



Appointment of Director of Innovation, Systems and Services

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**Environment
Agency**

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About us

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 employees. 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:

environmentagencycareers.co.uk

[About us - Environment Agency - GOV.UK \(www.gov.uk\)](#)

[Gov.uk](#) | [Twitter](#) | [Facebook](#) | [LinkedIn](#) | [Instagram](#) | [YouTube](#)



The role

Job purpose:

This new senior leadership role is one of six directors within the Flood and Coastal Risk Management (FCRM) Directorate at the Environment Agency. The Directorate comprises approximately 1,500 staff and manages a budget exceeding £1 billion annually.

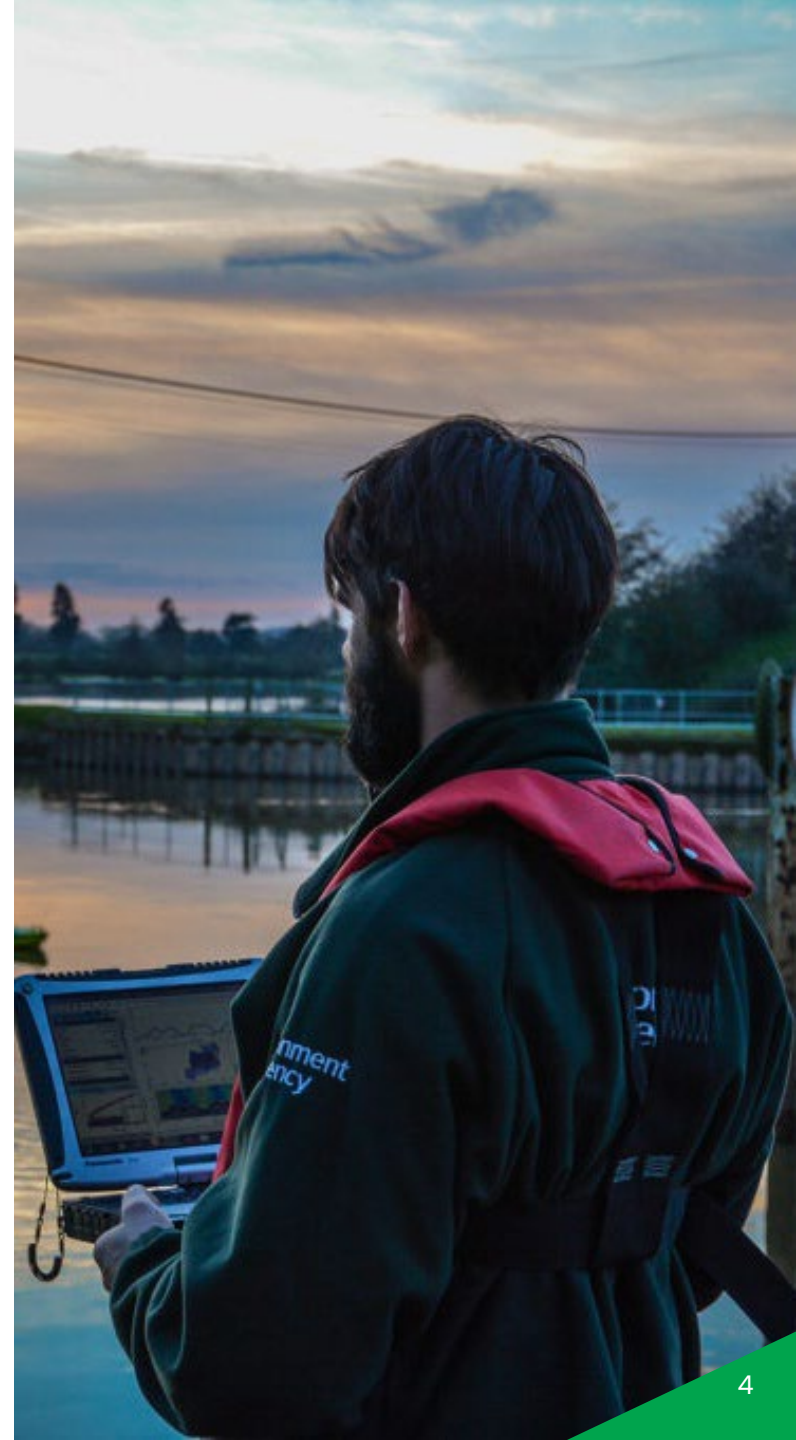
The Director of Innovation, Systems and Services will lead a cross-cutting team responsible for delivering enabling systems and services across the FCRM Directorate. This includes digital tools, business support, environmental assessment, stakeholder engagement, and support to wider Environment Agency functions where needed.

A key focus of the role is to champion innovation and continuous improvement, driving transformative ways of working across FCRM. It will also oversee business support functions and manage stakeholder

engagement, including Directorate-wide correspondence.

This role will lead the Flood & Infrastructure Improvement Programme, delivering revised structures, processes and ways of working across the Directorate and wider FCRM business. It reflects the need for increased leadership capacity, strategic thinking, and delivery focus, ensuring clear alignment between policy and delivery.

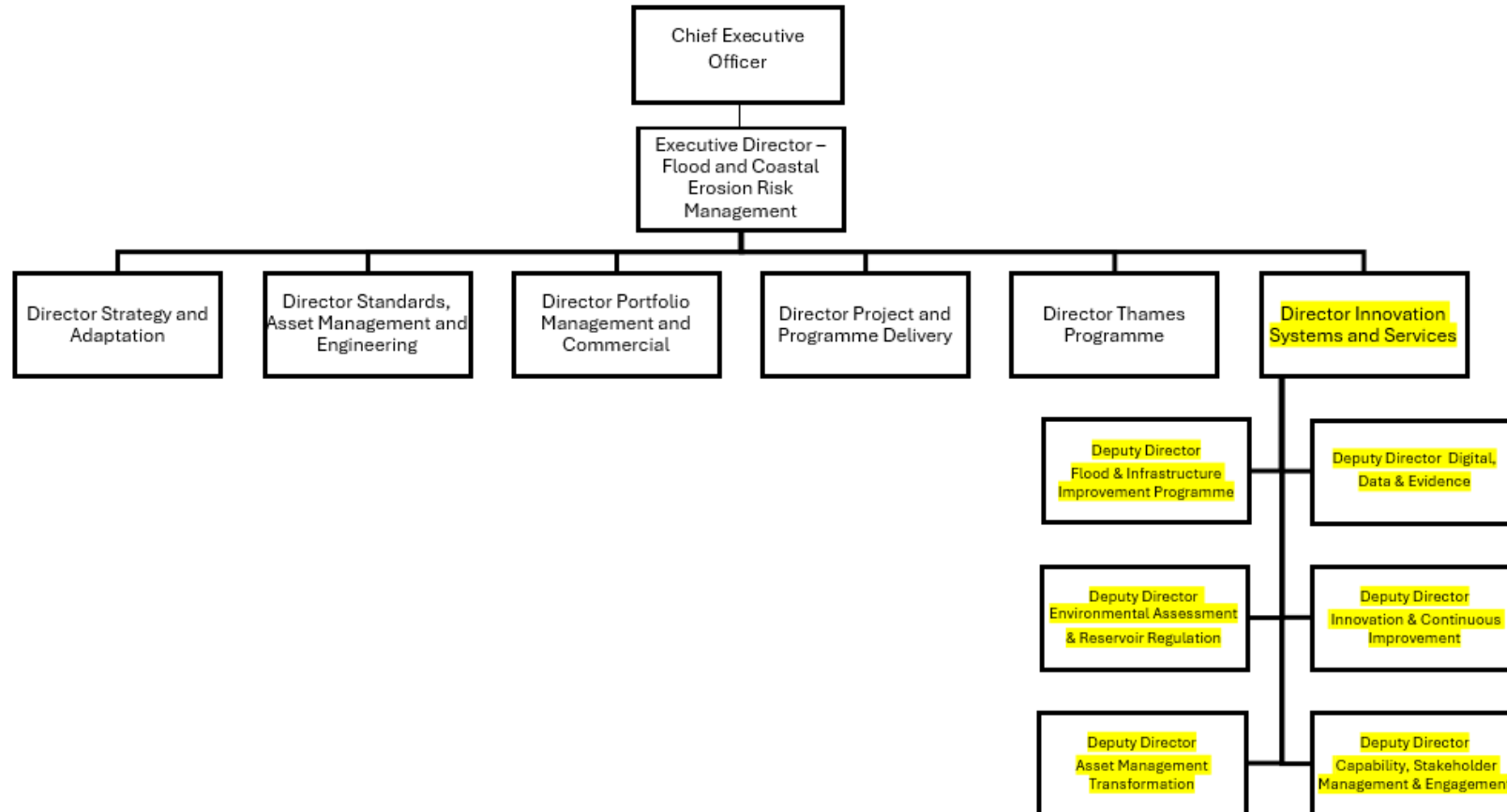
As part of the broader transformation, accountabilities will evolve as structures are finalised. This role will contribute to shaping the future direction of the Environment Agency, ensuring alignment with other directorates including Strategy, Transformation and Assurance.



Key accountabilities & activities

- **Providing Strategic Leadership:** Lead a diverse team across a number of technical, professional and supporting services within FCRM (c. 300 staff). Setting a clear vision and direction to lead, motivate, and develop high-performing teams, fostering a culture that champions inclusion, innovation, and continuous improvement.
- **Financial Management:** Effectively managing resources, budgets, and risks to ensure value for money and the successful delivery of agreed outcomes. Ensure appropriate monitoring and controls are in place for management of cost and risks at all levels
- **Service Delivery:** Oversee and deliver a range of services supporting the wider directorate including digital system support for FCRM delivery and environmental assessment services for Flood Investment Programme. Drive culture of sustainable delivery, efficiency, and value for money to improve performance and service delivery. As a key part of the service lead strategic workforce planning and skills development across the Directorate working with relevant heads of profession to ensure ongoing commitment to a talent pipeline.
- **Change and transformation:** Accountable for prioritisation and funding of all continuous improvement and transformation projects across FCRM as part of the directorate leadership team, embedding new ways of working to meet evolving business priorities and environmental challenges. Establish and maintain robust governance, assurance, and performance management frameworks to enable efficient, effective, and compliant programme delivery.
- **Stakeholder Management:** Building and sustain strong collaborative relationships with internal colleagues and external stakeholders - including government, industry, delivery partners, and communities - to influence decisions and secure long-term support.

Organisation Chart



Person specification

Experience

- Successful track record working as part of a senior management team in a large organisation leading teams to deliver on a wide variety of outcomes
- Strategic thinker who can respond flexibly to evolving priorities and make decisions without complete information
- Excellent understanding of change and service delivery, working with others to achieve complex outcomes
- Strong understanding of portfolio management in complex environments with exceptional analytical and communication skills
- Strong personal credibility with ability to influence at Board level, with Ministers and senior partners across Government
- Proven ability to present delivery successes and challenges to senior stakeholders including other government agencies, Ministers and Parliamentary Committees

Qualifications:

- It is desirable for candidates to have, or be working towards, a relevant professional qualification or membership of a professional body. Examples can include CIWEM; ICE; MPLA accreditation or other professional body affiliated with wider EA work.



Diversity & inclusivity

Our commitment

We value difference and welcome everyone. We aim to create a diverse workforce reflecting the UK population and are committed to equal opportunities. We particularly welcome applications from underrepresented groups including BAME communities, people with disabilities, LGBTQ+ individuals, women, and those from lower socio-economic backgrounds.

Our culture: how we do things

- One team, one mission: create a better place
- Focus on outcomes and deliver commitments
- Think big, act early, be visible
- Seek partnership, show leadership, take responsibility
- Innovate, move fast, stay agile
- Value difference, include everyone
- Be kind, stay safe and grow

Support for you

Disability Confident Employer:

Guaranteed interview for disabled applicants meeting minimum criteria

Reasonable Adjustments:

Available during interviews and employment:

Disability Leave: Supporting management of health conditions

Zero Tolerance: For bullying, harassment and discrimination

Employee Networks: Supporting BAME, Disability, LGBTQ+, Faith, Gender Equality, Mental Health, and more

Flexible working: We consider flexible working patterns for all positions, including job sharing.

We recruit based on merit through fair, open and equal selection processes.

Watch the video below to hear from some of our employees, and hear about their experience with us: [Value difference: include everyone - YouTube](#)



Terms of Appointment

The roles are permanent appointments. However, consideration will be given to existing civil servants to join on a 2 year secondment or to join as a permanent member of staff.

Salary and benefits

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

Grade Rate: £98,000 to £120,000 (pro-rata - if part time or an assignment)

Location: Various with a base location in a main office such as London, Bristol, Birmingham, Warrington, Leeds, Nottingham, Reading, Sheffield, Exeter, and regular national travel.

Hours of work: 37 hours Fixed Term Contract

Leave entitlement: Your leave allowance in this role will be 200 hours (27 days) or equivalent, depending on working pattern, plus bank holidays. Your allowance will be pro-rata if you work part time. Your entitlement depends on your grade, your contracted hours, and your length of continuous service.

In addition to this you may be entitled to up to 133 hours (18 days) flexi-time per year.

We 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.

Enhanced maternity, adoption and paternity leave, and sickness absence provisions are available.

Additional paid leave is available for employees taking part in public duties, trade union activities, special/trained forces and for health and safety representatives.

Work/life balance

We support and encourage flexible working hours and practices at all levels to help you achieve a good balance between your work life and your personal life. We will encourage you to keep developing your skills and professional knowledge throughout your career.

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 relief on your contributions. The pension contribution rates currently range between 5.5% to 12.5%. Whilst you are in the scheme, we will pay an employer contribution into your pension pot. We currently pay 19%, so this is a very generous scheme.

Location

If you are contractually based in one of our eligible locations, you will receive a London Weighting allowance.

Additional benefits

Personal Development	Health & wellbeing	Finance
<p>Performance management Individual performance plans, learning and development matched to your agreed career objectives and progression plans.</p> <p>Learning and development A range of training courses, leadership development initiatives and access to learning and development materials are available, covering technical, managerial and personal skills.</p> <p>Examination leave Paid leave for exams and revision for approved studies.</p> <p>Professional subscriptions* We will pay the membership fees for one relevant professional association.</p> <p>Mentoring and coaching Access to support development and career progression.</p>	<p>Occupational health Access to occupational health advisory service.</p> <p>Eye care Free eye tests.</p> <p>Employee assistance service Access to Workplace Wellness available to you and your family.</p> <p>Sports and social club Opportunity to benefit from a wide range of subsidised events and discounts.</p> <p>Health discount Optional discounts provided by several external providers and health clubs.</p> <p>Local benefits These vary from region to region.</p>	<p>Interest free loans* For season tickets, bicycles and safety equipment.</p> <p>Financial education club Providing guidance on how to manage your finances including information on credit scores, pensions, buying your first house and getting debt-free.</p> <p>Tenancy deposit loan scheme* For employees directly employed by the Environment Agency, 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.</p> <p>The following benefit is only applicable to eligible roles:</p> <ul style="list-style-type: none"> • Free Car Parking <p>*May be subject to completion of probationary period.</p>

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the Environment Agency on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **OBRZE**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is midnight on **Sunday 1 June**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Key process dates:

Interviews will take place on 30 & 31 July.

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

Further Information

Eligibility to apply and continuity of employment

Employment agency workers and contractors are considered external candidates and should therefore only apply for positions that are being advertised externally. They are 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 (RFCC) 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, you should contact your own HR Team.

Right to work and eligibility for employment

Before applying, it is the responsibility of all candidates to ensure they have the correct right to work documentation. If you require sponsorship, please ensure that the position you apply for meets the UK Visa & Immigration (UKVI) requirements. If selected, your appointment would be subject to you obtaining and maintaining the relevant work visa terms and conditions set for you by UKVI.

Skilled worker visa

For candidates looking to obtain a certificate of sponsorship and a

skilled worker visa. In line with our allocation framework, we will consider requests for sponsorship subject to the candidate holding a current alternative visa due to expire within 3 months or in cases where the candidate does not have any other visa options to pursue other than skilled worker visa sponsorship.

Candidates note, even if successful in post, EA cannot guarantee if a certificate of sponsorship can be issued as this will depend on the role and personal circumstances satisfying UKVI eligibility and availability of sponsorship certificates we are able to issue.

Pre-employment checks

We apply the Baseline Personnel Security Standard (BPSS) check when recruiting employees 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 Counter Terrorist Check (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: environmentagencycareers.co.uk/working-here

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