6
As a Senior Estates Surveyor, you'll hold one of the following qualifications/ memberships:

- be a fellow of CAAV (FAAV)
- qualified as a chartered surveyor (MRICS/FRICS) ideally in Land & Resources, Commercial or Rural.

You'll be an experienced chartered surveyor with a demonstrable and diverse land and property background. You'll be a role model, with a committed focus on advising and providing technical leadership to one of our frontline Estates teams.

Support for Graduates completing their APC

Becoming chartered with the RICS is a key milestone in a surveyor's professional development. We recognise the importance of offering a robust APC support package.

To support you through your APC we offer:

- Support on the land and resources APC pathway
- a supervisor and counsellor to help guide you through the APC process
- access to support from recently qualified surveyors and other colleagues
- Bi-annual APC workshops rotated around our operational hubs providing workshops individual mentoring and a chance to network with other APC candidates at various stages of their career journey
- paid study leave for the APC assessment
- paid RICS APC fees covering registration, assessments and annual subscription.

Other benefits

There are many benefits of working for the Environment Agency:

The Environment Agency will contribute 19% of your pay into the **Pension Scheme**, with your own contributions ranging between 5.5% and 12.5%, depending on your own pay.

Annual holiday entitlement starting at 25 days plus statutory bank holidays. We also offer up to two days paid environmental outcome days

each year allowing you the opportunity to give back to the environment some examples of outcome days we have done are; beach cleans and habitat restoration.

We offer **flexible working** patterns including job share, term time, compressed hours and flexi time schemes. We have option to work flexibly and build up flexi-time credit which allows you take up to 15 additional days leave each year. The use of flexi time schemes is at the discretion of management and subject to business needs.

To read more about the benefits of working for the Environment Agency, please visit the careers page at Benefits - Environment Agency (environmentagencycareers.co.uk)

Estates employee testimonials

Tom Moss – Grade 4, Assistant Estates Surveyor

I initially joined the EA's Central Estates Team as part of my undergraduate placement from Harper Adams University, spending 15 months with the team. Following my graduation, I was delighted to return after securing a position as an Assistant Estates Surveyor.

From the outset, I felt welcomed and supported by my colleagues. Their friendliness and encouragement, combined with their broad and in-depth experience across the surveying sector, created an ideal environment for learning and professional growth.

I have consistently been treated as a valued member of staff, with the opportunity to work independently across a wide range of Estates operations, just as any other experienced surveyor would. This has included traditional estate management tasks such as rent reviews and lease renewals, routine maintenance works, large-scale flood risk mitigation projects, and national initiatives. Being trusted to contribute meaningfully to these activities has significantly enhanced my confidence and understanding, allowing me to make encouraging progress in the profession.

For those pursuing the APC route, bi-weekly meetings and other organised events provide valuable support, training, and guidance from experienced RICS-qualified colleagues and industry professionals. The Estates APC Support

Group also offers a wealth of information and resources to assist throughout the entire APC journey.

The EA's strong culture of wellbeing, flexibility, and staff development made it easy to integrate into the team and has contributed to a genuinely positive and enriching experience, both during my placement and now in my ongoing role.

Gareth Williams – Grade 5, Estates Surveyor

"I first joined the Environment Agency on a 12-month university placement. I was immediately welcomed into the team and given a varied and interesting workload which helped me to build a foundation of experience in several key areas of practice. When I returned to the Environment Agency as a graduate, I was encouraged and supported whilst working towards membership of the RICS.

My day-to-day activities span across the full range of work the Estates Team engages in, from management of the Agency's operational estate to working on projects to protect homes and businesses from flooding. With support from senior colleagues, I have been able to challenge myself and develop my knowledge and professional skills"

Sarah Lewis-Briggs – Grade 6, Senior Estates Surveyor

"I would always highly recommend the public sector. The range of work I've had has been far wider than in the private sector, and I really like the fact that I am using my surveying skills and experience for something other than just making as much money as possible. I believe fervently in buildings and land being used efficiently and without waste.

For people who are 'generalists' rather than specialists, the public sector is a great place to work. The range of properties is far more interesting – if not quirky – than the private sector tends to deal with. The emphasis is on doing a good job; efficient use of resources; and working in partnership.

The wide range of properties and types of work can create daily interest and often the challenge to learn new things. You may be dealing with land ownership queries, rent reviews, disposals, grazing agreements, residential property, fishing, shooting and minerals rights, sustainability, and valuations. The best surveyors will take a creative look at their portfolios and work out how best to use the land and property efficiently."

Corporate & National Services

Part of the Strategy, Transformation and Assurance's (STA) directorate, Corporate & National Services delivers the EA's sustainability goals and supports the wider delivery of IT, digital and data, security, business resilience, estates and fleet. We provide an overview of the EA's relationship with Defra for service delivery of HR, finance and communications.

We place huge importance on health, safety, and wellbeing. We create a respectful community, as we want everyone to be able to be their best self at work. We want everyone to feel supported and valued. We have over 150 trained Respect at Work advisors across the organisation, and numerous staff-led networks you can join. We offer a wide range of training courses for you to develop your skills and progress your career within our directorate.

Our Directorate is made up of five key work areas:

Estates

We lead the management of our property and land portfolios to maximise commercial potential and sustainability.

We bring together Chartered Surveyors to offer professional support for our land, property, compensation and valuation matters. This includes enabling our flood risk programme.

We lead our relationship with Defra on property and enable the business to deliver capital programmes through provision of professional property and land services.

Corporate Management Assurance and Security

We lead on our corporate relationships with Defra Group Corporate Services, including defining our intelligent partner model, performance and assurance.

We manage our Defra partnership agreement, lead the organisational business board, lead organisational resilience and business continuity management and security.

Defra Group Fleet Services

We lead on equipment, assistance and advice to users of vehicles, plant and boats across Defra group. Ensures we operate the safest, greenest, most cost-effective fleet assets across the Defra group.

We want a class leading sustainable fleet that minimises its impact on the environment and people by reducing its emissions, leading by example and inspiring others.

Sustainable Business

We lead sustainability and delivery of eMission 2030 for the organisation, including our net zero carbon commitments, environment net gain, sustainable resource use, and social equity.

We support the business through a sustainability business partnering model.

Contact Centre Services

We lead the business on all things customer making sure we understand who our customers are and what they need, that our staff are skilled and capable and that our systems and processes allow us to provide the level of service we aspire to.

We enable the organisation to create a better place - Our frontline customer service & 24x7 incident response helps maximise the time the organisation can spend on protecting and improving the environment, for people and wildlife

We enable our customers to create a better place by providing efficient and effective customer service; giving our customers the information they need to do the right thing for the environment.