C&MR…… Come and join us!

Climate and Markets Regulation (C&MR); work to reduce climate change by driving down over half of the UK's greenhouse gas emissions, improving energy efficiency across industry, regulating renewables/low carbon and shaping policy.

We work closely with Government & other UK Regulators to cover emissions of 200+ million tonnes of CO2. The various schemes we deliver fall under Energy Efficiency, Emissions Trading and Fluorinated Gas (F-gas) and Ozone Depleting Substances (ODS). Alongside a Business & Programme team who deliver our cross-cutting activities across the department.

What we do

Energy Efficiency Teams: (EE)

Energy Saving Opportunity Scheme (ESOS)

ESOS is a mandatory assessment scheme that applies to large organisations. We require companies to carry out these assessments every 4 years, to audit the energy used by their buildings, industrial processes and transport as well as identifying cost-effective energy saving measures.

Climate Change Agreements scheme (CCA)

CCA is a voluntary scheme to reduce energy use and carbon dioxide emissions from a range of energy intensive industries. We currently have around 7,930 sites with agreements.

We require operators to measure and report energy use and carbon emissions against agreed targets, in return they benefit from reduced climate change tax applied to electricity and other fuels. Performance against targets is assessed every 2 years.

What we do

Emissions Trading Teams (UK ETS)

We deliver the UK Emissions Trading Scheme (UK ETS) which, is a key for reducing greenhouse gas emissions from large energy intensive industries. ETS applies to stationary installations, maritime and aviation activities. We require operators to hold permits and to report their greenhouse gas emissions. They are then required to surrender allowances to cover their emissions, or if unused, they can trade these allowances.

Fluorinated Gas (F-gas) and Ozone Depleting Substances (ODS)

Operators of equipment containing F-gas and engineers working on this equipment must be compliant with regulations in order to prevent the release of F-Gas to atmosphere.

We provide advice and guidance to support operators to comply, carry out investigations and conduct enforcement work on cases relating to the phasedown of HFCs and breach quota.

What we do

Additional Duties

Clean Heat Market Mechanism (CHMM)

The Clean Heat Market Mechanism (CHMM) aims to provide the heating appliance industry and wider market with a clear, stable policy framework and the accompanying incentives to invest with confidence in scaling up the consumer market for heat pumps, there by accelerating deployment and driving down energy demand from buildings.

Additional Role Information

Senior Technical Officer

We are looking for Senior Technical Officers to join our Climate and Markets Regulation Team.

The role involves: Regulatory activities such as determining applications for Greenhouse Gas permits and monitoring plans and reviewing emissions reports; Undertaking enforcement action where required; Provide advice and guidance; Developing guidance; Training and mentoring; Creating reports for management; Working with external stakeholders such as the Department for Business, Energy & Industrial Strategy.

As a Senior Technical Officer, you will focus on providing first-class service to our customers.

An ability to interpret technical guidance and well-developed problem solving and decision-making skills.

The ability to consistently deliver work to high standards and meet targets.

Using effective written and spoken communication skills to influence and persuade external customers, stakeholders, and internal colleagues in order to deliver results.

Good organisational skills to manage a varied workload, as well as the ability to take personal responsibility for own performance and development.

Good data management and analysis skills.

Relevant regulatory experience in Climate and Markets Regulation Team. regimes is beneficial but full training will be provided for this role.

The Team

The Climate and Markets Regulation Team sits within Climate Markets & Industry Regulation. We are a team of around 90 people.

Each scheme we administer is supported by an online database that allows customers to maintain their accounts, report energy or emissions data and manage the associated financial transactions.

We call the schemes we work on ‘Regimes’. The regimes regulations are in place to ensure industry reduce their CO2 emissions. Some of our customers will fall into the remit of several of our regimes.

C&MR do a lot of work with the operators/participants in these schemes by providing a single point of contact to help them meet their legal obligations and do better for the environment.

Whilst as a team we are working flexibly between office locations and home, occasional travel to offices will be required. Your base location will be Warrington, Sheffield or Preston and you will need to be able to work from the office when required. Travel/commuting to your contractual office base location is at your own expense.

We want to have a diverse, talented workforce where everyone feels valued and respected. We aim to be the best employer for Equality Diversity and Inclusion (EDI) in the country.

Find out more about our wider team here - https://www.youtube.com/watch?v=zJ7fCgRW5SM

Candidate Call

Date: 10 November 2025

To support and inform prospective candidates for the roles set out above we will hold an open call to set out the role of the team, discuss the positions we are recruiting and offer advice about the best ways to demonstrate your skills, qualities and experience through capability examples.

If you have any queries, please contact the recruiting managers

louise.rylands@environment-agency.gov.uk

supatra.sri-udom@environment-agency.gov.uk

Or the Recruitment mailbox:

cctrs_recruitment@environment-agency.gov.uk

Call Details:

Microsoft Teams meeting

Join on your computer, mobile app or room device

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Join the meeting now

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Passcode: nU2Rv2R9

Dial in by phone

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Find a local number

Phone conference ID: 515 705 845#

Join on a video conferencing device

Tenant key: teams@defra.onpexip.com

Video ID: 121 761 702 6

More info

For organizers: Meeting options | Reset dial-in PIN

Testimonials

My road to becoming a Senior Technical Officer in the Emissions Trading Scheme (ETS) Installations team has been anything but straightforward, leading me from a mountain village in southeastern Poland, a language degree in English and German, a stint as a sports journalist, to eventually joining the Environment Agency with encouragement from my boyfriend (now husband).

Since those early days, I have been supporting various teams within the Climate and Markets Regulation (C&MR), starting off as a Grade 3 Regulatory Officer, getting to grips with totally new concepts and absolutely dreading customer calls!

Working with C&MR colleagues has allowed me to build a new career as an environmental regulator. I have also gained a wealth of interpersonal skills, partly through the many interviews that I've endured – I never liked them, but they did offer valuable experience and opened doors to better opportunities.

I was always drawn to ETS Installations and reducing greenhouse gas emissions across a wide range of industries. The work is complex, no one is an expert in everything, which makes teamwork an essential part of the job. It's been a steep learning curve, but the team are super helpful and keen to share the knowledge – it's a big part of why I like working here.

The learning opportunities in the team are as big as you can make them – you can lead on many different areas of work, and the progressing climate crisis (unfortunately) means that the work will only keep coming. What keeps me wanting to get up for work every morning is the feeling that our work is part of a global effort – any small task contributes to a bigger, meaningful outcome.

And last but not least, as an LGBT+ employee I generally feel well supported here, and a lot of this is thanks to the amazing work of the LGBT+ Network.

Testimonials

I have been employed by the Environment Agency & it's predecessor organisations since 1982. I have worked in many roles within the Climate and Markets Regulation team from Regulatory Officer to Team Leader and I am currently a Senior Technical Officer in the Business and Programme Team.

My key roles are Business Planning, Recruitment, Onboarding, Induction, Funding, Team Communications and maintenance & development of SharePoint online, leading and delivering these cross-cutting activities for C&MR.

One of the most rewarding aspects of my role is providing coaching and mentoring support to others, to enable them to develop their abilities and fulfil their potential.

The people I work with make this job extra special. My colleagues are dedicated to making the world a better place, they are always supportive and happy to help as we work together as one great team. There is a great work culture here that allows individuals 'to aspire and be the best that they can'. The Environment Agency is a flexible employer which is great for my work/life balance.

I am proud to work for an organisation that embraces difference, with a strong commitment to equality, diversity and inclusion.

If you are looking for a rewarding role that has a direct positive impact on Climate Change and helps reduce the UK's carbon emissions, the Climate and Markets Regulation Team at the Environment Agency is the place to be.

Competency questions

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. We use capabilities to form the competency questions at application and assessment and these 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). 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.

You can use our Capability Dictionary to understand the indicators for the competencies you are being asked to demonstrate.
View the Capability Dictionary here

There's a 250-word limit per competence including spaces. It's an 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 are eligible for the Guaranteed Interview Scheme (GIS) and want your application to be considered on this basis, you can indicate this in the GIS section on the application form.

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.