

Additional Role Information

For us, a surveying career is more than providing expert, professional support to our business: it's about making a real difference to the environment. With landholdings extending to approximately 26,000 hectares, Estates is at the heart of delivering the Environment Agency's circa £5.2 billion capital programme to better protect 336,000 homes. 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 [EA2025](#) 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 Team

We're a national service which comprises of five operating hubs, a Property Assurance team, National Technical Support team and a Business Management team.

Our operating hubs cover five geographical areas: North, Central, East, South, and Thames and South West. Our surveyors work flexibly beyond those boundaries, but our customers always have a local point of contact.

Each of our operating hubs, led by Estates operations managers, is made up of property professionals, including chartered surveyors, who carry out the main technical function of the service,

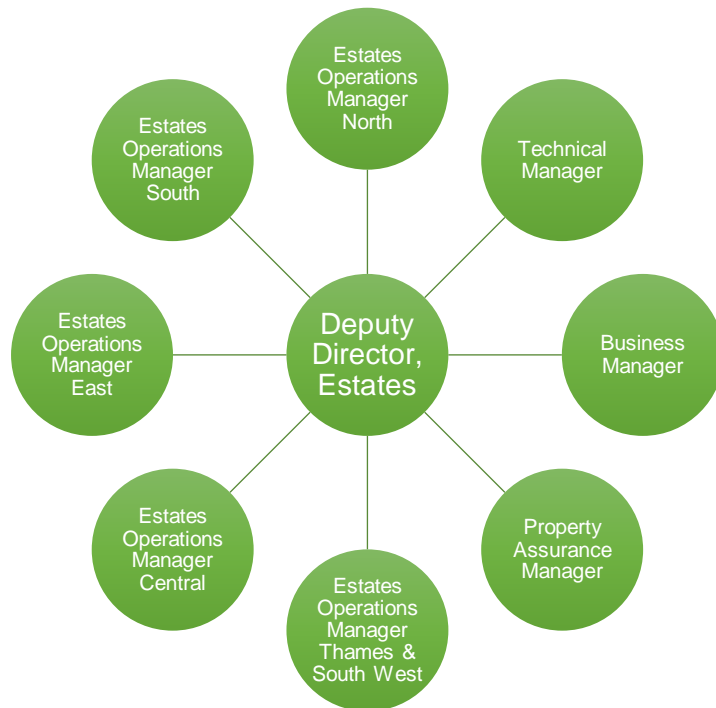
dealing with our customers face-to-face. Alongside our property professionals are Estates project support officers, who deliver essential support to the activities led by our surveyors, helping Estates to build and sustain working relationships which empower our customers.

The National Technical team and Business Management team support the operational teams and move our service forward, providing administrative support, reviewing the work we do, identifying areas of improvement and leading Estates through change.

Across all our teams, we're committed to providing an exemplary and professional service that exceeds customer expectations, is innovating and sustainable, whilst also delivering value for money. People, the environment and how we do things run through our core. We want our people to be brilliant, enabled, empowered and fulfil their potential and find working for us life enhancing.

Working as part of Estates in one of our frontline operational teams or support 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 objectives of the Environment Agency's action plan.

National Estates – structure



The Role

Principle accountabilities

As an Estates Surveyor, you will be an integral part of the Estates team working directly with our project support officers, assistant surveyors and senior surveyors. You'll be involved in a wide variety of surveying work, which will keep your days varied and interesting whilst building your knowledge and experience, including our national flood risk programme, looking after various operational projects and managing a diverse land portfolio.

The Estates service is committed to delivering a professional service that exceeds customer expectations, through an innovative approach which delivers value for money. Working in the Environment Agency will mean that the environment will be at the heart of everything you do.

Qualification, skills and experience

We are looking for someone who already has their FAAV accredited or hold an appropriate RICS qualification (MRICS/FRICS/CAAV) from a relevant sector Pathway e.g. Land and Resources, Commercial or Rural. Along with experience working as a surveyor in a professional estates service, with a proven track record of delivering results on time in a pressurised environment.

Your experience will include managing a diverse land and property portfolio, commercial or rural property management.

You'll also have experience of valuation, landlord and tenant, planning and valuation with a view to providing sustainable management and deliver best practice.

Ideally, you'll have experience of compulsory purchase or the use and exercise of statutory powers and the legislation and procedures that go with it. You'll be able to provide advice on land and compensation matters to minimise risks and compensation liabilities.

As a confident negotiator, you'll be able to secure access to land and acquire appropriate interests. You'll also be familiar with making or agreeing compensation claims.

With an up-to-date knowledge of current legislation and best practice, you will be able to support other members of the team and provide advice on surveying matters. You'll be an enthusiastic communicator with good networking skills, building strong networks and influencing a wide range of colleagues and stakeholders for the effective resolution of issues. You'll be adept at balancing and prioritising a varied workload to ensure that tasks are achieved on time.

Committed to exceeding customer expectations, you will need to hold a full driving licence and have a willingness to travel to meet stakeholders on site.

Career Opportunities

As an Estates Surveyor at the Environment Agency, you'll have the opportunity to broaden your skills across a number of areas; this could include flood alleviation projects and land management works.

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 in the field, we'll support your individual development, helping to challenge, develop and grow your surveying talent.

Senior Estates Surveyor - Grade 6

As a Senior Estates Surveyor, 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.

- Hold a RICS qualification (MRICS or FRICS).
- Extensive land and property experience.

Estates Surveyor - Grade 5

As an Estates Surveyor, you'll be FAAV accredited or hold an appropriate RICS qualification (MRICS/FRICS/CAAV) with commitment and drive to develop your existing knowledge and experience.

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.

- Be FAAV accredited or hold a RICS qualification (MRICS, FRICS).
- Background in estate management (rural or commercial) and/or experience of compulsory purchase

Assistant Estates Surveyor - Grade 4

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

- be able to enrol or be enrolled as a CAAV probationer
- hold a RICS accredited degree, with the commitment to enrol onto and complete your APC
- be enrolled onto your APC with the commitment to complete
- 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.

Capabilities for the role

The competencies being assessed for this role are:

- **Achieves Results** - Sets and delivers high work standards, demonstrates the drive to meet targets. Prioritises and organises tasks and resources to ensure timely achievement of results
- **Focus on Customers and partners** - Addresses the needs of internal and external customers, provides rapid and effective responses
- **Communicates Effectively** - Listens and questions to understand and engage. Conveys information and ideas clearly, accurately and persuasively through speech and writing.
- **Coaches Others** - Uses variety of methods, including direct instruction, coaching and feedback skills to help others to develop.

You can learn more about these competencies in our [capability dictionary](#).

Your answers to these capability questions will be used for interview selection.

How to answer capability questions

Use the STAR method to plan your answers to interview questions and to show your skills and experience to answer capability questions.

What STAR stands for

- **Situation** - the situation you had to deal with
- **Task** - the task you were given to do
- **Action** - the action you took
- **Result** - what happened as a result of your action and what you learned from the experience

How to use STAR

You can use the STAR method to structure the examples you give to questions. You can use it to highlight particular skills and qualities you have that the employer is looking for.

When using STAR, remember:

- you can use examples from work, home or volunteering
- keep examples short and to the point
- be prepared to answer follow-up questions about the examples you give at the assessment stage.

Employee testimonials

“I have been employed by the Environment Agency since 2018, I am currently working within one of the field teams in HNL (Herts & North London).

My role involves maintaining many of the assets and flood storage areas within this region. Dealing with flood and pollution events is the primary function, acting as a category 1 responder.

This role has opened so many opportunities, not just within my professional life but also personal, having the chance to learn how to cut a tree or to drive a tractor were things I would have never thought about, let alone achieve and carry out with confidence.

This has impacted my life as I have realised I'm at the point where I often think what else am I capable of...”

