

create a better place



# Project Manager

Candidate Information Pack



Job title: Project Manager  
Job location: National  
Date: April 2022

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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 are committed to promoting equality and diversity in all we do, and to valuing the diversity of our workforce, customers and communities.

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](http://www.environment-agency.gov.uk/aboutus)

[Website](#) | [Twitter](#) | [Facebook](#) | [LinkedIn](#) | [Instagram](#) | [Flickr](#) | [YouTube](#)



## 2. Salary and benefits

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

**Grade Rate:** minimum £36,389 (pro-rata - if part time or an assignment)

**Location:** Flexible, National

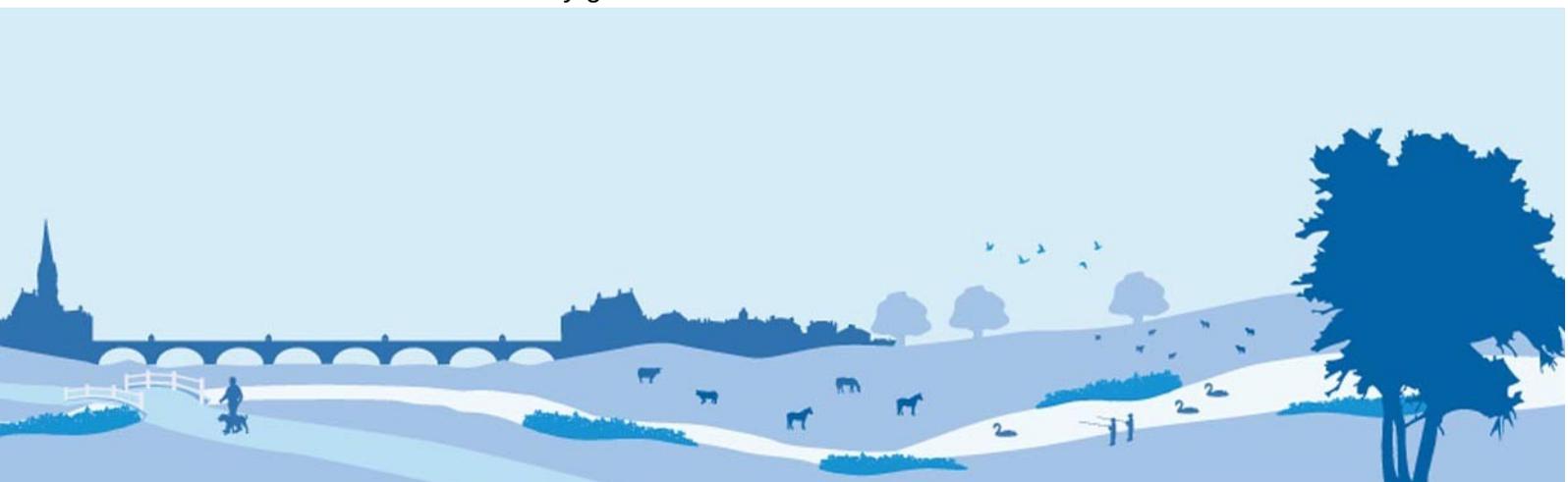
**Hours of work:** 37 hours FTE, permanent and fixed term

**Leave entitlement:** Your leave allowance in this role will be 27 days or equivalent, depending on working pattern, plus bank holidays. Your allowance will be pro-rata if you work part time or you are on an assignment to a role at a higher grade that attracts an increased entitlement. Your entitlement depends on your grade, your contracted hours, and your length of continuous service.

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 19%, so this is a very generous scheme.



## 2. Salary and benefits continued

### **Work/life balance:**

We support flexible working hours and practices including job share 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.

As government restrictions continue to lift, Defra group is exploring future ways of working with flexibility in mind. This means, that subject to business need, successful candidates will be offered the option to combine working at home with working at their contractual Defra group workplace, with occasional travel to other work locations. Further information relevant to this post will be available for candidates invited to interview.

### **Diversity:**

We are committed to diversity and inclusion. We aspire to be the best employer in the country for equality, diversity and inclusion (EDI) and want all our staff to feel valued and respected and to see this as a great place to work. From our EDI executive champions to our EDI employee networks, everyone has a part to play to embed equality, diversity and inclusion in our organisation. Diversity: it's in our nature.

### **Relocation:**

If you need to relocate to take up this role, we might be able to offer financial help with this. This will depend on your circumstances, so if it's something you are interested in, please discuss it with us to find out what the options are.



# 3. Salary and benefits continued

**Tenancy deposit loan:**

Our Tenancy Deposit Loan scheme assists employees directly employed by the Environment Agency in meeting the costs of a deposit for a privately rented home, which can sometimes act as a barrier to moving..

The scheme gives access to an interest free loan to pay for some or all of a deposit on a privately rented home. The loan can be paid back over a period of up to 12 months, directly from the monthly salary.



## 3. The role

Our advert describes the day to day activities of the role, the team it operates within and the skills/experience we're looking for from applicants. This information should be read in conjunction with the job family role profile that we've provided.

In the Environment Agency, our roles are grouped by grade and similar characteristics into one of seven job families. Job families describe the work undertaken in broad terms. This enables us to use generic profiles to broadly describe 80% of the key accountabilities, skills and experience for each job family at each grade.

The role of Flood and Coastal Risk Management (FCRM) Project Manager fits into our Partnership & Customers job family at grade 5.

In this role you will help to deliver the next generation of projects that will help to support our newly launched National Strategy for managing flood and coastal erosion risk. Our projects will help to deliver places and infrastructure that are resilient to our changing climate and create a nation that is ready to respond to changes in risk from flood and coastal erosion. Delivering ambitious solutions through our people and partnerships requires project managers who are innovative, creative and flexible, to work within our FCRM Development Portfolio. The Portfolio is an established professional project delivery environment that provides support, assurance, training and community to our project managers and Project Support Officers (PSOs).

Our team sits within the Portfolio Management and Assurance (PMA) team, one of three different delivery strands of the FCRM directorate. We are an inclusive, passionate and hard-working team, who lead on:

- Managing a highly effective Portfolio Management Office (PMO).
- Expertly running investment appraisals, to make savings where possible and continuously improve project delivery.
- Providing a high quality and supportive assurance service
- Keeping people safe through effective regulation.
- Ensuring a financially sustainable, digitally enabled and highly skilled workforce.

The successful candidate will be line managed by one of our team leaders and will work directly with project executives in project delivery, reporting to a programme manager.

We are currently recruiting for permanent and temporary internal assignment or fixed term external contracts for up to 23 months. However, you will need to apply for both permanent and temporary positions separately to be considered for both roles. We will look to interview only once in this instance.

Interviews for this role will take place week commencing 16 and 23 May 2022, using virtual technology. The assessment stage will include a variety of methods to help us to get the best out of every candidate.

To find out more about this role, please contact:

Simon Little (Say my name: Si-mon Lih-tul) [simon.little@environment-agency.gov.uk](mailto:simon.little@environment-agency.gov.uk) or +447795390301

Nadine Siebdrat (Say my name: Nah-deen Zeeb-draht) [nadine.siebdrat@environment-agency.gov.uk](mailto:nadine.siebdrat@environment-agency.gov.uk) or +447795237599

Frank Lopez (Say my name: Frahnk Loh-pezh) [frank.lopez@environment-agency.gov.uk](mailto:frank.lopez@environment-agency.gov.uk) or +447919305671.



## 4. Further Information

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 aim to create and maintain a diverse workforce (including our Board and Executives) that better reflects the UK's economically active population. Therefore, we particularly welcome applications from Black, Asian and Minority Ethnic (BAME), disabled, female and LGBT+ candidates who are under-represented across our workforce.

In this national role, you can work flexibly in any one of over 50 offices across England. Much of our work occurs virtually, we encourage blended home and office working. Some travel will be required to attend meetings/training.

### **Eligibility to apply and continuity of employment**

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.

If you have been a member of a Regional Flood and Coastal Committee in the last 12 months we will not be able to continue with your application based on agreed appointment rules related to employing ex-RFCC members. We would welcome an application from you once the 12 month period have passed.

For applicants who currently work in local government or other bodies listed in the Redundancy Payments (Continuity of Employment in Local Government etc.) (Modification) Order 1999, you may be eligible for continuous service for the purpose of calculating any future redundancy payment. In addition, if you can demonstrate that you have worked at the Environment Agency immediately before joining the Civil Service and are now being re-employed by the Environment Agency within a period of three years of leaving, you may also count your Civil Service employment for the purpose of calculating your service related entitlements as outlined above. If you are unsure of your status then you should contact your own HR Team.



## 4. Further Information

### Pre-employment Checks

We apply the Baseline Personnel Security Standard (BPSS) check when recruiting staff to our posts. 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.

Positions based at our London office or roles that require frequent travel to London require CTC level security clearance. This will be confirmed to you during the recruitment process.

### Want to find out more?

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>





## 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. Make sure you have all the information you need about the vacancy. For some jobs, you'll be asked to download a candidate pack, like this one, where you'll find specific application instructions.

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.

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?
- 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.



## 5. How to apply continued

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. 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.

We select applications based entirely on your competency answers. Consider using the STAR technique when answering the questions and use the full word limit per competence.

The recruiting managers won't be able to see job history, CV or any personal characteristics. We do this to ensure our selection processes are not influenced by biases around these characteristics.

If you submit an extract of your curriculum vitae or ask for us to refer to an attachment, your statement will be unscored and you won't be sifted for interview.

This role requires the following capabilities:

Capability and definition	Indicators
<p><b>Programme &amp; Project Management</b> Selects, plans and manages contractors, programmes or events to achieve a set of Environment Agency objectives cost-effectively.</p>	<ul style="list-style-type: none"> <li>• Identifies occasions where external expertise or capacity is required. Manages the process of identifying and procuring suitable contractors in line with Environment Agency standards.</li> <li>• Uses external resources in a cost-effective manner, ensuring that contractors and consultants are fully briefed and that the Environment Agency gets the best possible value for money.</li> <li>• Regularly reviews work undertaken by contractors or consultants against objectives and ensuring that the contractor is aware of any changes impacting on their work for the Environment Agency.</li> <li>• Plans, directs and co-ordinates activities to manage and implement complex interrelated projects from contract/proposal initiation to final operational stage.</li> <li>• Determines, monitors and reviews all programme economics to include all costs, operational budgets, staffing requirements, resources and risk. Ensures that programme is managed to maximise Environment Agency benefits.</li> <li>• Understands and applies project planning techniques to ensure project is delivered on time and to expected standards.</li> <li>• Agrees appropriate project options and delivers project objectives in the most cost effective manner. Contributes effectively to a project where another organisation takes the lead, including assisting with project management. Appraises the effectiveness of the collaborative project and communicates the outcome.</li> <li>• Sets appropriate milestones; recognises and plans for areas of particular difficulty, uncertainty and setbacks, regularly reviews project progress and effectiveness.</li> <li>• Identifies, sets up and co-ordinates events to communicate and deliver, with maximum impact, the Environment Agency's messages to internal or external audiences, positively promotes and publicises the work of the Environment Agency.</li> </ul>
<p><b>Delivers results through others</b> Harnesses the team to deliver results on time, to required standards and in line with organisational processes and procedures.</p>	<ul style="list-style-type: none"> <li>• Translates key performance indicators and the local contribution into a team work plan and individual objectives. Communicates this effectively to team and colleagues</li> <li>• Assigns workload and resources to achieve plans in line with both business priorities and an accurate profile of the team's capabilities</li> <li>• Secures resources and orchestrates the activities of others to delivers results</li> <li>• Successfully obtains others' commitment to undertake work by gaining their acceptance and involvement</li> <li>• Monitors progress against key performance indicators, providing timely support to address shortfalls</li> <li>• Ensures the team gets the required data right first time, identifying causes of poor data and fixing or escalated appropriately</li> <li>• Improves what is delivered by welcoming challenge and through constant process improvement</li> <li>• Is flexible and manages conflicting demands in light of changing circumstances</li> <li>• Achieves tangible results by delegating (with support) suitable responsibilities and by encouraging the team to take personal responsibility for their actions</li> <li>• Uses a risk-based approach when prioritising activities and allocating resources</li> <li>• Develops and manages budget (relevant to level of</li> </ul>

Capability and definition	Indicators
	responsibility required by role), ensuring all environment agency processes and procedures are correctly followed
<p><b>Takes decisions and solves problems</b> Finds and delivers optimal solutions by effectively analysing all the information, probing to develop alternatives and taking sound and timely decisions.</p>	<ul style="list-style-type: none"> <li>• Uses previous experience and careful analysis to identify potential problems, effective solutions and arrive at sound decisions.</li> <li>• Identifies and asks appropriate questions to explore and detect root causes of problems or sources and quality of evidence.</li> <li>• Applies sound techniques to analyse problems, generate options and select best course of action.</li> <li>• Seeks out and considers the best available information before making decisions. Probes, checks and confirms veracity of data as appropriate.</li> <li>• Confronts head-on difficult situations where major decisions have to be made quickly.</li> <li>• Makes sound decisions based on complex or incomplete information and/or within limited timescales.</li> <li>• Escalates issues when they are beyond own limitations and/or have consequences further than own responsibilities.</li> </ul>

## 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.



## 5. How to apply continued

### 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.

Please be aware that once you've submitted your application, with the exception of the 'Personal Details' section you will not be able to edit your application further. If you decide to withdraw your application, you will not be able to submit another application for the same vacancy.

If, at any stage, you have questions or problems, please contact the recruitment team on 0845 241 5350 or email [ea\\_recruitment@gov.sscl.com](mailto:ea_recruitment@gov.sscl.com)

### Setting up 'job alerts'

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.

# ENVIRONMENT AGENCY BENEFITS



The Environment Agency offers an attractive and competitive benefits package, including:

<b>Core Benefits</b>	<b>Training &amp; Development</b>	<b>Work/life Balance</b>	<b>Health &amp; Wellbeing</b>	<b>Finance</b>
<p><b>Basic Salary</b> Based on skills and experience, in which salary ranges are subject to review each year as part of the pay award.</p> <p><b>Pension Scheme</b> A career average revalued earnings (CARE) pension scheme. Contributions are based on your full time equivalent pay, ranging between 5.5% and 12.5%. The EA contribution is currently 19% of your pay.</p> <p><b>Holidays</b> Annual holiday entitlement starting at 25 days plus statutory bank holidays (pro-rata for flexible workers). We also offer up to two days paid environmental outcome days each year</p> <p><b>Enhanced statutory policies</b> Enhanced maternity, adoption and paternity leave, and sickness absence provisions.</p>	<p><b>Performance Management</b> Individual performance plans, learning and development matched to your agreed career objectives and progression plans.</p> <p><b>Learning &amp; Development</b> A range of training courses, leadership development initiatives and access to L&amp;D materials are available, covering technical, managerial and personal skills.</p> <p><b>Examination Leave</b> Paid leave for exams and revision for approved studies.</p> <p><b>Professional subscriptions</b> We will pay the membership fees for one relevant professional association.</p>	<p><b>Flexible Working</b> Flexible working patterns including job share.</p> <p><b>Travel &amp; Transport Benefits</b> A range of travel and transport benefits. Discounts on Haven Holidays and HotelStay.</p> <p><b>Shopping &amp; Leisure Benefits</b> A variety of discounts at online stores and leisure experiences available via Mylifestyle.</p>	<p><b>Occupational Health</b> Access to Duradiamond Healthcare advisory service.</p> <p><b>Eye Care</b> Free eye tests.</p> <p><b>Employee Assistance Service</b> Access to Workplace Wellness available to you and your family</p> <p><b>Sports &amp; Social Club</b> Opportunity to benefit from a wide range of subsidised events and discounts.</p> <p><b>Health Discounts</b> Optional discounts provided by a number of external providers and health clubs</p> <p><b>Local Benefits</b> These vary from region to region.</p>	<p><b>Interest Free Loans</b> For season tickets, bicycles and safety equipment.</p> <p><b>Special Leave</b> Additional paid leave is available for employees taking part in public duties, trade union activities, special/trained forces and for health &amp; safety representatives.</p> <p><b>Financial Education Club</b> Providing guidance on how to manage your finances including information on credit scores, pensions, buying your first house and getting debt-free.</p> <p><b>Tenancy deposit loan scheme</b> Access to an interest free loan to pay for some, or all of a deposit on a privately rented home.</p> <p><i>The following benefits only apply to eligible roles:</i></p> <p><b>Relocation Assistance</b> <b>Free Car Parking</b></p>