



**Environment
Agency**

Appointment of Director of Strategy

October 2025 | OBRZH

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About us

The Environment Agency works to create better places for people and wildlife, and supports sustainable development. We were established in 1996 to protect and improve the environment. We have over 12,000 employees, our head office is in Bristol and we have offices across England.

Within England we are responsible for:

- regulating major industry and waste
- treatment of contaminated land
- water quality and resources
- Fisheries
- inland river, estuary and harbour navigations
- conservation and ecology

We are also responsible for managing the risk of flooding from main rivers, reservoirs, estuaries and the sea. Lead local flood authorities (LLFAs) are responsible for managing the risk of flooding from surface water, groundwater and ordinary watercourses and lead on community recovery.

Our priorities are to:

- work with businesses and other organisations to manage the use of resources
- increase the resilience of people, property and businesses to the risks of flooding and coastal erosion
- protect and improve water, land and biodiversity
- improve the way we work as a regulator to protect people and the environment and support sustainable growth

In July this year we published a strategy that sets out our vision for the Environment Agency over the next 5 years and beyond.

As part of that we renewed our three strategic goals to reflect the challenges of today:

- 1. Healthy air, land and water supporting nature's recovery** - now recognises our contribution to reversing nature's decline
- 2. Sustainable growth** - is now more closely aligned with our statutory role to support sustainable development, and the government's vital growth mission
- 3. A nation resilient to climate change** - continues to show how our work on water supply and flood are vital to tackling climate change

We work with government, local councils, businesses, civil society groups and communities to make our environment a better place for people and wildlife.

We have hugely dedicated and professional employees and 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

We are looking to recruit a Director of Strategy to join the Environment Agency.

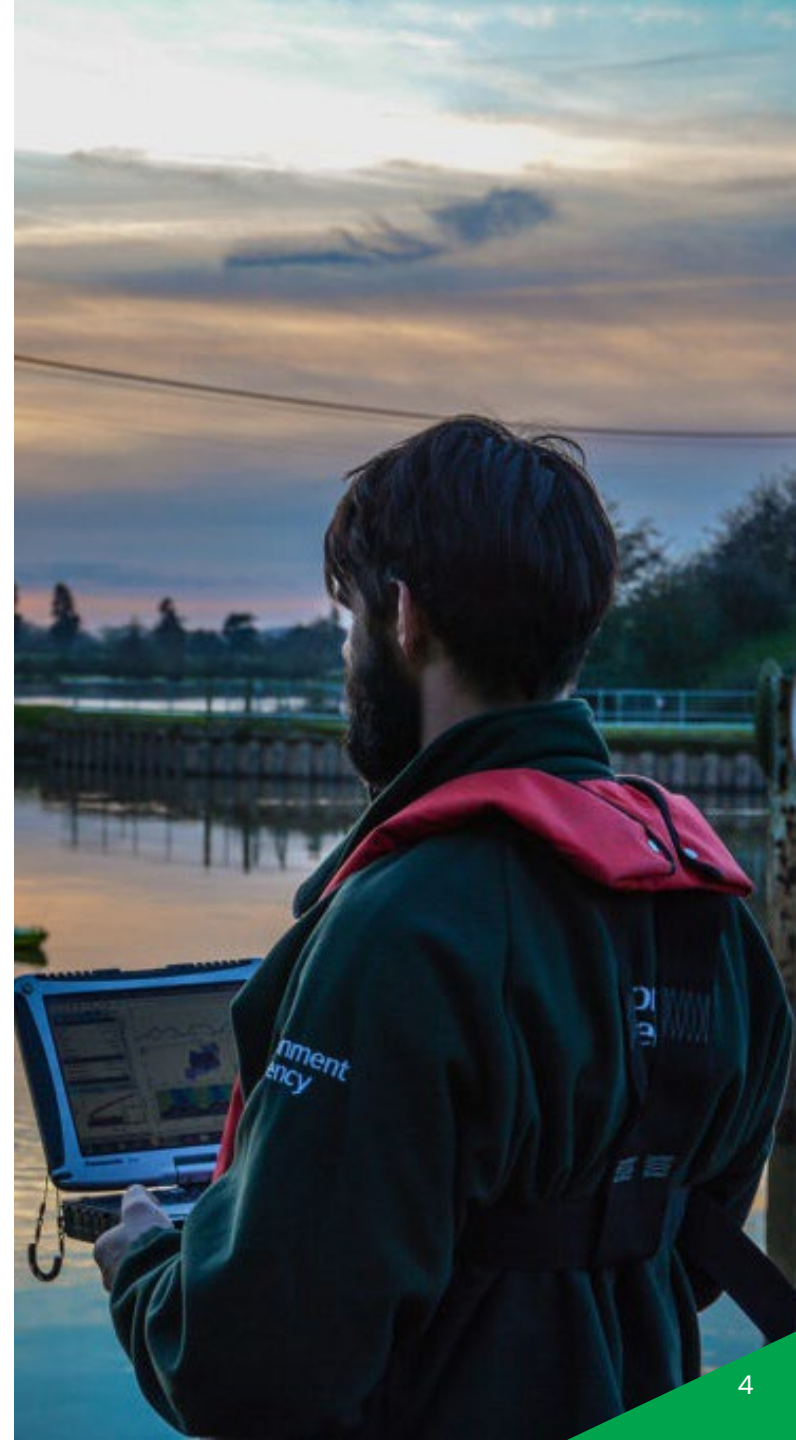
Job purpose:

The Strategy Directorate sits at the heart of the Environment Agency (EA), shaping the organisation's strategic direction, influencing government policy, and ensuring that our governance, funding and performance frameworks are fit for the future. The Directorate leads on our long-term strategy, [EA2030](#), and on the mechanisms that enable the Agency to deliver on it - from setting performance standards and engaging with ministers to ensuring our communications reflect the ambition, integrity and impact of our work.

As Strategy Director, you will play a pivotal role in guiding the Agency through a period of change and transformation. You will be a trusted adviser to the Chief Executive, a full member of the Executive Committee (EDT), and an active contributor to Board discussions. You will bring deep political awareness and credibility, ensuring the EA is well-positioned within Whitehall and that its strategic priorities are aligned with those of DEFRA, ministers and wider government.

This role requires someone with the judgement and presence to operate confidently in a politically complex environment - understanding how government works, anticipating policy shifts, and providing clear, evidence-based advice to senior stakeholders. You will lead a talented multi-disciplinary Directorate of around 180 colleagues across six Deputy Director teams, covering strategy, governance and engagement, communications, economics, future funding, planning and performance.

The role combines strategic leadership with operational delivery - shaping national policy, driving organisational performance, overseeing governance, and ensuring the EA remains a forward-looking, innovative and trusted public body.



Key responsibilities & activities

Key responsibilities:

Strategic leadership and direction

- Lead the development and delivery of the Environment Agency's long-term strategy, including the implementation of EA2030, ensuring it remains ambitious and achievable.
- Work closely with the Chief Executive and Executive Directors to shape the Agency's corporate priorities, ensuring clarity of purpose, coherence across teams, and a shared sense of mission.
- Provide clear, evidence-led strategic advice to the Chief Executive, Executive Team, and Board on the implications of emerging government policy, funding decisions, and wider environmental priorities.

Political and governmental engagement

- Lead the EA's strategic relationship with government, particularly with DEFRA and HM Treasury, acting as the principal interface between the Agency and ministers. This includes ensuring that the Agency is responding to urgent priorities such as the delivery of economic growth, stronger water regulation and decarbonisation.
- Anticipate and navigate political developments, advising the Chief Executive and Board on risks, opportunities and strategic positioning.
- Represent the EA in high-level discussions across Whitehall, providing authoritative insight and building confidence in the Agency's leadership and delivery.

- Ensure the Agency is well-prepared for ministerial meetings, select committees, and other political engagements, coordinating messaging and briefings to the highest standard.

Governance and assurance

- Ensure the EA's governance framework operates effectively, supporting the Board and its committees to provide strategic oversight, assurance and accountability.
- Oversee the design and operation of the Agency's performance and reporting systems, ensuring the right data, metrics and insights inform decisions at every level.
- Provide the Board, Executive Team and ministers with robust and timely information on performance, identifying risks and driving improvement.

Funding, finance and commercial strategy

- Work jointly with the Director of Finance to lead the EA's funding strategy and coordinate its contribution to government Spending Reviews.
- Drive efforts to increase the Agency's commercial income and review charging mechanisms, ensuring the EA remains financially resilient and able to deliver its statutory duties.
- Oversee the Directorate's Future Funding and Economics teams, ensuring high-quality advice on funding models, pricing and investment priorities.

Key responsibilities & activities continued

Communications, engagement and influence

- Oversee the EA's strategic communications, ensuring messages are aligned, compelling and reinforce the Agency's reputation as an effective and trusted national body.
- Ensure clear and consistent communication of strategic priorities internally and externally, supporting staff engagement and stakeholder confidence.
- Provide visible leadership across the Directorate and wider organisation, promoting collaboration, innovation and inclusion.

Transformation and modernisation

- Work in close partnership with the Director of Service Transformation to support the modernisation of EA systems, processes and culture.
- Champion innovation, digital capability and new technologies (including AI and data-driven insight) as tools to improve performance and impact.
- Encourage cross-organisational collaboration through the STA (Strategy, Transformation, Assurance) leadership group, ensuring joined-up delivery across corporate functions.

Leadership and people

- Provide inspiring and inclusive leadership to a Directorate of approximately 180 people, directly managing six Deputy Directors.
- Create a high-performing, collaborative culture that reflects EA values and attracts talented people from diverse backgrounds.
- Act as a senior ambassador for the EA, representing its work confidently with ministers, NEDs, external partners and the wider public sector.



Person specification

The successful Director of Strategy will possess:

Extensive experience of working within or alongside central government, with a strong track record of managing relationships with Ministers, senior civil servants and public bodies. Deep political awareness and the judgement to operate confidently in a fast-moving policy environment are essential.

Proven ability to advise and influence at the highest levels, providing clear, evidence-based strategic counsel to senior leaders, boards and ministers – including the confidence to challenge and shape thinking where necessary.

A mindset that favours collaboration and partnership, able to build trusted, enduring relationships across Whitehall, the Defra Group, non-executive directors, and colleagues across the Environment Agency.

Experience of navigating complex stakeholder environments with multiple competing priorities, balancing political, financial and operational considerations to secure the best outcomes for the organisation.

Strong policy and strategy credentials, capable of developing and communicating credible long-term strategies that reflect the wider political, economic and stakeholder landscape.

A proven communicator and writer, able to translate complex issues into clear, persuasive arguments for a range of audiences, from ministers to internal teams.

The ability to lead and influence a diverse senior team, creating clarity, alignment and accountability across multiple functions, and encouraging innovation and new ways of working.

Experience of performance and business planning at scale, including setting or monitoring KPIs and metrics to drive improvement across a large, complex organisation.

Sound understanding of government finance and funding frameworks, ideally with experience of working with HM Treasury, Spending Reviews, or developing commercial and income-generation strategies.

A genuine interest in public service reform and transformation, including how digital, data and technology – such as AI – can improve performance, transparency and value for money.

A calm and assured leadership style, able to act as a trusted adviser in a high-profile, politically sensitive environment, supporting collective leadership across the Executive Team.

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.

Consideration will be given to candidates looking to join the Environment Agency on secondment for two years.

Salary and benefits

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

Grade Rate: £100,000 - £110,000 (pro-rata - if part time) if an existing civil servant looking to do the role on secondment your terms will be the same.

Location: London for 2 days a week.

The nature of the role requires two to three days a week in the London office. National travel to other EA locations will be required - Bristol, Birmingham, Warrington, Leeds, Nottingham, Reading, Sheffield, Exeter.

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 **OBRZH**.

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 **Monday 10 November**.

* 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.

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.

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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