



# Appointment of Deputy Director Corporate Management, Assurance & Security

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**Environment  
Agency**



# Contents

- 1 About us
- 2 The role
- 3 Key responsibilities & activities
- 4 Person specification
- 5 Organisation chart
- 6 Diversity & inclusivity
- 7 Terms of appointment
- 8 Additional benefits
- 9 How to apply
- 10 Further information

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

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

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



# The role

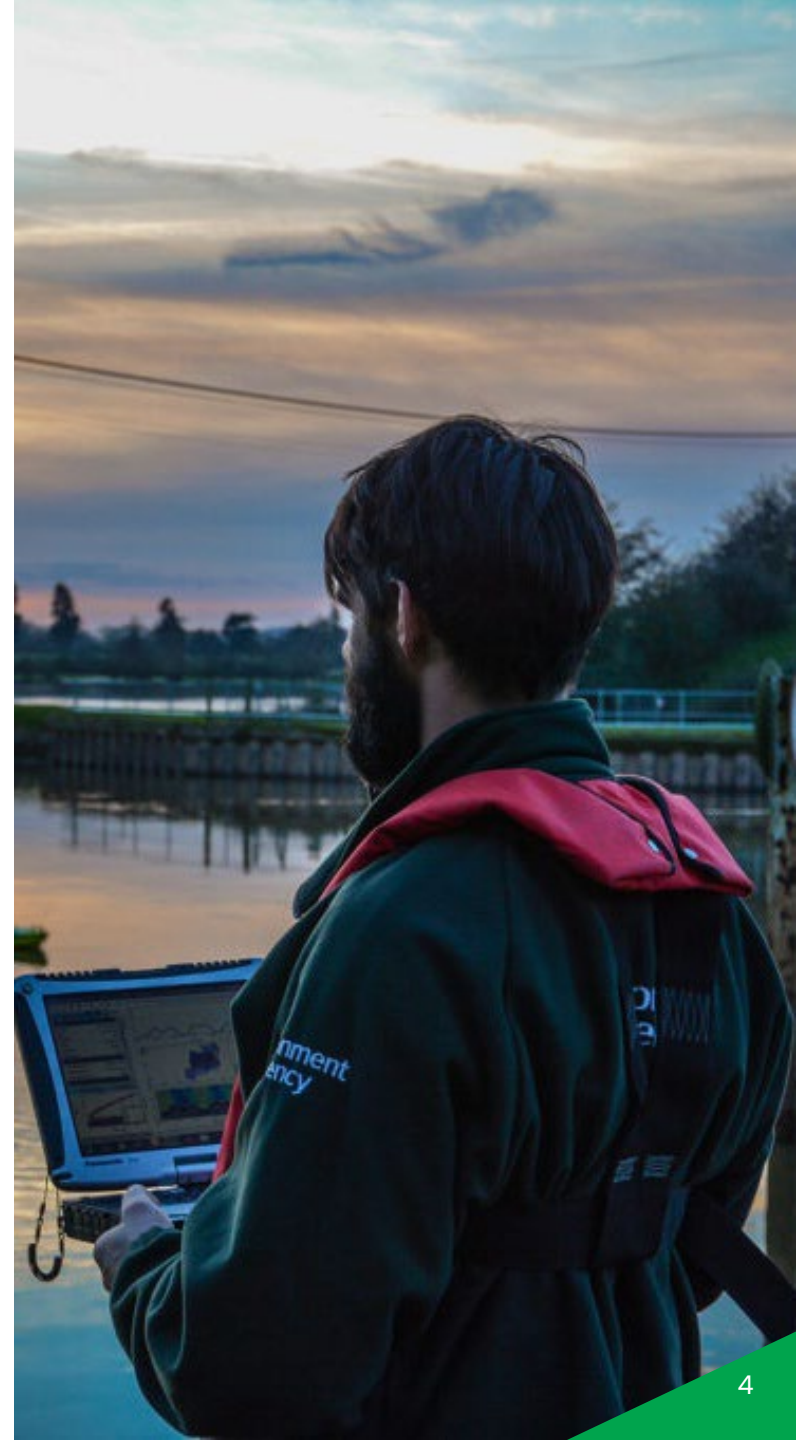
**We are looking to recruit a Deputy Director Corporate Management, Assurance & Security to join the Environment Agency.**

## **Job purpose:**

The Deputy Director for Corporate Management, Assurance and Security (DD CMAS) is a senior leadership role at the heart of the Environment Agency's organisational resilience, security and corporate governance. Reporting to the Director of Corporate and National Services, the post holder brings together responsibility for corporate management, assurance, security, business continuity and commercial oversight into a single, integrated function that enables the Environment Agency (EA) to operate safely, lawfully and effectively in an increasingly complex risk environment.

The role has particular strategic importance for the EA's approach to security and organisational resilience, including oversight of critical national infrastructure, cyber and personnel security, and business continuity management. As the EA's senior security lead, the DD CMAS provides authoritative leadership on security risk and business continuity, works closely with Defra and wider government partners, and ensures the organisation is prepared for and resilient to major disruption. Alongside this, the role oversees the EA's corporate management interface with Defra group Corporate Services, ensuring effective governance, assurance and value-for-money delivery of essential services such as HR, property and commercial. The DD CMAS leads 4 G6's who are responsible for Commercial, Security, Business Continuity and Organisational Resilience and Corporate Management.

This is a high-profile leadership role requiring strong judgement, credibility and the ability to operate under pressure, engaging confidently with the EA Board, Audit and Risk Assurance Committee, Executive Directors and senior partners across government.



# Key responsibilities & activities

The Deputy Director will be accountable for:

## Security and Organisational Resilience

- Acting as the Environment Agency's senior lead for security, including physical, personnel, cyber and information security, with responsibility for developing, implementing and assuring the EA's security strategy and five-year programme.
- Providing leadership and oversight of security arrangements relating to critical national infrastructure, working closely with Defra, other government departments and security networks.
- Leading the EA's approach to Business Continuity Management, strengthening organisational maturity, ensuring robust and tested continuity plans are in place, and driving cultural change so resilience is embedded across the organisation.
- Overseeing the organisational resilience framework, including cyber preparedness, and ensuring effective partnerships with Defra and EA technical teams.
- Managing and escalating significant organisational and security risks, including risks reported to Executive level and, where relevant, government risk registers.

## Senior leadership and engagement

- Presenting complex issues, risks and recommendations clearly and confidently to the EA Board, Executive Directors, Non-Executive Directors and external stakeholders.
- Role-modelling inclusive leadership and supporting the EA's ambition to increase diversity at senior levels, including attracting candidates from under-represented backgrounds.

## Corporate management, assurance and governance

- Leading the EA's Corporate Services Portfolio, providing assurance to the Accounting Officer, Board and Audit and Risk Assurance Committee that corporate services are delivered lawfully, effectively and in line with agreed priorities.
- Acting as the EA's corporate conscience within the Defra group Corporate Services partnership, overseeing governance arrangements, service performance, costs and risk, and driving continuous improvement.
- Building and maintaining strong senior relationships across the EA and Defra group to influence service delivery, manage change and improve transparency and accountability.

## Commercial

- Providing strategic oversight of the EA's commercial activity within Corporate Management, Assurance and Security, including procurement below delegated thresholds and effective engagement with Defra for higher-value activity. This includes: procurement, supplier management, contract oversight, financial governance across the EA.

## Strategic leadership

- Leading multidisciplinary teams located across the country, fostering a culture of high performance, inclusion, collaboration and continuous improvement.
- Managing a team of c35 with oversight of a wider cross-cutting corporate portfolio ensuring resources are deployed effectively and deliver value for money.

# Person specification

**The successful Deputy Director Corporate Management, Assurance & Security will possess:**

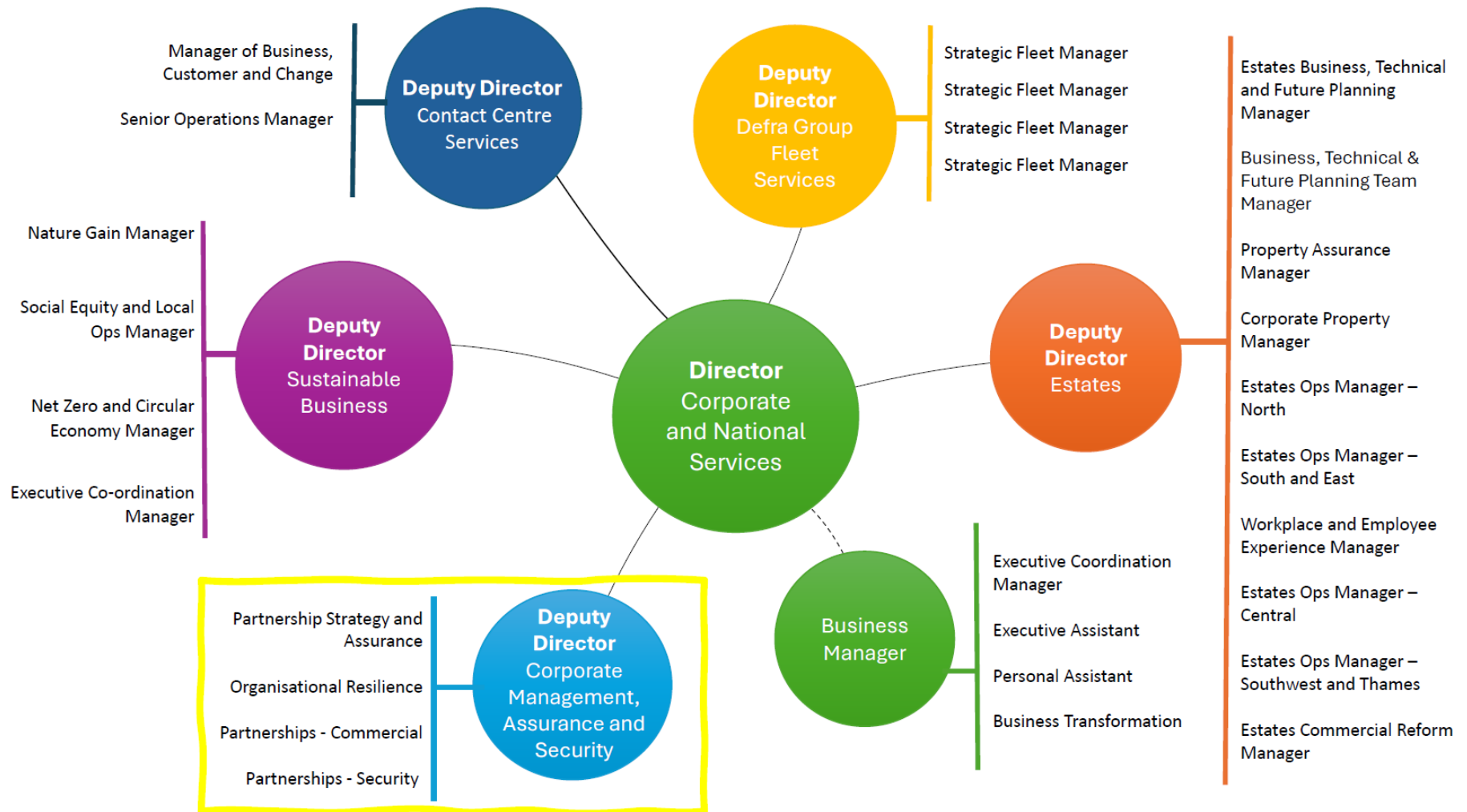
## **Essential**

- Significant senior leadership experience in security, including leading a security function or programme within a large, complex organisation, ideally in the public sector.
- A strong track record of developing and implementing security strategies, including governance, risk management, assurance, communications and training.
- Substantial experience of business continuity management and organisational resilience, with the ability to raise maturity, test plans rigorously and embed resilience at scale.
- Experience of operating in a high-risk, high-accountability environment, advising senior leaders on complex security and organisational risks.
- Proven ability to work across organisational boundaries, influencing and building partnerships with senior stakeholders, including other government departments.
- Experience of leading multidisciplinary teams and managing significant budgets at a senior level.
- Strong analytical, judgement and communication skills, with experience of presenting to Boards, Audit and Risk Committees or equivalent senior forums.
- Eligibility for SC clearance as a minimum, with willingness and suitability to work towards Developed Vetting (DV).

## **Desirable**

- Experience related to critical national infrastructure security or resilience.
- Exposure to cyber security governance (not necessarily technical delivery) and understanding how cyber risk integrates with wider organisational resilience.
- Experience of working within, or closely with, Defra group or central government corporate service models.
- A background that includes both operational and strategic roles in complex organisations.
- Professional qualifications in security, risk, resilience, leadership or a related field.

# Organisation chart



You can see the full EA organisation chart published here: [Environment Agency organisation structure chart - GOV.UK](https://www.gov.uk/government/organisations/environment-agency/structure)



# 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:** £81,000 - £105,000 (pro-rata - if part time).

**Location:** Various with a base location in a main office such as Bristol, Peterborough, London, Birmingham, Reading, Manchester 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><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 **OBRZJ**.

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 12 noon on **Thursday 19 February**.

\* 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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