



Appointment of Deputy Director of Data Services and Assurance

August 2025 | OBRZG

**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

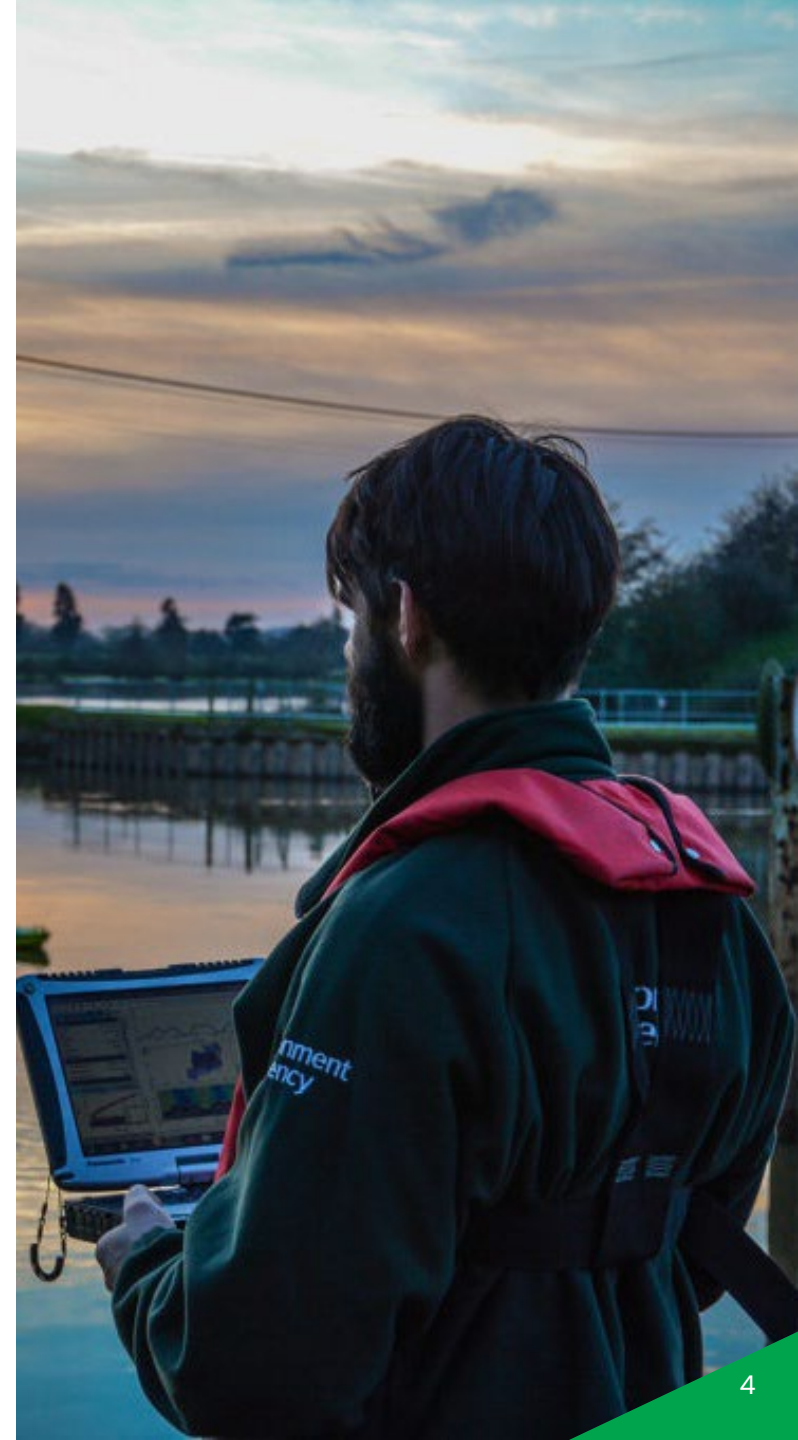
Job purpose:

The Deputy Director of Data Services and Assurance leads the delivery of robust, compliant, and high-performing data and information management services to the Environment Agency (EA), ensuring the organisation's data assets are well-governed, accessible, secure, and used effectively to support business decisions, public transparency, and operational effectiveness.

As the senior responsible owner for the EA's emerging AI and robotic process automation strategy, the Deputy Director of Data Services and Assurance will lead the development, governance, and implementation of innovative digital capabilities, working with delivery partners, Defra and the wider Civil Service. This includes putting in place clear guardrails for ethical and compliant AI use, balancing risk with mobilisation, and ensuring statutory data publication obligations are met across all platforms.

The role is accountable for the stewardship and ongoing improvement of data governance, data quality, analytics, information management, and data protection, as well as designing and running the EA's innovation incubator to identify, prototype, and scale new solutions. The Deputy Director of Data Services and Assurance will optimise the organisation's reporting, insight, and knowledge-sharing capabilities, strengthen visibility and control of key datasets, and explore opportunities to drive income and commercialise data where appropriate.

Leading a multidisciplinary team with a multi-million-pound budget (c£6 million), the Deputy Director of Data Services and Assurance will work closely with the Deputy Director for Digital and the Deputy Director for Transformation to deliver strategic change, support the EA's monitoring and regulatory functions, and ensure high standards of compliance, performance, and impact.



Key accountabilities & activities

Data Governance, Protection, and Compliance

- Lead the development and operation of data governance frameworks, standards, and policies to ensure data is managed as a critical organisational asset.
- Ensure Agency-wide compliance with statutory and regulatory requirements (including GDPR, FOI, and sector-specific legislation), acting as the lead executive responsible for data protection, freedom of information, and records management.
- Proactively identify risks related to data quality, privacy, and security, and put in place mitigation strategies.

Operational Delivery of Data and Information Services

- Manage and continuously improve the Agency's data service portfolio - ensuring data platforms and analytical environments are reliable, accessible, and resilient in both routine and incident scenarios.
- Oversee the operational delivery of business-critical services including data exploitation, data sharing & access, and knowledge management.
- Support business functions through actionable analytics, dashboards, and provision of data that drive better operational and strategic decisions.
- Assure the operational effectiveness and efficiency of the team, establishing metrics and service performance standards.
- Lead the oversight of AI pilots and robotic process automation initiatives, ensuring effective evaluation, scaling, and implementation of new capabilities across the organisation.

Team Leadership and Development

- Directly manage a team of approximately 80 –100 specialists across data exploitation, governance, standards, analytics, service management, FOI, and knowledge management.
- Create a positive, inclusive, and development-focused environment to retain and grow data professionals at all career stages and across multiple sites.
- Oversee resource allocation, budgeting, and collaboration with external consultants or multidisciplinary delivery teams as required.

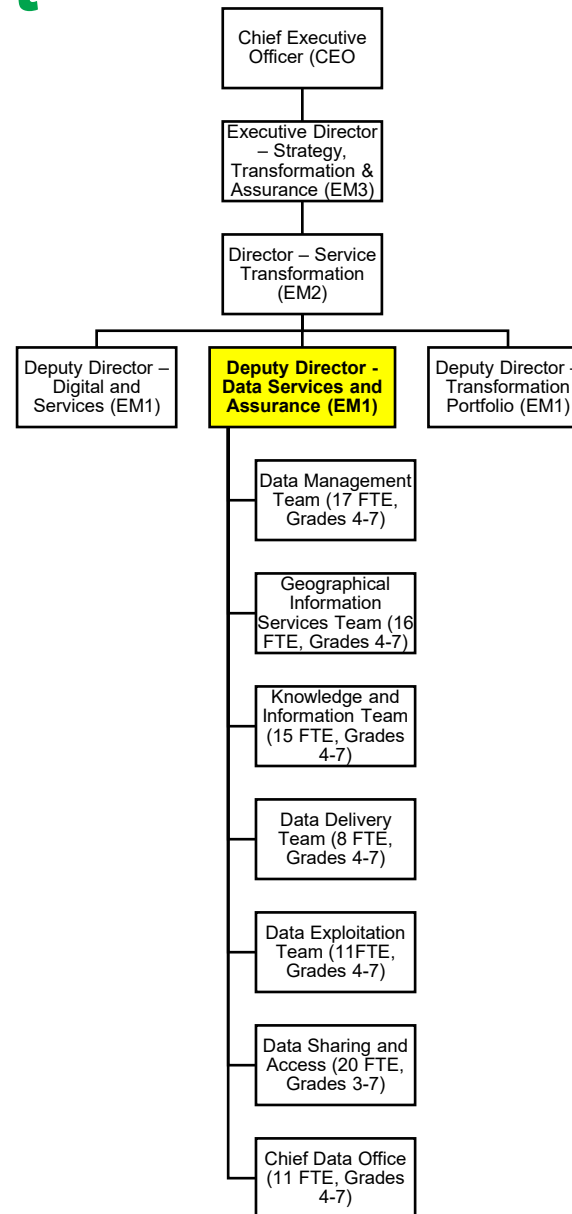
Stakeholder and Partnership Engagement

- Work closely and collegially with senior Agency leaders, Defra, regulators (ICO, ONS), and other partners to ensure alignment and best practice in data management.
- Represent the Agency's operational data perspective in strategic forums, providing authoritative input and feedback on strategy and policy developed by the Director of Service Transformation.

Performance and Risk Management

- Own the monitoring and reporting of data services performance against agreed objectives, identifying and implementing improvements.
- Ensure the organisation meets expectations for accountability, auditability, and transparency around its data use and records.

Organisation Chart



Person Specification

Experience

- Proven record of leading large, multidisciplinary data management teams and delivering operational excellence in a complex, regulated environment.
- Strong hands-on knowledge of data quality, analytics, operational data platforms, and records management practices.
- Experience designing, implementing, and assuring data governance frameworks, managing compliance with relevant data protection/privacy laws.
- Demonstrated ability to manage risks, deliver service improvements, and assure continuity of critical data/information services, including during major business incidents.
- Evidence of resource management, budgeting, and collaborative delivery (including via external suppliers and in matrix environments).
- Excellent interpersonal and communication skills, with the ability to engage confidently with a broad range of technical and non-technical stakeholders internally and externally.

Qualifications (Desirable):

- Degree or equivalent qualification in Data Science, Statistics, Information Management, or another relevant subject with a strong data analytics component. Further professional certifications in data governance, protection, or management are desirable.



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

Disability Confident Employer: The EA is an accredited 'Disability Confident Employer' under the government's Disability Confident Scheme which denotes organisations that have a positive commitment towards disabled people.

We guarantee to interview anyone with a disability whose application meets the minimum criteria for the role. If you wish to claim a guaranteed interview, you should declare so at the point you submit your application.

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 role is a permanent appointment.

Salary and benefits

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

Grade Rate: Starting salary of £81,000 (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.

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 **OBRZG**.

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 midday on **Wednesday 17 September**.

* 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.

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.

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.

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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