

## Environmental Lead

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Company: UK Civil Service

Location: United Kingdom

Category: architecture-and-engineering

### Job summary

The Head of Environment is responsible for providing the direction and approach to environmental management and leadership for Dstl, supporting the Chief Safety Officer and collaborating with Head of Safety and Head of Assurance and Improvement to ensure the successful stewardship of Dstl's Health, Safety and Environmental Protection (HSEP) capability, and in particular, the aspects and impacts associated with organisational operations.

This role contributes to the wider development of HSEP strategic and operational goals by promoting the need for and benefits from the highest standards of environmental management and performance alongside learning, supporting development of HSEP management systems and driving continuous improvement in HSEP performance across Dstl.

Dstl recognises the importance of diversity and inclusion as people from diverse backgrounds bring fresh ideas. We are committed to building an inclusive working environment in which each employee fulfils their potential and maximises their contribution.

We particularly welcome female and ethnic minority applicants and those from the LGBTQI community, as they are under-represented within Dstl at these levels.

### Job description

#### In this role you will:

Understand Dstl Environmental Policies and Procedures as they affect activities.

Assist and support the Chief Safety Officer in developing and implementing Dstl HSEP

and associated strategy, ensuring all associated business activities are accounted for.

Support the Head of Assurance and Improvement in meeting all assurance related activities and internal / external stakeholder standards and requirements, audit findings and legal compliance.

Drive the ongoing development and implementation of the Dstl Environmental Management Framework in line with JSP816

Provide direction to environment focused members of the team in the delivery of their activities with oversight of the Dstl Aspects and Impacts Register and response to Corporate Level Risk.

Working with identified key stakeholders, drive the delivery of continuous improvement in environmental performance and compliance with a positive approach to change including the planning, implementation, monitoring, review and close-out of environmental assurance activity.

Promote learning across the Dstl lab supporting the organisation to become a learning organisation alongside the ongoing development of HSEP management systems to drive industry leading application and performance.

Work with both internal and external stakeholders to maintain Dstl management and system standards.

Lead on collaboration with other departments such as Transformation, Security, Estates and Portfolio Management to influence and enhance HSEP performance.

As and when required, support the launch and dissemination of environment and wider HSEP related initiatives and projects including those associated with the Safety Reset and

cultural change programmes.

Oversee the ongoing develop of environment related SQEP across operations while ensuring that training is engaging and effective to high standards, resulting in the necessary impacts.

Represent Dstl on external professional bodies and during networking activity as agreed with the Chief Safety Officer, to gain useful insights in alternative best practice.

Drive and influence a proactive and positive safety culture whereby everyone is empowered to report their concerns, no matter how small, and to stop work where they feel it is unsafe. You will lead by example, implementing safe and secure ways of working ensuring colleagues know that their safety is paramount and comes ahead of everything.

### **Person specification**

#### **We are looking for someone who has:**

An appreciation of the environmental aspects and potential impacts associated with a wide ranging, high hazard defence environment and the associated requirements that come with associated stakeholders.

Ability to thrive in pressure situations, challenge, think differently and see new approaches through to conclusion via a logical, project management style process.

The ability to empathise and communicate with all people, regardless of their background or circumstances.

Appreciation of the requirements of management systems, performance measurement and data analysis.

A genuine interest in understanding, developing and implementing the HSEP strategic imperative within Dstl.

## **Leadership**

As a leader in Defence you will help shape, role model and bring to life the **One Defence** mindset that will enable us to deliver our vision and strategic objectives. Your leadership style must be inspiring, confident and empowering. Working at every level of our organisation to break down silos, unite teams and create a culture that is trusting, collaborative, innovative, diverse and inclusive. Enabling us to deliver with pace and agility through the skills, commitment and empowerment of our employees and military colleagues.

## **Important Information**

Our work in defence, security and intelligence requires our employees to be UK Nationals who are able to gain a high level of security clearance to undertake the projects we are involved in to protect us from security threats. For this reason, only UK Nationals will be able to apply for this role. If you are an international or dual-national candidate, and you think you have the skills we need, please consider applying to any of our government, security or defence partners.

This role will require full UK security clearance and you should have resided in the UK for the past 5 years. For some roles Developed Vetting will also be required, in this case you should have resided in the UK for the past 10 years.

## **Location/Working Pattern**

Where business needs allow, some roles may be suitable for a combination of office/lab/range (on site) and home-based working. This is a non-contractual arrangement where all employees will be expected to spend a minimum of 60% of their working time in the workplace, subject to on-site estates capacity. Requirements to attend other locations for official business, or carry out detached duty in another MOD workplace, will also count towards this level of attendance. Applicants can request further information regarding how this may work in their team from the Vacancy Holder (see advert for contact details).

## **Behaviours**

We'll assess you against these behaviours during the selection process:

Delivering at Pace

Communicating and Influencing

Changing and Improving

## Seeing the Big Picture

### Leadership

We only ask for evidence of these behaviours on your application form:

### Leadership

### Benefits

Alongside your salary of £55,014, Defence Science and Technology Laboratory contributes £14,853 towards you being a member of the Civil Service Defined Benefit Pension scheme.

### Benefits

Dstl's full range of great benefits can be found in the information pack which includes:

**Financial** An excellent pension scheme starting from 26% employer contribution (). In Year Rewarding Achievement bonuses and thank you vouchers. Rental deposit scheme and cycle to work scheme.

**Flexible working** : Working options include alternative working patterns, compressed hours, job shares and annualised hours

**Flexible working hours:** Ability to bank hours in a 12 month reference period including the ability to accrue and use 3 days per calendar month.

**Annual leave:** A generous annual leave allowance starting at 25 days pro rata (rising to 30 after 5 years) plus 8 public holidays with the ability to buy/sell 5 additional days per annum.

**Family** Maternity, adoption or shared parental leave of up to 26 weeks with full pay, an additional 13 weeks statutory pay and a further 13 weeks unpaid

**Learning and Development:** Encouragement and support on charterships, accreditations and access to fully funded apprenticeships up to level 7 (Masters Degree). Paid memberships with 2 relevant bodies/institutions. Employees have access to Civil Service Learning.

**Facilities:** Onsite parking, EV Charging points, restaurants, cafés and gyms.

The information pack can be found attached to the job specification on Civil Service Jobs.

### Diversity

We have a number of support networks to ensure all employees feel supported at work.

These include the following:

Sexual Orientation and Gender Identity Network

Race, Faith and Culture Network

Parents and Carer Support Network

Alternative Working Network

Gender Equality Network

New Starters Network

Enabled Network, for people with visible and non-visible disabilities.

For further information about Dstl please check out our

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