



IMPROVE OUR WORLD

Water Resources Careers



**Environment
Agency**

Discover careers, apprenticeships, graduate schemes, and entry level jobs to help you get started in a truly rewarding career that makes a difference.

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We are the Environment Agency and we've been striving to improve our world since 1996.

Climate change is the biggest challenge we face.

It's our ambition to create a Net Zero (meaning cutting greenhouse gas emissions to as close to zero as possible) nation that's resilient to climate change by:

1

Helping the nation and wildlife adapt to climate change to reduce its impact, including flooding, drought, sea level rise and coastal erosion

2

Improving the quality of the water, land and air by tackling pollution

3

Helping businesses comply with environmental laws and regulations.

We want to keep people safe, and protect the things that matter to us all - our natural spaces, our wildlife and our future.

But it won't be easy and we know we can't do it alone.

That's why we have over **10,000** amazing people working with us across 14 different areas in England, helping to get the nation involved in making a change.

Our areas

North

- 1 North East
- 2 Cumbria and Lancashire
- 3 Yorkshire
- 4 Greater Manchester, Merseyside and Cheshire

Midlands

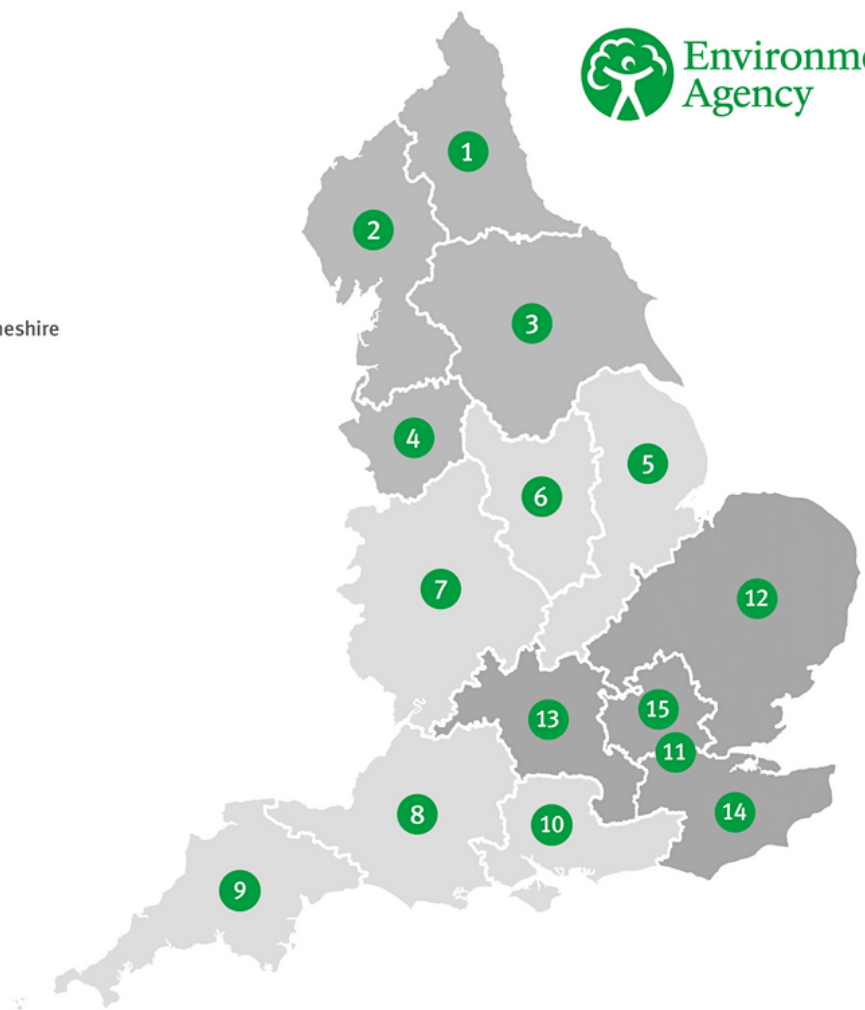
- 5 Lincolnshire and Northamptonshire
- 6 East Midlands
- 7 West Midlands

South and South West

- 8 Wessex
- 9 Devon, Cornwall and the Isles of Scilly
- 10 Solent and South Downs

East and South East

- 11 London
- 12 East Anglia
- 13 Thames
- 14 Kent, South London and East Sussex
- 15 Hertfordshire & North London



“

It's amazing to work in a place where everyone has a common purpose and gets to make a constructive contribution. I wouldn't be anywhere else.

- Louis, Intern

”

Find out more about our
Water Resources Careers



Water Resources, what is it?

As a specialist area of work within the Environment Agency, we work with water and energy companies, farmers and many others to manage how water is used as a natural resource, and protect and improve water biodiversity.

It's important that the way we use water is sustainable, and that's what our work in Water Resources aims for. We have 4 main departments within Water Resources for this purpose:

- National Permitting Services - review licence applications for sustainable water abstraction
- Integrated Environmental Planning and Local Operations – plan for and manage water use locally
- Environment & Business - influence national policies, legislation and planning that affect how the nation uses water, and how it plans for a resilient future
- Operations Catchment Services - manage regional water resources and plans, working with water companies

49 billion litres

of water a year has returned to the environment through our work.

This is equivalent to supplying the cities of Liverpool and Newcastle combined with water every year!



14 billion litres

of water is provided by water companies for public water supply every day in England.

1 billion litres

of water is used by other sectors to support activities like power generation and farming.

3.4 billion litres

of extra water per day will be needed to meet demand if no action is taken, between 2025 and 2050.

1.9 trillion litres

of water has been protected from potentially being abstracted, which has made more water available to those who need it.

Data correct as of 2024.

You're our most precious resource

We respect your potential

When you join us, know that you'll be appreciated and valued for who you are. We want you to feel good about where you work, and we want you to be yourself without fear of judgement or prejudice.

What's more, you'll have access to our great benefits package.

Core benefits

- Competitive salary based on your skills and experience
- Pension scheme (this matters to young people, too - your future self will thank you)
- A minimum of 25 days holiday entitlement increasing over time, including 2 paid environmental outcome days
- Enhanced statutory policies (maternity, paternity and adoption leave scheme and sickness absence)

Health and wellbeing

- Access to confidential occupational health service
- Eye care
- Employee Assistance Service
- Employee Networks (including mental health, LGBTQ+, faith and belief, and disability)
- Sports and Social Club
- Health Discounts
- Local benefits



Finance

- Interest free loans
- Special leave
- Financial Education Club
- Tenancy deposit loan scheme
- Relocation assistance (with eligible roles)

Work life balance

- Flexible working
- Travel and transport benefits
- Shopping and leisure benefits



“

I'd heard that the EA was a good place to work and the salary was very competitive, plus you get lots of responsibility early on and you're trusted to help run things. The other thing is the people – everyone is so supportive and helpful.

Nathan, Apprentice

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Routes into Water Resources

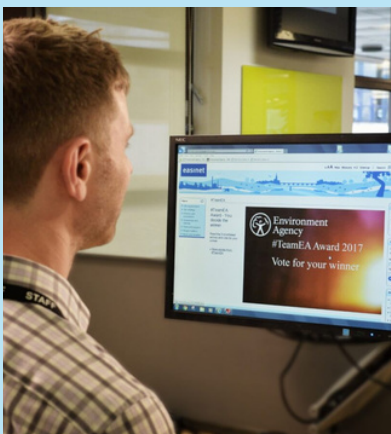
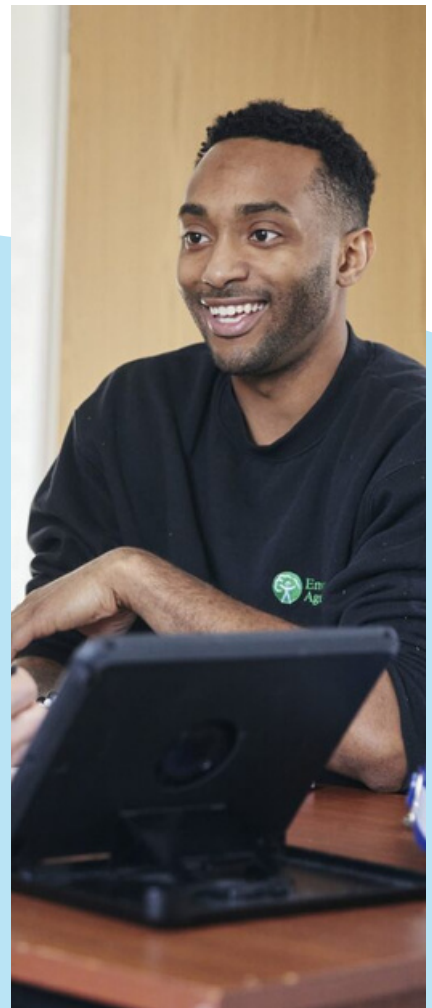
If you're part of the Environment Agency (EA), you're part of the solution. Working with us means protecting and improving the environment for generations to come, tackling issues of national importance across a huge variety of disciplines and professions.

We offer apprenticeships, graduate schemes, and entry level jobs to help you get started in a truly rewarding career that makes a difference.

Internships

We offer paid internship opportunities for undergraduates and recent graduates who have graduated in the past two years from a college or university with at least a foundation degree. These placements typically last between 6 and 15 weeks and cover a range of disciplines.

SDIP (Summer Diversity Internship Programme) is a similar paid opportunity but is additionally a 12-week positive action scheme for students/graduates from minority ethnic backgrounds. Students will have the support of a line manager, buddy and mentor whilst on the programme.



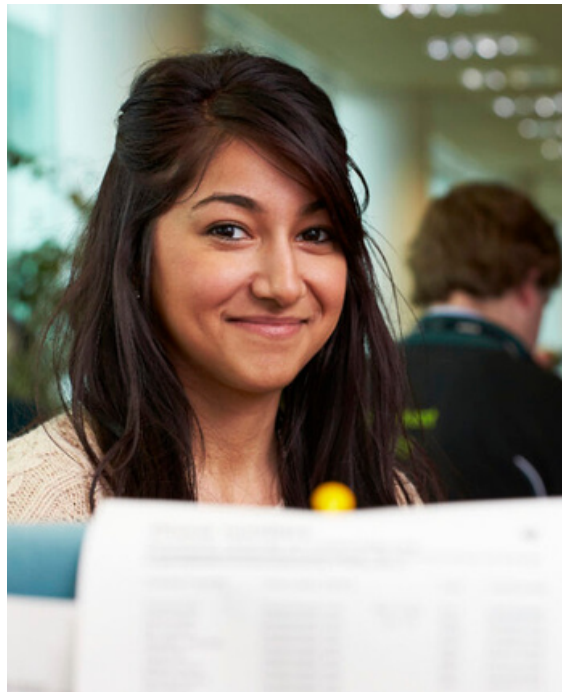
Industry Placements

We offer year-long industry/sandwich year work placements, open to undergraduates or recent graduates. Placement students may work on a specific project within one team, or work across a variety of teams.

Graduate Schemes

The Water Resources Graduate Scheme is looking for environment and science graduates; this four-year programme will rotate graduates around different Water Resources teams across the country.

Graduates on the scheme have the opportunity to work towards chartership with a related professional body, for example, the Chartered Institution of Water and Environmental Management (CIWEM).



Apprenticeships

We offer several entry level opportunities in apprenticeships roles such as Business Administrator, Data Analyst and Environmental Practitioner.

Separately to career entry, the Environment Agency is invested in developing its existing employees, by providing the opportunity for all to develop themselves further through an apprenticeship once in a permanent role.

You will receive on the job training with time to complete your apprenticeship learning. The entry requirements for these opportunities vary depending on the course.

Water resource planning is more interesting than I could have imagined, there is so much that goes on behind the scenes and it's a very diverse career path. I could eventually focus on one specialism, or I could join the hydrogeologist planning team to gain more experience... the options are endless.

- Esme, Apprentice

**Find out more about our
Water Resources Careers**



There's something for everyone

We all work towards a common goal - a clean and sustainable supply of water across England - and there are many parts to play.

Some roles require more technical knowledge of sustainability and water, but it's not the only way you can get involved if you have a passion for the purpose.

Some roles will be area based, meaning you'll work on local projects in specific regions, and some are national, meaning you'll work on projects across England. For both, you'll have a local office with flexibility to work remotely.

HYDROLOGIST

Uses data and knowledge of surface water to restore, improve and protect water resources, contributing towards sustainable abstraction.

MODERNISING WATER REGULATION OFFICER

Investigates the opportunities and implications of new legislation and technology on the work of Water Resources and helps to develop new tools to do the job more effectively.

SUSTAINABLE ABSTRACTION OFFICER

Provides advice about regulations, exploring nature-based solutions and exploring risks to support sustainable access to water and drought resilience.

DROUGHT OFFICER

Works on drought planning and preparedness, including working with water companies on drought plans (planning for when we have drier than normal weather conditions), and on drought management following periods of prolonged dry weather.

HYDROGEOLOGIST

Studies the flow of water underground & ensures groundwater is properly assessed and available for beneficial uses without damaging the environment.

CHALK COORDINATOR

Uses data and evidence to plan and implement projects on chalk streams (rivers with bedrock made of chalk), which includes working with water companies to make improvements to protect them.

WATER ASSET OFFICER

Ensures our assets (buildings and equipment) are safe and fit for purpose, and for our staff and the public. Assets can include pumps and pipelines for water transfer schemes.

HYDROMETRY & TELEMETRY OFFICER

Collects, measures, records and monitors river flow, lakes, rainfall and groundwater level data, as well as managing data telemetry systems (which are remote, wireless sensors that provide essential data).

WATER RESOURCES MODELLER

Uses surface water, groundwater, fish and ecology information gathered to understand and assess water availability and to assess options for meeting future water needs sustainably (a prediction of future resources)

ENVIRONMENTAL PLANNING OFFICER

Coordinates input from different teams and external organisations, such as water companies, to ensure effective long-term strategic planning.

PERMITTING OFFICER

Assesses the ways we can store and control water for business and private use and uses evidence to review licence applications to use water in this way.

WATER RESOURCES PLANNER

Works with water companies to assess water resources management plans, to address possible problems in water availability at a local, regional and national level.

Have you got what it takes?

We all have different abilities and knowledge. We can do and achieve more when we bring our individual skills together.



Passion

Protecting and improving the environment is what we do, and we hope you'll bring lots of passion to be a part of the team.



Communication

Being able to share your thoughts clearly with others is not just about talking, it's about listening too. We look for those who can build relationships and contribute, but who can also actively listen to others.



Teamwork

Collaborating with our ideas, skills and talents will help us achieve success and overcome obstacles.



Initiative

People who show initiative demonstrate they can think for themselves and take action when necessary. It means using your head, and having the drive to achieve.



Problem Solving

See problems in a new light, consider possible solutions not impossible challenges. This is all about your ability to think logically and overcome obstacles.



Analytical Thinking

Whether you're working in a technical role or not, analytical thinking will come in handy. Your ability to gather information and choose decisions or solutions will help you turn ideas into action.

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Having pride in my work and seeing the outcomes drives me in my career.

- Joy, Apprentice

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Knowing that I have developed both personally and professionally, the transferrable skills I have gained while being on the People team will be beneficial towards my new role and I am excited to make a great impact in the world of sustainability and net zero!

- Arshi, Intern

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Where can a Water Resources Career take you?

We never stop learning at the Environment Agency. Whatever your goals, we'll support you with exceptional learning, mentoring and development while giving you opportunities to thrive. Your career development is safe in our hands.

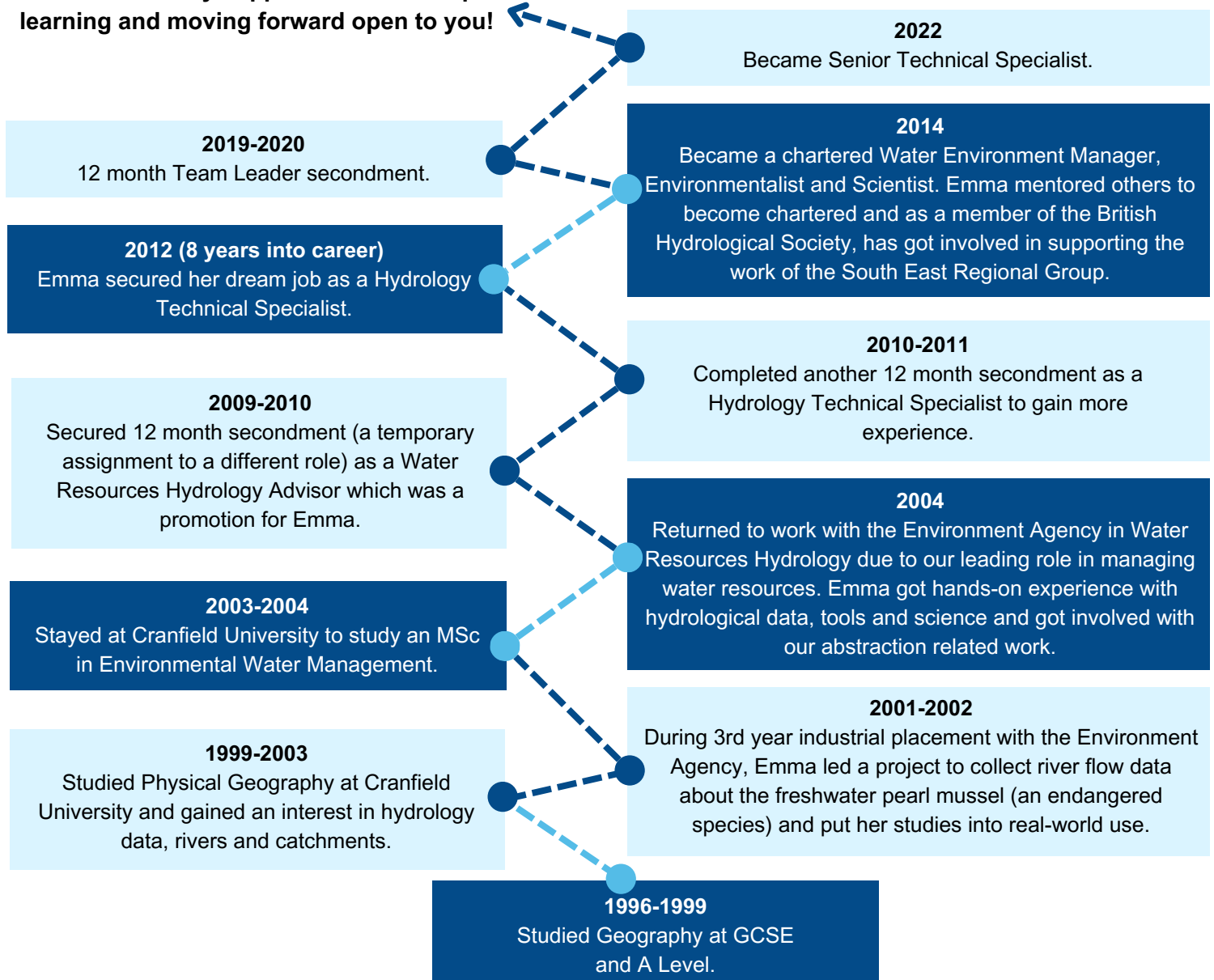


This is Emma's Story

Her love of geography and passion for learning about water led her into a Senior Technical Specialist role.

Not all of our roles require this expertise or degree - you can build your experience in many different areas, but your progression could look a lot like this too.

There are always opportunities to keep learning and moving forward open to you!





Find out more about
the Environment Agency
and our careers on our
webpage



Search for your next
role via our job portal,
where you'll find all of
our live vacancies



Discover what it's like
to work for us and read
our case studies via
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