

create a better place



# Research Scientist G5

## Candidate Information Pack



Job title: Research Scientist G5  
Job location: National  
Date: September 2022  
Reference: 24230

# Contents

1. Our organisation
2. Salary and benefits
3. The Team
4. The Roles
5. Further information
6. How to apply





# 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:

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

<b>Grade Rate:</b>	£36,389 (pro-rata - if part time or an assignment)
<b>Location:</b>	National – can be based at any of our offices across the country
<b>Hours of work:</b>	37 hours - full time/part time/job share (all options considered) 3 x permanent, 2 x Fixed Term Contract (24 months)
<b>Leave entitlement:</b>	<p>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.</p> <p>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.</p>
<b>Pension:</b>	<p>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.</p> <p>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.</p>



## 2. Salary and benefits continued

**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.

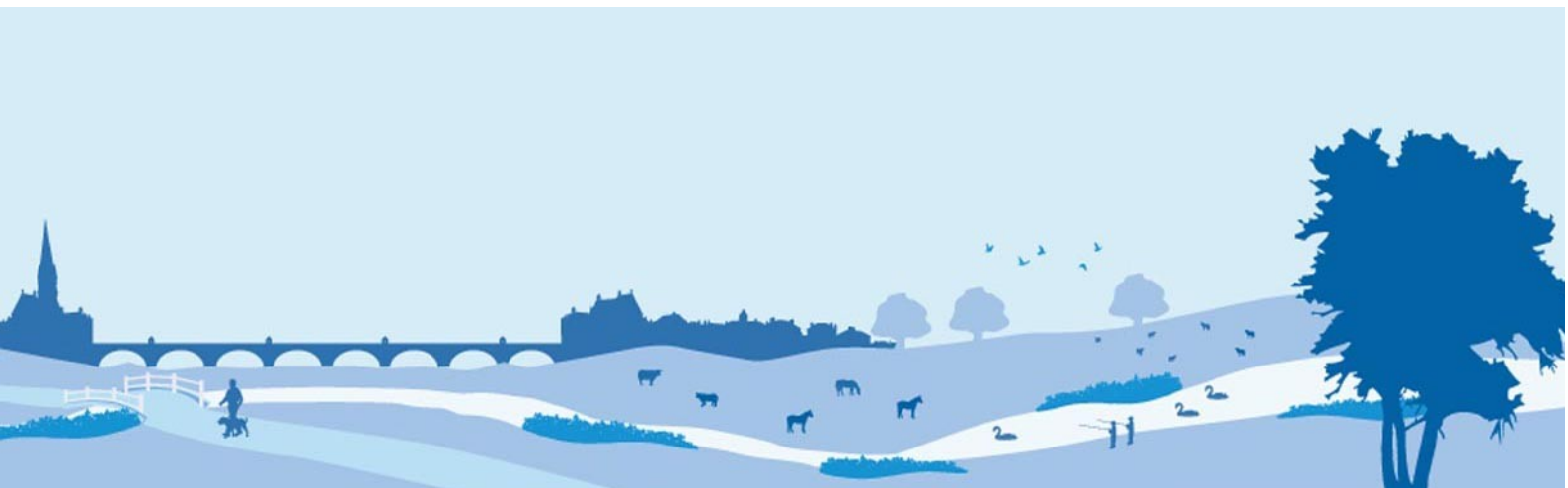
As government restrictions continue to lift, Defra group is exploring future ways of working with flexibility in mind. This means, that subject to business need, successful candidates will be offered the option to combine working at home with working at their contractual Defra group workplace, with occasional 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.



## 2. 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 team

At the Environment Agency, there's so much more to our work than building flood risk management schemes or regulating industry. We strive to ensure that everything we do counts towards leaving a legacy to be proud of - for people, communities and the environment. Join us and each day, you'll go home knowing that your work really makes a difference to people's lives, livelihoods and our natural environment.

We have a number of permanent and fixed term roles available within our Research Teams in the Chief Scientist's Group. The Chief Scientist's Group leads on science and research for the Environment Agency. Our Research Teams deliver research that is needed across a wide range of scientific disciplines to support our business and to deliver on behalf of the Environment Agency, Defra and wider government.

The scale of the challenges facing the environment make this an exciting time to use your scientific skills to protect the environment now and in the future. We need to help build resilience to climate and environmental change and to understand how the Environment Agency and those we regulate need to adapt. As the country heads towards Net Zero, our environment will change and we are at the forefront of thinking about what is needed to manage this transition. We need to better understand the links between the environment and human health exemplified in the concepts of "One Health" and we are undertaking ground breaking research to explore potential environmental surveillance systems.

### **Roles with impact**

As part of a high performing, collaborative team, you'll be involved in applying your scientific knowledge, working closely across internal departments, the wider Defra group, statutory bodies, external consultants, businesses and communities, leaving a valuable legacy for the future. Take this challenge on, and your opportunities to be a part of an inclusive and creative organisation, putting people and wildlife at the heart of what we do, will be a life enhancing experience.

### **The challenge**

These roles will see you join high performing teams working in collaboration on vital science and research. In practice, you'll take responsibility and lead on aspects of the work, supporting and gaining experience from our existing research scientists.

Whatever the challenge though, you'll be involved throughout and take on wide-ranging responsibilities. Effective communication and the ability to build great working relationships will be crucial.





### 3. The team continued

The issues facing the environment are ever evolving, and we need our scientists of the future, to be able to apply their scientific knowledge across a broad number of scientific fields. We need people who have the vision to see what needs to be done and the drive to make it happen.

#### **Additional information**

All posts are national and successful candidates can potentially be located in most of the [Environment Agency's offices](#). However, some travel would be expected to other locations. Naturally, we want you to be the best in your field. So expect training and development that helps you grow professionally. We will pay your fees for one professional membership and would expect you to publish the results of your work.

We value a diverse workforce and welcome applications from all sections of the community who wish to join an organisation which values everyone. We particularly welcome applications from Black, Asian and Minority Ethnic (BAME), disabled, female and LGBT+ candidates, so that our team really does represent and understand the communities we work with. We want all our people to feel good about where they work and why they come to work, that they can be themselves without fear of judgement or prejudice and that all views are equally respected and valued. We believe everyone should have an equal chance of achieving their life goals. Diversity: it's in our nature

#### **For further information please contact:**

Dave Allsop [dave.allsop@environment-agency.gov.uk](mailto:dave.allsop@environment-agency.gov.uk)

**or**

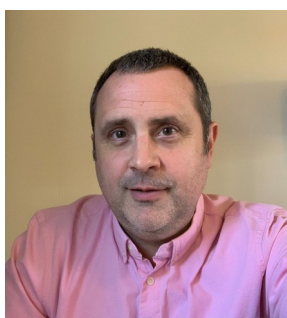
Harriet Orr [harriet.orr@environment-agency.gov.uk](mailto:harriet.orr@environment-agency.gov.uk)



## 3. The team continued

### Testimonials

I'm Wiebke Schmidt and I'm working on a programme of research to pilot surveillance for antimicrobial resistance (AMR) in the environment. AMR exists in natural environments, but as human, animal, and agricultural activities are increasing, so does the prevalence of AMR, therefore posing a potential health risk to people, animals, food sustainability, and ecosystems. Our team sits within the Research group of the Chief Scientist's Group and brings together a broad range of expertise, which will help us understand the complex role that the environment plays in the development and transmission of AMR both into and within the wider environment.



I'm Stuart Allen and I lead on water issues for the Climate Change and Resource Efficiency team. I have been with the Environment Agency for over 21 years, 18 of those in Research. My work has furthered our understanding of the impact of climate change on water resources, flooding and water quality and how we should plan and adapt for that change. It has helped shape policy and guidance both for our own staff and those we regulate. I find my work both intellectually challenging and personally rewarding.

I'm Kerry Walsh and I work alongside some great people in the Climate Change and Resource Efficiency team. I've worked for the Environment Agency for nearly 18 years, usually on something to do with DNA! DNA holds all the genetic information on how organisms develop, function and respond to a changing environment and a big part of what I do is to help us understand how using DNA technology can provide practical monitoring methods to detect organisms – from the small things we can't see to the big things we can – so we can better understand their responses to change to guide management actions.





### 3. The team continued



I'm Purvi Mali and I am very excited to be a part of the Air, Land and Water team in Research. I am working with the rest of my team on Antimicrobial Resistance (AMR) where I'm undertaking scientific and project management duties. I have completed an MSc (Pharmaceutical Biotechnology) and doctorate (Plant Molecular Biology). In between studying I have worked as a researcher in the Biomolecular Technology Group and also spent some time working in higher education. Outside of work, I enjoy playing cricket and I'm an active member of women cricket league.

I'm Jono Warren, I have a background in molecular and microbiology. I was drawn to working in the Chief Scientist's Group and the research team as I am passionate about modern and advancing technologies and how they can be utilised to improve the ways we look at protecting and improving water quality and the environment. I also like that I am encouraged to develop myself by learning new skills and enhancing exiting ones and appreciate the opportunity to work with a truly interdisciplinary approach to achieving larger goals.





## 4. The roles

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 a Research Scientist fits into our TSS05 job family at grade 5.

You will be working in a team, using your scientific skills to deliver work in your specialist area and other related topics. The roles will involve maintaining expertise in your specialist area and sharing that knowledge and information with colleagues in ways they can benefit from. You will contribute to the development of new research ideas, manage projects, undertake analysis and share results in formal papers, reports and through targeted briefings. You will also contribute ideas through the wider team and provide peer review to other projects where your skills can be helpful.

### **Skills/experience required**

- At least MSc or equivalent in relevant scientific discipline
- At least 3 years of experience applying knowledge in a research environment
- Experience of pieces of work involving inputs from a number of scientific disciplines
- The right level of balance between scientific and personal/business skills needed to deliver new knowledge and capabilities to the Environment Agency. This will mean a mix of delivering research directly or through commissions or collaborations with others in consultancy, universities and research organisations.



## 4. The roles continued

### **The posts we are offering and the skills we're looking for**

Whilst we are looking for people with broad scientific knowledge who can apply their skills across a number of fields, there are some areas we have targeted to ensure we can meet our current and anticipated future needs. These posts are detailed here:

#### Environmental Microbiologist

We are developing “One Health” approaches to understanding the role that the environment plays in public and individual health and want to build our capacity in environmental microbiology. We have an ongoing research focus on antimicrobial resistance in the environment and on faecal contamination in waters such as designated bathing waters. Some pathogens can cause illness in humans through environmentally acquired infections. We need to understand the risk linkages that apply and any effects that our existing or future activities may have on these risks.

#### Catchment Water Quality Scientist

We need to build our capacity to design and deliver studies that help us understand how water quality changes with future climates. We also need to be able to model and understand the effectiveness of regulatory and other strategies for protecting people and the environment in light of future changes.

#### Hydrological Impacts Modeller

Many people in the UK will experience climate change through its impacts on water. We expect a wide range of hydrological change, we need to understand the climate science, apply it to hydrological models and regimes to indicate knock on effects on people and the environment. Whether driven by climate change, extreme events or through changing resource use we need to extend our capacity to explore these changes and apply knowledge to support long term planning and adaptation.





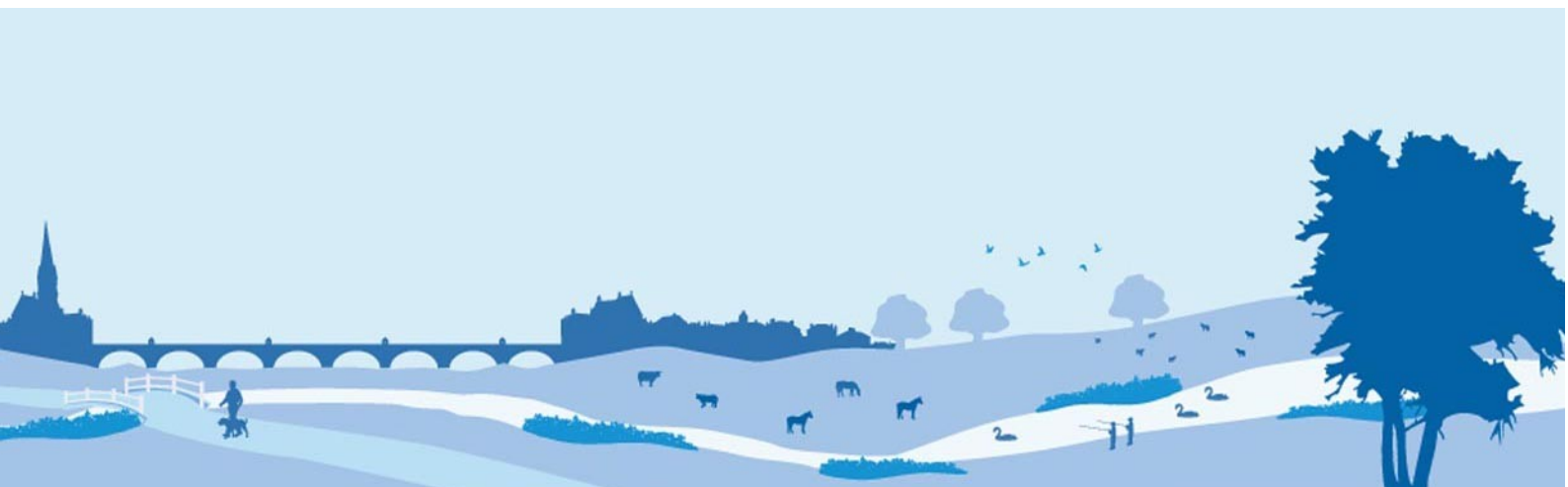
## 4. The roles continued

### Environment & Human Health Scientist

Traditionally, much of our regulation has emphasised environmental receptors such as water bodies or wildlife but increasingly we need to better understand the risks to human health from activities or discharges that we regulate. We need to build additional capacity to improve our knowledge and understanding of the contribution of these process and ecotoxicology on human health. An important part of this role will be working with other government bodies such as UKHSA and expert committees such as Committee on Toxicology.

### Environmental Scientist (focussed on coastal zone)

Rising sea levels and warming water are changing the dynamics of estuarine and coastal areas with impacts on hydrological exchanges, water quality, habitats and ecosystem responses. Many of these areas provide critical ecosystem services and are significant industrial and infrastructure hubs. Climate change driven impacts in these zones are not fully understood and adaptation priorities unclear. This post is specifically to support collaborative activity to identify and deliver critical research.



## 5. 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.

We will consider flexible working patterns for all our vacancies, including job share, so please clearly include any information regarding your preferred working arrangements on your application.

### **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.





## 5. Further information continued

### 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.

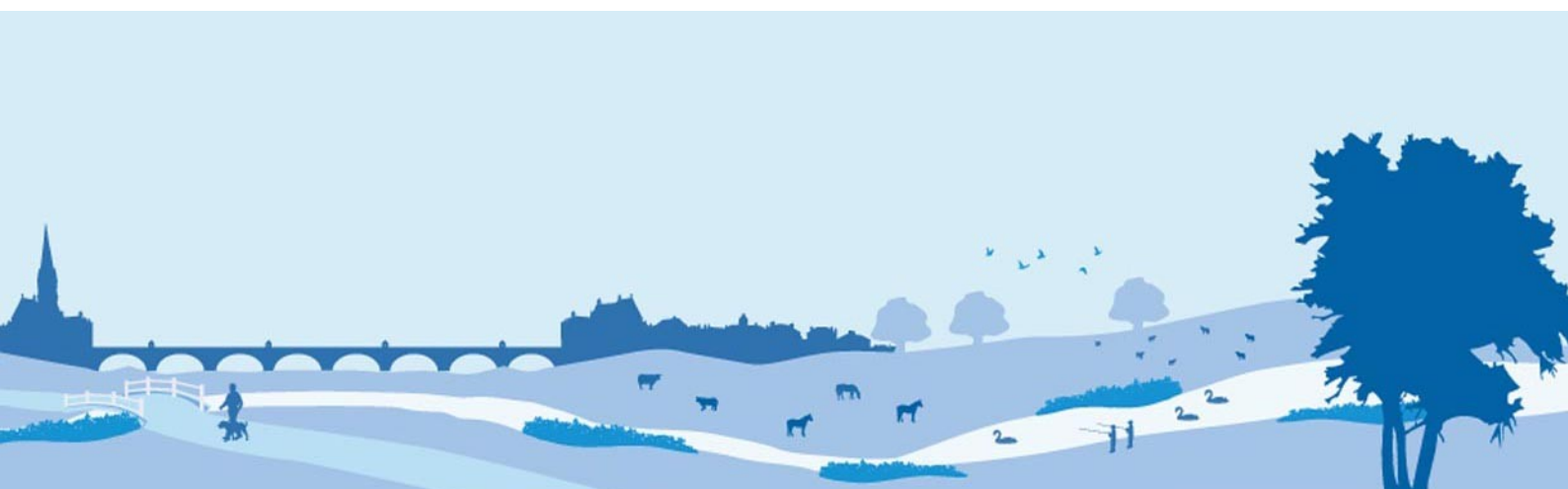
For the great majority of roles in the Environment Agency this will be sufficient and only certain roles will require a higher level of clearance. Should this be necessary, you will be advised of this during the recruitment process.

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>





## 6. 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.



## 6. 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**

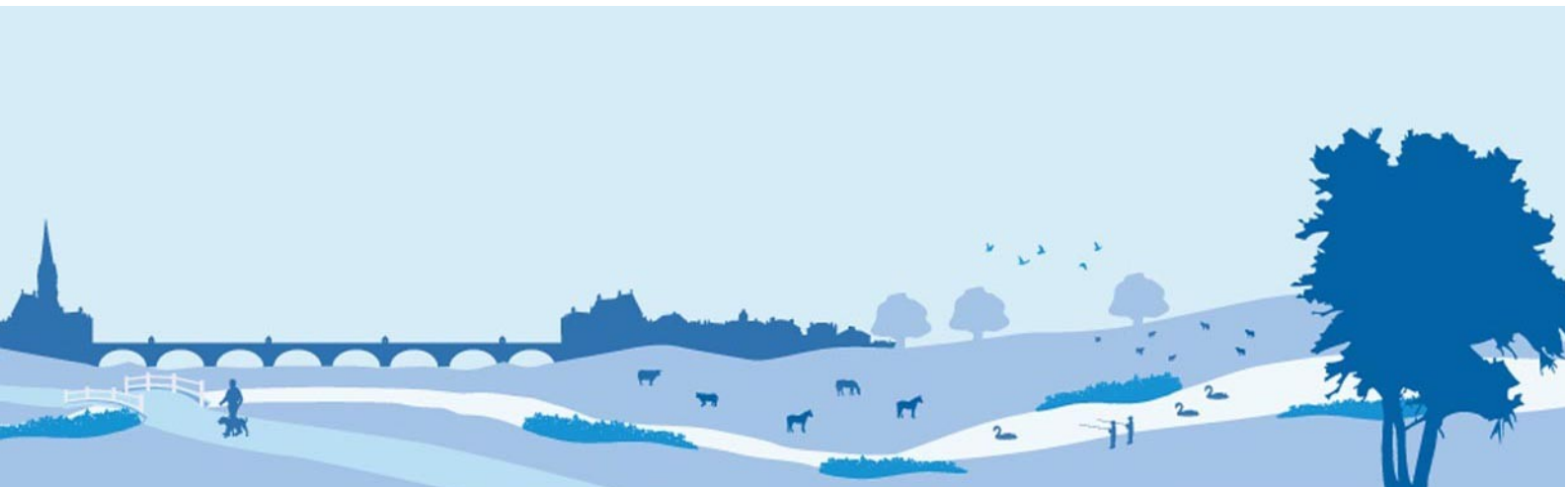
We're keen to know what makes you right for the job you're applying for and why we should ask you in for an interview. The competence questions/statements are your chance to convince us!

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.

### **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.



## 6. 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:

Core Benefits	Training & Development	Work/life Balance	Health & Wellbeing	Finance
<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>Lease Car Scheme</b> <b>Relocation Assistance</b> <b>Free Car Parking</b></p>

