

Independent Regional Flood & Coastal Committee Members

Candidate Information Pack



Regional
Flood &
Coastal
Committees



Diversity and Inclusion

The Environment Agency values a diverse workforce and invites applications from anyone who wishes to join a workforce which values difference and welcomes everyone.

We aim to create and maintain a diverse committees (including our Board and Executives) that better reflects the communities we serve. We recognise and strive to help people overcome the challenges and barriers that some individuals may experience in the job market, particularly if they come from a background that is currently underrepresented in our workforce. We are committed to being an inclusive employer and ensuring equal opportunities.

RFCCs want to better reflect the communities they work with. To achieve this, we particularly welcome applications from people from Black, Asian and Minority Ethnic communities; people with a disability; women; those part of the Lesbian, Gay, Bi and Trans community (L.G.B. T+); and candidates from disadvantaged socio-economic backgrounds who are under-represented across some parts of our workforce.

We recruit based on merit. This means our selection process is designed to be fair, open and equal. Should you be invited to interview and need an adjustment to help you be at your best, we are eager to discuss this with you.

Our culture

Our aspired culture will enable us to deliver our goals and is summarised in the following statements, collectively known as 'How We Do Things':

- One team, one mission – create a better place.
- Focus on outcomes: deliver our commitments.
- Think big, act early, be visible.
- Seek partnership, show leadership, take responsibility.
- Innovate, move fast, stay agile.
- Value difference: include everyone.

Our policies on bullying, harassment and discrimination

We believe in providing a work environment that is free from bullying, harassment and discrimination, and that recognises the dignity of all our employees. We aim to ensure that our culture is built on mutual trust and respect, and everyone is treated with the dignity they deserve.

We will not tolerate bullying and harassment or discrimination, it is embedded in our code of conduct, and we have policies and guidance in place to support and protect all our employees.



Disability Confident Scheme

We are committed to the Disability Confident Scheme. Applicants can choose to declare if they consider themselves to have a disability on their application form and if they want to be considered for the Disability Confident Scheme- we guarantee an interview for any person with a disability, defined by the

Equality Act 2010 if:

- They have a physical or mental impairment.
- The impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities.

This positive action policy provides disabled applicants (which can include neurodiverse people and people with hearing loss and visual impairment) with the opportunity to demonstrate their abilities beyond the initial application stage by offering an interview providing the candidate meets the 'minimum criteria' for the job. By 'minimum criteria' the applicant must provide us with evidence in their application form which demonstrates that they meet the level of competence required for each essential competency, as well as meeting any of the qualifications, skills or experience defined as essential. To apply under this scheme, please go to the "Equality and Diversity" section of your online application.

Please note, the Disability Confident Scheme secures an invitation to interview, providing you meet the minimum criteria, it does not guarantee a job. At interview, all applicants will be marked solely on merit.

Reasonable adjustments

Candidates can detail if they will require Reasonable Adjustments at any selection stage by completing the Additional Information section of their application. If adjustments have not been recorded, applicants can choose to declare this information at any point prior to interview or assessment by contacting the special point of contact listed on the advert.

Interview Stage:

Candidates will be asked about any reasonable adjustment that they might require during the interview process. This may include, for example, written version of interview questions, use of specialist software or additional time to complete an exercise, use of a sign language interpreter if a candidate is deaf.

On Appointment:

Any necessary workplace adjustments you require will be discussed and put in place before you start work.

Watch the video below to hear from some of our employees, and hear about their experience with us:

[Value difference: include everyone - YouTube](#)



The Roles

In the face of the climate crisis, RFCCs are more important than ever. They have a valuable role shaping how we manage flood and coastal erosion risk across the country. They work closely with communities and a wide range of local partners.

This is an exciting opportunity for you to become a part of this work. We are looking for enthusiastic and committed people who will bring new ideas and have a passion for flood and coastal management.

Your role is to bring your personal skills and experience to your local committee. You'll use this knowledge to help the committee make decisions. You'll also help provide a clear link between national ambitions and local delivery. You do not usually need formal qualifications for most of these roles, though knowledge of certain specialities can help in some cases.

These roles offer a great opportunity to gain new skills and experience and build your network. These could be valuable if you're already working in the sector or are keen to build your future career.

You'll get to with flooding, coastal change, environmental and climate change issues that really matter, both at a local and national level.

Members are appointed as impartial individuals and are not representatives of any individual organisation.

We have several roles available across the country, with starting dates from as early as January 2027. You can read more about each individual role and apply on environmentagencycareers.co.uk

Time Commitment

You'll be expected to attend regular RFCC meetings and prepare by reading papers in advance. The overall commitment is typically around 12 days per year. This may vary between RFCCs and any additional responsibilities you undertake such as attending workshops, site visits, sub-groups and other committee meetings.

Members are appointed for an initial term of four years. Additional terms are subject to a formal recruitment and appointment process, up to a total of 10 years' service on the Committee.

Members posts are unpaid. However, we do pay expenses including travel and other out of pocket expenses such as Travel and Accommodation to support RFCC meetings.



How to apply

You can apply through our careers microsite at:
environmentagencycareers.co.uk

We use a simple MS Forms application process.

You should explain why you're interested in being an independent RFCC member and what you think you would bring to the role. You should also outline your relevant skills and experience.

If you are applying for one of the specialist roles (conservation or coastal member) then mention any relevant specialisms or experience.

The RFCC page on the environmentagencycareers.co.uk website explains what we're looking for in both general and specialist members.

- Application window will be open from 19 October to 29 November 2026 at 23.55.
- Once application window closes, we carry out a blind sift, which means we can't see your personal details, so assess purely on your responses to the application questions. Your answers will be read and scored according to our scoring criteria and the top scoring candidates will be invited to interview.
- Candidates that have been progressed to interview will be notified and asked to select an interview slot.
- No offers will be made until the end of the interviewing process.

The selection process

Your application will be reviewed alongside the other applications that we receive. Shortlisted applications will go forward for an interview. Shortlisting will take place in December shortly after the closing date. Interviews should take place in early 2026. Exact dates depend on the RFCC you are applying to.

You will be interviewed by a panel which will include the chairperson of your local RFCC and an Environment Agency representative.

We are committed to using best practice for reviewing applications and for our interview panels. We process all applications equally and run our interview panels in an inclusive way.

The panel will decide which candidates best demonstrate they have the specified qualities and experience. You should provide sufficient information and evidence at interview to support your application.

We may be able to consider requests for financial support to attend interviews. This depends on the total cost and travel distance. You can email RFCCRecruitment@environment-agency.gov.uk to discuss this.

Application withdrawal

If you wish to withdraw your application, please contact:

RFCCRecruitment@environment-agency.gov.uk

