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Geomorphology Technical Specialist

Candidate Information Pack

Please consider the environment and only print this document if you really need to.

<http://www.gov.uk/environment-agency>

Job title: Geomorphology Technical Specialist
Job location: Lincoln, Kettering, Hatfield, Worthing
Date: November 2016
Reference: 3515

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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'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





2. The role

Role

Positions are available for geomorphology technical specialists working across all English and Welsh areas. These positions form the bulk of a new professional community of practice in geomorphology within the Environment Agency, alongside other professionals at region and at national level.

The post holder will work closely with colleagues at area and region across a broad range of Environment Agency business areas. The role is to provide expert opinion, advice and direct support on geomorphological technical issues arising from the requirements of the Water Framework Directive (WFD) and other relevant environmental legislation.

The role has strong focus on delivery of improvements to the ecological status of our rivers, lakes, estuaries and coastal waters. The post holder will work with area colleagues to identify, design and deliver a programme of mitigation and restoration activities in surface waters. This will require provision of timely support on geomorphological issues, assessment and survey techniques, working toward development and delivery of best practice at area. As part of this role the post holder will be expected to coach team members and colleagues, share knowledge and improve staff capabilities in geomorphology.

The post holder will also work to inform and influence the Environment Agency's own operational activities that have potential to cause deterioration in the ecological status of water bodies, as well as those activities we regulate. This is an opportunity to help shape the way that we undertake our duties to maximise benefit for people and the environment.

A key priority for the new geomorphology technical service in the short to medium term will be to identify skills and capability gaps in geomorphology as well as the processes we use to deliver WFD environmental outcomes. The post holder will work with colleagues at national and at region to identify, develop and deliver awareness-raising and training materials / courses that address these gaps.

There may be opportunities in the short term to work directly with the national team to develop specific tools and resources that area staff will need in order to deliver WFD outcomes through their daily work. The post holder may also provide project management support as required.

Principal accountabilities

<http://www.gov.uk/environment-agency>

Policy / Technical Specialist / Advisory

- 1. Provide specialist guidance to operational teams in order to influence compliance with Environment Agency approaches / legislation / best practice ways of working and contribute to the delivery of business plans.
- 2. Keep up to date on changing legislation / best practice externally, to inform internal priorities and appropriate alignment.
- 3. Contribute to the development of Environment Agency approaches / process at national / local level and monitor and advise on effective implementation in the business, in line with environmental targets.
- 4. Lead or participate in projects, providing functional / specialist input to improve ways of working and business change & efficiency.
- 5. Build and sustain effective relationships with operational customers to understand issues and provide effective response / steer for operational needs.
- 6. Mentor and coach others on policies, procedures, practices and techniques equipping them with the knowledge and skills to deliver their work in an effective and efficient manner

Operational

- Guide, advise and support team members to resolve local issues and incidents, ensuring that decisions are made on sound technical grounds and in line with best practice and timeframes.
- Participate in or lead local projects and working groups to achieve well planned and managed integrated solutions that progress effective change and improvement in the organisation and support the best environmental outcomes.
- Seek to influence customers and build strong partnerships internally and externally to maintain a positive reputation, response and effective resolution of issues.

Knowledge/Qualifications

- Essential: Educated to degree level with significant relevant technical knowledge and experience
- Desirable: Educated to Master's Degree level in a relevant discipline
- Candidates preferably will have, or be working towards, membership of a relevant professional association

Skills/Abilities/Experience

The officer will need to be able to meet entry levels of capability and be able to demonstrate sufficient experience to enable them to fulfil the technical requirements of this role. We will consider candidates with expertise / experience in either fluvial or coastal environments.

The following skills and experience are essential to the role:

- In depth understanding of Water Framework Directive (WFD) legislation and the hydromorphology quality element in particular

- Good understanding of geomorphological processes that operate at a number of geographical and time scales
- Experience delivering awareness raising or training, or coaching / mentoring others in order to increase their capabilities
- Data and information management skills
- Excellent communication skills
- Proven influencing and negotiating skills

The following skills and experience would be desirable:

- Experience in the planning, design or delivery of habitat restoration projects or mitigating the impacts of capital schemes, maintenance works or consented activities
- Broad understanding of Environment Agency duties and responsibilities and the operational implications of WFD
- Proven project / programme management experience
- Good knowledge of Geographical Information Systems (GIS)
- Strong knowledge of geomorphological assessment and survey techniques

Top capabilities

- Takes Decisions and Solves Problems
- Focuses on Customers and Partners
- Achieves Results

3. Salary and benefits

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

Grade Rate: £33,990

Location: Lincoln, Kettering, Hatfield, Worthing

Hours of work: 37 hours, Permanent

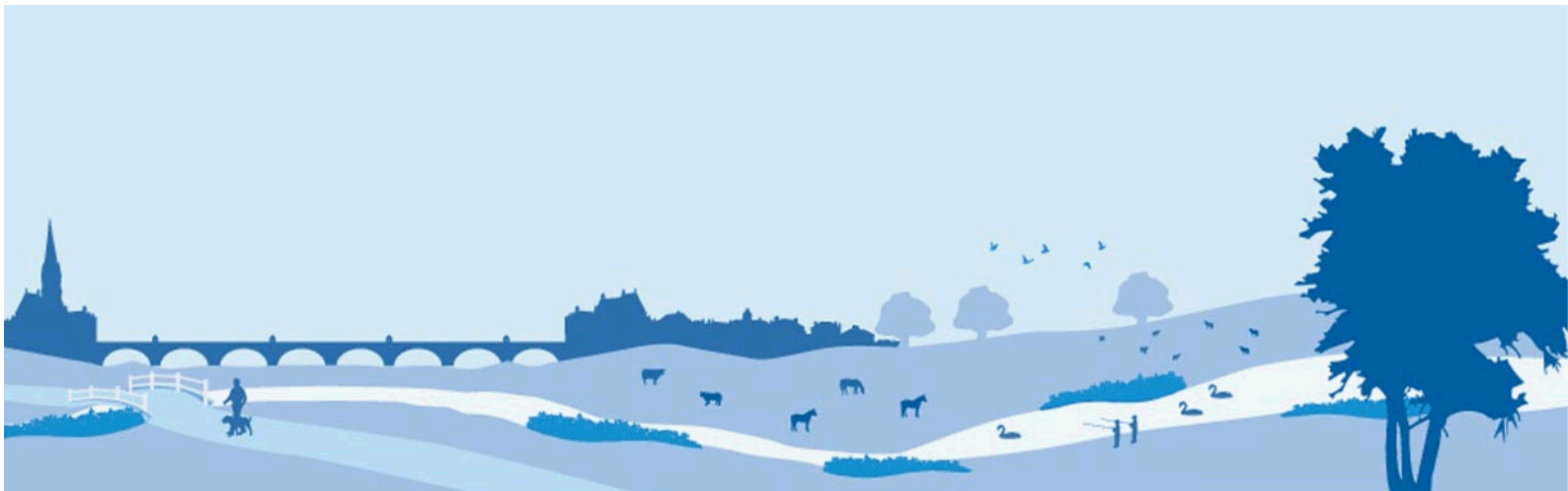
Leave entitlement: Your leave allowance in this role will be 27 days plus bank holidays.
We also offer up to two days paid environmental outcome days each year. These give you the opportunity to take part in community activities with a clear environmental outcome for people and wildlife.

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% to 12.5%. Whilst you are in the scheme we will also pay an employer contribution into your pension pot. We currently pay 17.5%, so this is a very generous scheme.

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 want all our staff to feel valued and respected and to see this as a great place to work. Diversity: it's in our nature.



4. Further information

For more information, please contact fiona.wren@environment-agency.gov.uk

The post will be based in our main Area offices (not depots), and will necessitate working across the Area, including site visits and fieldwork. There will be some travel to other Environment Agency office locations, and there will be occasional long days and overnight stays.

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 particularly welcome applications from Black, Asian and Minority Ethnic (BAME) and female candidates who are under-represented across our workforce.

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.

Please note that Environment Agency employees are not civil servants so you may wish to check your eligibility for continuity of employment by contacting your HR department. All eligible bodies are listed in the Redundancy Payments (Continuity of Employment in Local Government etc) (Modification) Order 1999.

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.

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>

Please note all successful applicants must undergo Baseline Personnel Security Standard (BPSS) checks prior to commencement of employment. 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.

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.

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. (For some jobs, you'll be asked to download a candidate pack, like this one, where you'll find specific application instructions.) 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?' and '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.

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 (750 for an overall statement). 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.

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. If, at any stage, you have questions or problems, please contact the recruitment team on 0845 602 6099 or email ea_recruitment@sscl.gse.gov.uk

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.

