

Appointment of Director - Projects and Programme Delivery

May 2025 | OBRZF



**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 role leads the delivery of project and programmes for the Flood Investment portfolio, ensuring alignment with the Environment Agency's priorities and driving continuous improvement across the organisation. It plays a pivotal role in shaping how the business operates, ensuring programme delivery is efficient, effective, and future-focused.

It provides strategic oversight across the Flood and Coastal Risk Management (FCRM), Environment, and Navigation businesses, as well as the wider value chain. The role is responsible for delivering best-in-class performance in sustainability, quality, cost, delivery, and innovation.

Projects range in value and complexity and at all times the highest standards of governance and transparency are required. At times the role may also be required to act as the Senior Responsible Owner (SRO) for major

projects exceeding £100 million, providing decisive leadership to ensure successful delivery and realisation of intended benefits

The role also sets the standard for collaborative behaviours and partnership working, fostering high-performing relationships across our delivery frameworks, supply chain, and strategic partnerships.

The postholder will need to provide strategic leadership in a high-pressure, politically visible environment, drive consistent performance improvement and monitoring across all programmes, supporting the National Programme Management Office in responding to scrutiny from EA Board, DEFRA, wider government and the National Audit Office (NAO). The role will also lead the development and delivery of a collaborative operating model that delivers shared value across the entire delivery ecosystem.

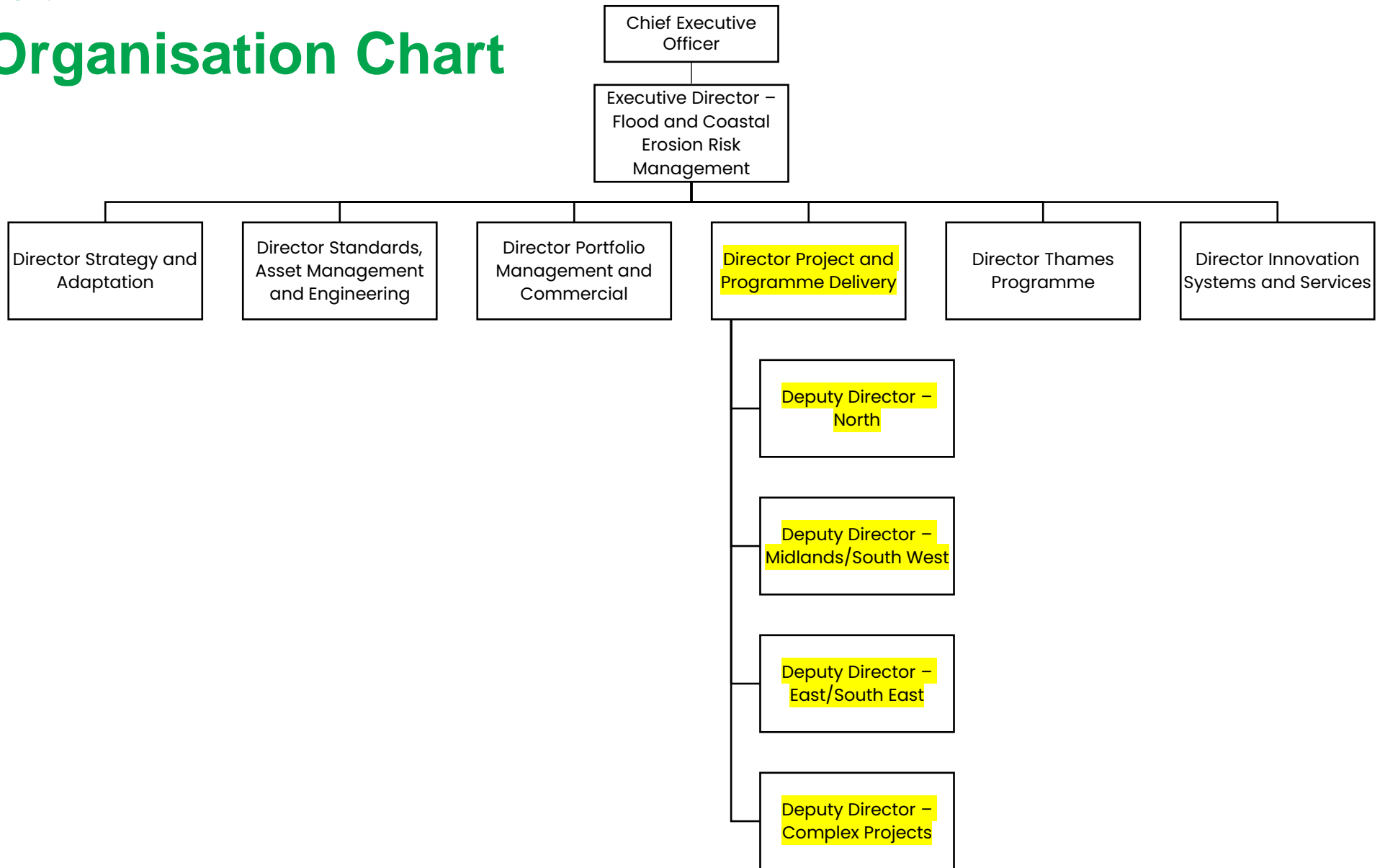


Key accountabilities & activities

Accountability and activities specific to the Director of Projects and Programme Delivery include:

- **Programme Oversight:** Working with the Director Portfolio Management and Commercial (SRO) and within governance processes be accountable for project and programme delivery within the Flood Investment Programme which is currently £2.65Bn over 2 years (ending 25/26).
- **Financial Management:** Direct budget responsibility of approximately £500M per annum; influence over £1B annual investment, subject to further Spending Review and government settlements, ensuring appropriate monitoring and controls are in place for management of cost and risks at project and programme level.
- **People Leadership:** Leadership and management of over 700FTE, including 4-6 Deputy Directors, based in a wide range of locations across the country. Drive culture of sustainable delivery, efficiency, and value for money to improve performance and service delivery
- **Professional Leadership:** Act as Head of Profession for Programme and Project Delivery across EA working with other Directors and teams and wide government profession to share learning, establish a centre of excellence and adopt best practice approaches to delivery
- **Stakeholder Management:** Communicate, interact with and manage a wide array of relationships with stakeholders. Key partners will include supply chain, contractors, consultants and other delivery partners

Organisation Chart



Person Specification

Experience

- Proven strategic leadership of large teams managing and delivering complex programmes and portfolios
- Track record of successful change management and organisational transformation
- Expertise in risk management and innovative problem-solving at enterprise level
- Extensive stakeholder management experience across public and private sectors
- Demonstrated supply chain and commercial management excellence
- Strong team development capabilities with experience navigating political environments

Qualifications:

- Degree or Masters level qualification in relevant field.
- Qualified in or will commit to working towards MPLA; Major Projects Leadership Academy accreditation.



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 **OBRZF**

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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