



**Environment  
Agency**

## Appointment of Director of Energy & Resources

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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 13,000 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

Last 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](https://environmentagencycareers.co.uk)

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

[Gov.uk](https://www.gov.uk) | [Twitter](#) | [Facebook](#) | [LinkedIn](#) | [Instagram](#) | [YouTube](#)

# The role

**We are looking to recruit a Director for Energy and Resources to join the Environment Agency.**

## **Job purpose:**

The Environment Agency (EA) is a £1.7bn organisation with over 13,000 staff working to protect and improve the environment for people, wildlife and future generations. Within the Environment and Business (E&B) Directorate, we set the strategic direction for operational delivery across the Agency - ensuring our people, resources and partnerships are aligned to achieve environmental outcomes as set out in EA2030.

The Director of Energy and Resources leads the Agency's work across energy, waste, resources, chemicals and manufacturing - sectors that sit at the heart of the UK's clean growth and climate ambitions. You will set the strategic direction for the EA's regulatory approach, influencing government policy, and ensuring that regulation both protects communities and enables sustainable growth.

This is a pivotal role at a time of rapid change in the UK's transition to net zero. You will work closely with government departments (including DESNZ, Defra, DfT and DBT), industry leaders and our operational teams across England to ensure that our regulation of key sectors is forward-looking, proportionate and effective.

As a member of the E&B Directorate Leadership Team, you will contribute to corporate planning, assurance, and workforce development. You will also advise the Executive Directors Team (EDT) and the Board on environmental risks, regulatory reform, and sectoral challenges - bringing clarity and realism to policy design and delivery. You will actively seek out time with ministers and special advisors to update them.

You will lead a Directorate of around 260 staff, directly managing three Deputy Directors, and overseeing a £36m budget and approximately £122m of regulatory income.



# Key responsibilities & activities

## Key responsibilities:

### Strategic leadership and direction

- Lead the EA's strategy for the energy, resources, chemicals, manufacturing and waste sectors - aligning regulatory priorities with government ambitions on clean growth, net zero and environmental protection.
- Translate long-term environmental goals into practical, outcome-focused delivery plans that support local and national operations.
- Shape the EA's contribution to major government missions, including clean energy transition, industrial decarbonisation, and circular economy.
- Provide expert strategic advice to the Executive Directors Team and Board on emerging risks, opportunities and long-term direction.
- Brief Ministers and Special Advisers as necessary, bringing an understanding of the political context.

### Policy and regulatory influence

- Lead the EA's engagement with central government ensuring the Agency's regulatory role is clear, credible and aligned with policy intent.
- Influence national policy on emissions trading, waste and resources, industrial emissions, chemicals management and environmental permitting.
- Work with industry leaders and trade bodies to build understanding, trust and compliance across regulated sectors.
- Represent the EA in high-level discussions with ministers, Permanent Secretaries, and other regulators, providing evidence-based insight and advice.

### Operational delivery and assurance

- Ensure the EA's regulatory frameworks, technical standards and guidance are robust, future-proofed and enable effective local delivery.
- Work closely with the Chief Regulator and Head of Profession teams to maintain high technical standards, capability and assurance across all relevant disciplines.
- Oversee the effective delivery of market-based and site-based regulatory schemes, including the UK Emissions Trading Scheme, producer responsibility reforms and waste incineration regulation.
- Support innovation in regulation - embracing digital tools, data and evidence to improve performance and transparency.

### Organisational leadership

- Provide visible, inclusive and empowering leadership to a Directorate of around 260 staff, fostering collaboration, professionalism and continuous improvement.
- Contribute to the E&B Leadership Team's collective responsibility for business planning, risk, financial assurance, workforce planning and health and safety.
- Encourage cross-Agency collaboration - connecting strategy with operational delivery and ensuring national and area teams are working seamlessly to shared objectives.
- Represent the Agency publicly as a senior ambassador, promoting the EA's role in enabling clean growth and protecting the environment.

# Person specification

The successful Director of Energy and Resources will possess:

## Experience and Expertise

- Significant leadership experience within or alongside central government, industry or regulatory bodies.
- Excellent understanding of Whitehall, ministerial processes and the wider political landscape, either from working within central government or from working in industry facing into government, with the ability to anticipate and respond to policy developments. You will bring active networks with senior ministerial teams to enhance the EA's understanding of ministerial priorities.
- Experience engaging with senior stakeholders, including Ministers, on complex or contested issues, balancing political, technical and practical considerations.
- Financial and operational management experience, including responsibility for significant budgets and income streams.

## *Desirable*

- Experience leading technical or professional functions and setting standards across complex delivery systems.
- Proven ability to shape national policy or regulation in areas of growth.

## Leadership and Attributes

- A politically astute, credible and collaborative leader, able to influence at the highest levels of government and industry.
- Excellent judgement and resilience in managing complex, high-profile issues and balancing multiple stakeholder interests.
- A strong communicator, able to translate complex technical or regulatory matters into clear, strategic advice for diverse audiences.
- Inclusive and empowering leadership style, committed to building capability and a culture of learning and innovation.
- An enquiring and demanding mindset - able to challenge constructively, connect strategy to delivery, and drive continuous improvement.
- Passionate about the environment and motivated by the opportunity to shape the UK's journey towards net zero and sustainable growth.

# Energy and Resources Directorate - Our role and priorities

Our plan aligns with the [EA 2030 strategy](#) and the Environment Agency's and E&B annual business plans. It also reflects our contribution to the Government's missions on growth and clean energy and priorities to help deliver industrial strategy and environmental improvement and accelerate the shift to net zero and a more circular economy. We have a unique opportunity to shape the future working alongside our local and national operational teams, government, other regulators, industry and stakeholders to deliver the changes needed to understand and manage risks to the environment and drive effective, outcome-focused regulation.

Energy and Resources are responsible for improving and protecting the environment through site-based regulation and market mechanisms. Our work helps manage waste and resources, reduce greenhouse gas emissions, and support innovation. We play a key role in driving government strategies and help the organisation prepare to play its part in enabling the net zero and clean energy transitions, and the move to a circular economy, working closely with government in particular, Defra, DESNZ, DBT, HMT, DfT and OFI and other regulators such as HSE, UKHSA and FSA.

We also manage risks to our business and public confidence in the regulation of key sectors and materials including COMAH sites, landfills, hazardous waste, chemicals (historic use) and industrial emissions. We support teams across the Environment Agency to understand and mitigate risks to our business from the changing climate.

Our work with government includes providing advice and technical input, as well as delivering key priorities and commitments — including those related to industrial growth, clean energy, climate adaptation, and the transition to a more circular economy.

A core part of our role is ensuring that operational colleagues have what they need to implement new regulatory requirements across waste, industrial emissions, energy, chemicals, and market mechanisms and to respond to environmental and regulatory challenges. The purpose of this plan is to set out our strategic direction and our priorities for the year ahead, with the principal audience being our staff and partners across the Environment Agency. **Our main priorities will be:**

## 1. Influencing Policy for Net Zero and Circular Economy

Influence government policy development and regulatory reforms on industrial emissions, chemicals, waste, and new low carbon technologies for the benefit of the environment and to support Government missions on growth and clean energy, and the transition to net zero and a more circular economy

## 2. Shaping Waste and Emissions Policy

Continue to shape and implement new and expanding market regimes to deliver significant reductions in greenhouse gases and reforms to waste collection and packaging

## 3. Enabling Sustainable Industrial Growth

Lead on building and maintaining a more strategic relationship with the Office for Investment, supporting the Government's industrial strategy by providing advice and support on environmental capacity, including in the net zero industrial clusters and AI growth zones, and streamlining regulatory pathways whilst ensuring risk to the environment is managed

## 4. Protecting communities, Enabling Industry

Focus on high-risk activity and legacy issues to minimise adverse impacts on the environment and communities and enable growth, including risk of harm from the manufacture, use and disposal of chemicals and chemical contamination, landfill regulation and historic landfill, high-risk site closures and abandonment, waste crime, waste exports, hazardous waste management, critical mineral mining, battery manufacture and disposal, oil refineries and COMAH delivery and climate adaptation

## 5. Delivering Reviews and Reforms

Lead on the EA's input into the Circular Economy Taskforce and outcome delivery, and support the delivery of recommendations from Government reviews and implement improvements and reforms

# Our guiding principles

We are guided by the Environment Agency's six guiding principles outlined in EA2030, which shape how we pursue our goals and align our actions with long-term objectives. These principles help us navigate complex challenges with consistency and purpose, and are embedded in everything we do across E&R.

## **Act with Clarity**

- In E&R we are change makers protecting the environment and communities, delivering improved environmental standards and outcomes and enabling sustainable development.

## **Act with Knowledge and Conviction**

- A key part of our role is identifying and understanding environmental and public health risks and directing action either through our own regulatory approach and operations or providing advice to government and others. Our work is informed by science and evidence, and on the ground feedback from our operational teams, industry and other stakeholders.

## **Focus on Efficient Delivery**

- We have a key role in delivering the Government's missions on growth and industrial strategy and clean energy. We work with purpose and pace to ensure our actions lead to meaningful environmental outcomes.

## **Find Solutions to Problems Old and New**

- We look to the future and the change needed, as well as dealing with the environmental legacies. We respond to both emerging challenges and long-standing issues with creativity and determination.

## **Work More Closely with Partners**

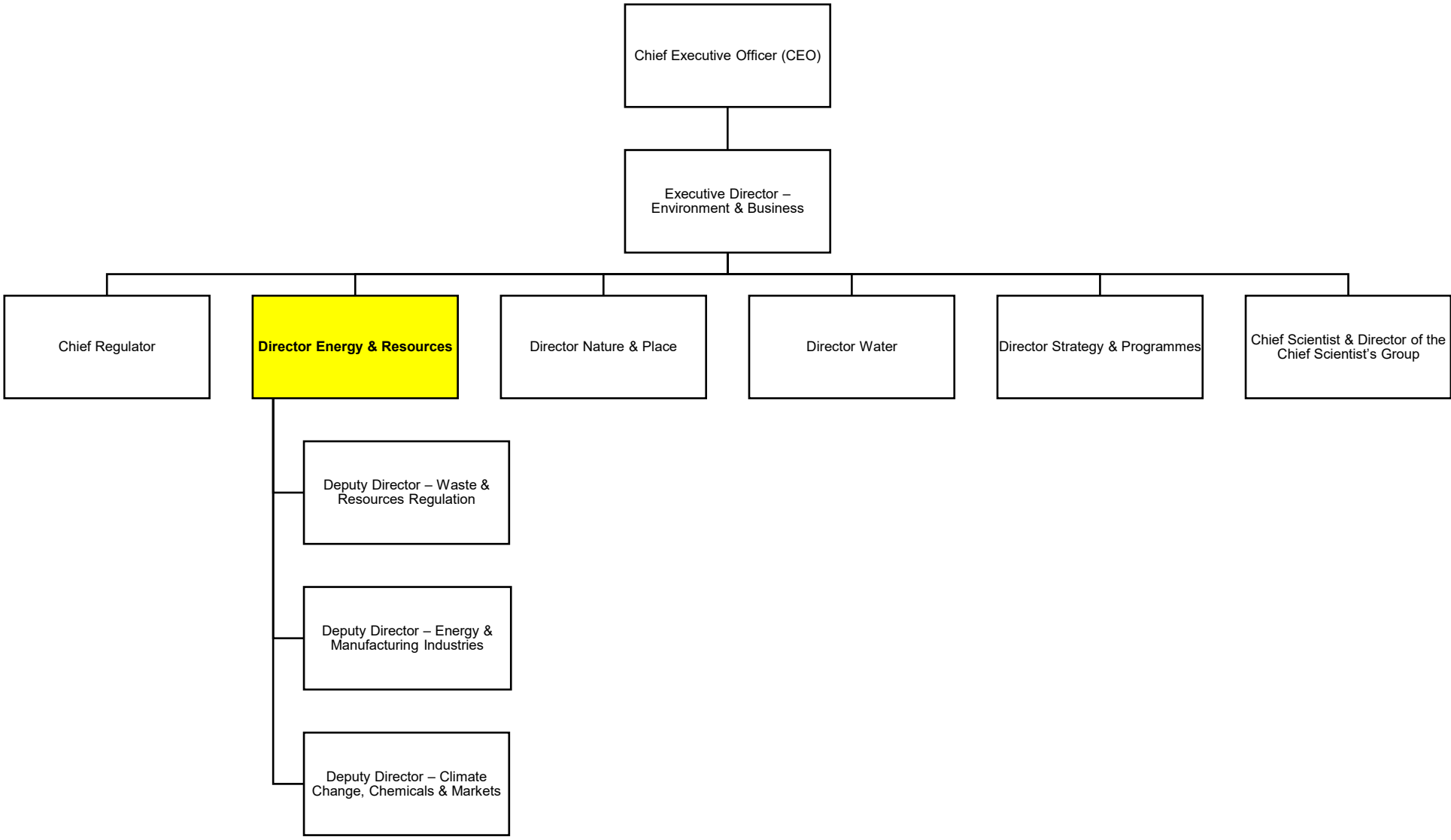
- We work with colleagues across the EA, government, industry and other stakeholders to develop and shape environmental policy through to its implementation. Collaboration is central to our success.

## **Serve with Care**

- We are committed to delivering excellent public service and speaking truth to power to ensure informed decision making.



# Organisation Chart



# 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:** c£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 1 - 2 days a week.**

The nature of the role requires one to two 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><b>Performance management</b> Individual performance plans, learning and development matched to your agreed career objectives and progression plans.</p> <p><b>Learning and development</b> 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><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>Mentoring and coaching</b> Access to support development and career progression.</p> | <p><b>Occupational health</b> Access to occupational health 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 and social club</b> Opportunity to benefit from a wide range of subsidised events and discounts.</p> <p><b>Health discount</b> Optional discounts provided by several 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>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> 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"> <li>• Free Car Parking</li> </ul> <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](http://www.saxbam.com/appointments) using code **OBRZI2**.

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 **Tuesday 5 May 2026**.

\* 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](https://environmentagencycareers.co.uk/working-here)

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