

Candidate pack for the appointment of
Environment Agency Board Members

CLOSING DATE:

11 September 2026

REFERENCE: OBRZQ



Saxton
Bampfylde

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Defra Group leads on the fundamentals: the food we eat, the water we drink, the air we breathe. It encompasses food, environment, biosecurity, trade and more. Defra is a policy, growth, science, delivery and international department.

Defra's work is fundamental to delivering the government's five missions – by building economic resilience through better flood defences, protecting against biosecurity risk, climate adaptation and nature-based solutions; creating jobs and attracting investment in our water and waste sectors; working with our sectors, such as food and drink; and ensuring that all missions are rural-proofed.

To achieve these goals, we are committed to appointing high-calibre individuals from diverse backgrounds to the boards of our public bodies. By drawing on a wide range of skills, knowledge, and experiences, we can make our work more effective, resilient, and accountable to the public.

Photograph @AABrandTeam

Equal Opportunities and Diversity

The UK government is committed to promoting equality of opportunity and ensuring that no one experiences unfair discrimination or harassment on the grounds of race, ethnicity, national origin, colour, sex, gender identity, marital status, disability, sexual orientation, religious beliefs, or age.

We actively encourage applications from individuals of all backgrounds and are committed to fostering diversity in public appointments. All appointments are made on merit, following a fair and open competition process regulated by the Office of the Commissioner for Public Appointments.

Disability Commitment

We are dedicated to supporting candidates with disabilities and are proud to hold Disability Confident Leader status. We guarantee an interview for any applicant with a disability whose application meets the minimum criteria for the post.

To ensure an inclusive process, we are committed to making reasonable adjustments where possible for candidates with disabilities. If you require any adjustments to support your application, please refer to the 'How to Apply and Submit Your Application' section below. Further information about the Disability Confident Leader scheme is available via the Disability Confident logo displayed above.

Defra Mission Statement

The Environment Agency is the leading public body for protecting and improving the environment in England, and its vision is to create better places for people and wildlife and support sustainable development.

The Environment Agency works to create better places for people and wildlife and supports sustainable development. It has a critical role in delivering some of the Government's biggest priorities, including supporting growth through its planning and permitting functions; protecting communities from flooding and environmental harm; and tackling waste crime.

The Environment Agency has three main business areas:

- flood and coastal erosion risk management;
- water, land and biodiversity;
- regulation of industry.

The Environment Agency is Defra's largest non-departmental public body, employs around 13,000 staff and has an annual budget of approximately £1.7 billion. Its staff and offices are based throughout England in 15 operational areas with head offices in Bristol and London.

Having been established in 1996, the Environment Agency has been protecting and improving the environment for over 20 years. Its remit covers about 13 million hectares of land, 22,000 miles of river, 3,100 miles of coastline and 2 million hectares of coastal waters.

Defra is responsible for the Environment Agency's activities and provides most of its funding. The Environment Agency also works closely with other government departments such as the Department for Energy, Security & Net Zero and the Department for Levelling Up, Housing & Communities.

The Environment Agency works with government, local councils, businesses, civil society groups and communities. Staff in local offices work closely with organisations and communities to improve the local environment and encourage sustainable development.

Further information about the Environment Agency can be found on [GOV.UK](https://www.gov.uk).

About the Environment Agency

This recruitment will seek to add three new Members to strengthen the overall capacity and capability of the Board.

The Environment Agency Board:

- Sets the EA's strategy and direction, drives performance and holds the organisation to account;
- Promotes positive and constructive relationships with stakeholders;
- Focuses on building consensus and finding practical solutions;
- Supports and encourages the executive team and staff through constructive challenge and celebrating success;
- Provides stewardship for public funds and environmental outcomes.



Photograph ©Accelerator Hams

As a member of the Board, you will:

- Contribute to the strategic oversight of the Environment Agency, supporting a strong organisational culture that is innovative, empowering and collaborative.
- Support the Environment Agency through a period of significant change, working constructively with Government and other regulators on plans to establish a new water regulator.
- Support the Environment Agency's aim to improve the environment while supporting growth, including through effective, impactful and digitally enabled regulation.
- Provide constructive challenge and assurance to help ensure the Environment Agency delivers its critical functions within a constrained fiscal environment, with a focus on continuous improvement and efficiency.
- Build constructive relationships with Ministers, Government and a wide range of public, private and third sector partners, supporting the Board's role and public accountability.
- Act as a credible and effective member of the Board, bringing independent judgement, support and constructive challenge.

**Remuneration**

£438 day rate

- Expenses are payable

Time commitment

4-5 days per month

- The Board meets 8 times a year
- Board committees meet 4 times a year

Term length

Initial appointment for 3-4 years

- Ministers may extend your term, subject to good performance

Location

Various

- Board meetings will take place at locations around the country, including London and Bristol on a regular basis

Photograph ©AABrand Team

Terms of Appointment

We are looking to attract dynamic candidates from a range of diverse backgrounds, who can demonstrate the following essential criteria:

1. Relationship building

The ability to build strong and credible relationships with Ministers, senior leaders and external stakeholders, supporting the Board's role in stewardship and public accountability.

2. Communication and collaboration

Strong communication and interpersonal skills with the ability to listen, accept challenge and constructively challenge others in discussions with clarity and respect. The ability to work effectively with fellow Board members, the executive team and key stakeholders.

3. Experience

Experience of contributing to the oversight of policy, regulatory or organisational challenges in the private, public or voluntary sectors, whether through formal governance roles or other professional or lived experience.

4. Judgement

Sound judgement and effective decision-making skills, with the ability to analyse evidence, risk, financial and operational information and reach clear, well-reasoned conclusions to support the delivery of the Environment Agency's objectives.

5. Knowledge

An awareness of the work, priorities and challenges of the Environment Agency and the context within which it operates.

Desirable criteria:

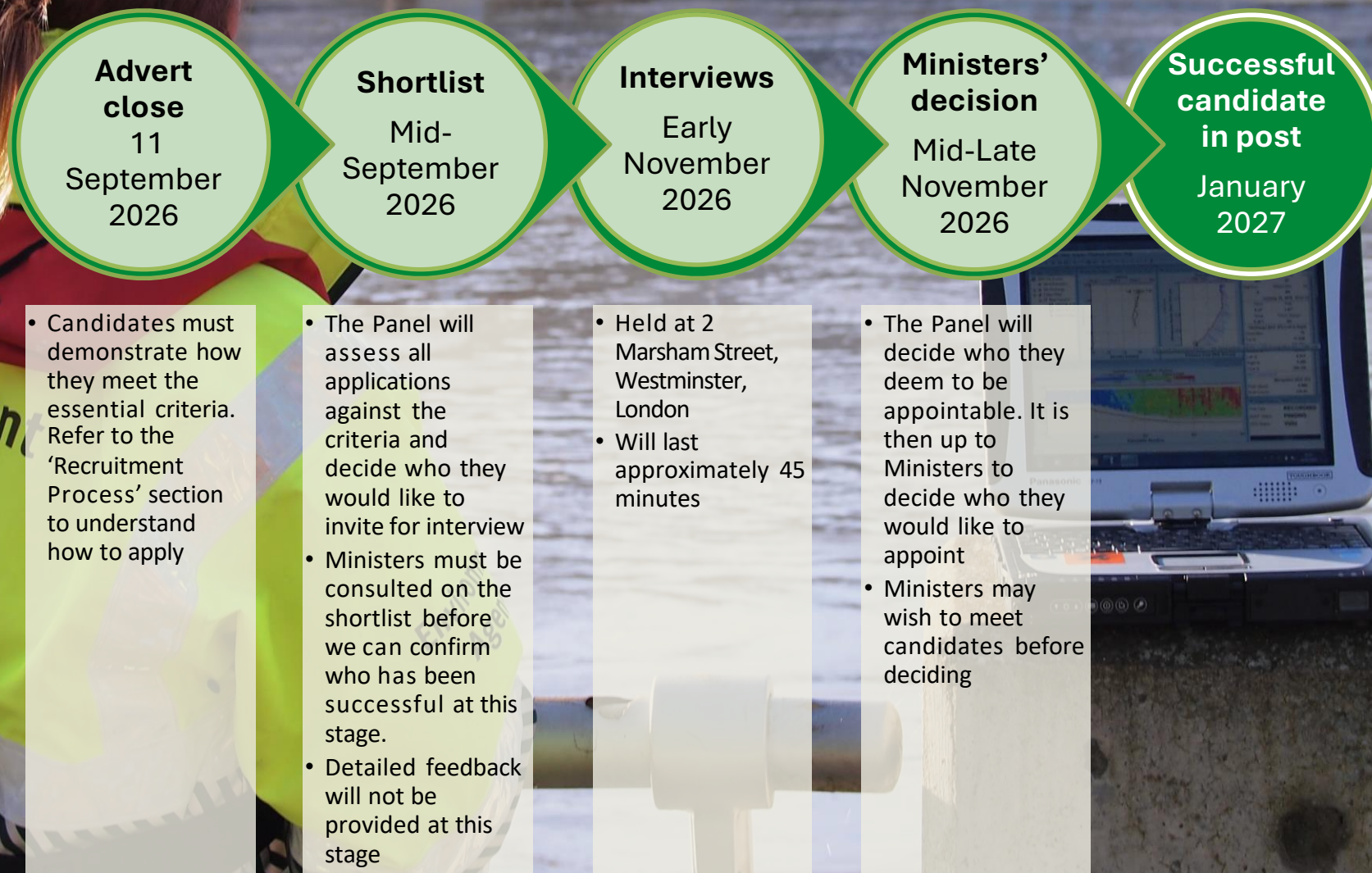
We welcome applications from people with a wide range of backgrounds, experiences and perspectives, and encourage applications from anyone who meets the essential criteria and can bring valuable skills, insight and challenge to the Board's work.

We are interested in candidates who may not have served on boards before and are keen to attract new and diverse experience. While all applications will be considered on their merits, we are particularly interested in hearing from candidates who can demonstrate experience or expertise in one or more of the following areas:

- Senior-level (Executive or Non-Executive) experience in the public sector
- Engineering
- Agriculture or farming
- Environmental Non-Government Organisations (NGOs)
- Local government
- A demonstrable commitment to environmental protection and improvement
- An understanding of economics, regulation and drivers of growth

Successful candidates must abide by the Nolan principles of public service (attached at Annex C), the [Code of Conduct for Board Members](#) and demonstrate the 12 Principles of Governance for all Public Body NEDs (attached at Annex D).

Photograph ©AABrand Team, Nick Evverad



The Timeline

Photograph @Environment Agency

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Defra on these appointments.

Your application contains two parts. **Both** parts must be submitted by midday 11 September 2026 to be considered complete. Applications received after this date will not be considered.

- Part one: Diversity Monitoring and Conflict of Interest Form on the public appointments website here*: [Appointment details – Board Member of the Environment Agency \(EA\) – Apply for a public appointment – GOV.UK](#)
- Part two: A two-page statement of suitability and two-page CV

The key to a good application is to give the reader specific information about how you meet the criteria for appointment. Think about your knowledge, skills, experience and personal attributes, and take full advantage of the space available. Provide practical evidence that best demonstrates how you meet the essential criteria.

Candidates should apply for this role through Saxton Bampfylde's website at <https://roles.saxbam.com/> using code **OBRZQ**. Click on the 'apply' button and follow the instructions to upload a CV and cover letter. Candidates must also complete the diversity monitoring and conflict of interest form on the public appointments website here: [Appointment details – Board Member of the Environment Agency \(EA\) – Apply for a public appointment – GOV.UK](#)

For queries about your application or the recruitment process, please email Maria.Dodson@saxbam.com

*The diversity 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.

Advisory Assessment Panel

- **Sebastian Catovsky** – Director, Water Regulator and Resilience as the panel chair
- **Siobhan Kenny** – Executive coach and consultant as the independent panel member
- **Ines Faden da Silva** – Deputy Chair of the Environment Agency Board as the EA representative

Ministers are assisted in their decision making by Panels.

In undertaking their assessment of candidates the role of the Panel is to decide, objectively, who meets the published selection criteria for the role, in other words, who is appointable to the role.

The names of all appointable candidates must be submitted to Ministers. It is then for Ministers to determine merit and make the final appointment.



Conflicts of Interest and Due Diligence

If you have any interests that might be relevant to the work of the Environment Agency, and which could lead to a real or perceived conflict of interest if you were to be appointed, please provide details in your application. If you have queries about this and would like to discuss further, please contact the Public Appointments Team.

Given the nature of public appointments, it is important that those appointed as members of public bodies maintain the confidence of Parliament and the public. If there are any issues in your personal or professional history that could, if you were appointed, be misconstrued, cause embarrassment, or cause public confidence in the appointment to be jeopardised, it is important that you bring them to the attention of the Advisory Assessment Panel and provide details of the issue(s) in your application. In considering whether you wish to declare any issues, you should also reflect on any public statements you have made, including through social media.

As part of our due diligence checks we will consider anything in the public domain related to your conduct or professional capacity. This will include us undertaking searches of previous public statements and social media, blogs, or any other publicly available information. This information may be made available to the Advisory Assessment Panel, and they may wish to explore issues with you should you be invited to interview. The information may also be shared with ministers.

Complaints

This appointment is regulated by the Commissioner for Public Appointments, to ensure that it is made on merit after fair and open competition. More information about the role of the Commissioner and the Governance Code on Public Appointments can be seen at:

- <http://publicappointmentscommissioner.independent.gov.uk/>
- [Governance Code on Public Appointments](#)

For full details of the complaints process for public appointments, please click on the following link which will take you to the Commissioner for Public Appointments website:

<https://publicappointmentscommissioner.independent.gov.uk/complaints>

Data Protection

Defra is committed to protecting the privacy and security of your personal information and does so in accordance with data protection law including the General Data Protection Regulation (GDPR). All the information you provide will be used to proceed with the public appointment listed in this information pack and in the case of diversity monitoring information may be anonymised and used solely for monitoring purposes.

For more information about the way we collect and hold your information, please read the Privacy Notice accessible through the Cabinet Office's Public Appointments Website (<https://publicappointments.cabinetoffice.gov.uk>) or request a copy of Defra's Public Appointments Privacy Notice from publicappts@defra.gov.uk.

Ineligibility Criteria

You cannot be considered for a public appointment if:

- you become bankrupt or make an arrangement with creditors;
- your estate has been sequestrated in Scotland or you enter into a debt arrangement programme under Part 1 of the Debt Arrangement and Attachment (Scotland) Act 2002 (asp 17) as the debtor or have, under Scots law, granted a trust deed for creditors;
- you are disqualified from acting as a company director under the Company Directors Disqualification Act 1986;
- you have been convicted of a criminal offence; the conviction not being spent for the purposes of the Rehabilitation of Offenders Act 1974 (c. 53);
- you become subject to a debt relief order or a bankruptcy restriction order;
- you fail to declare any conflict of interest.

Our areas



North

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

Midlands

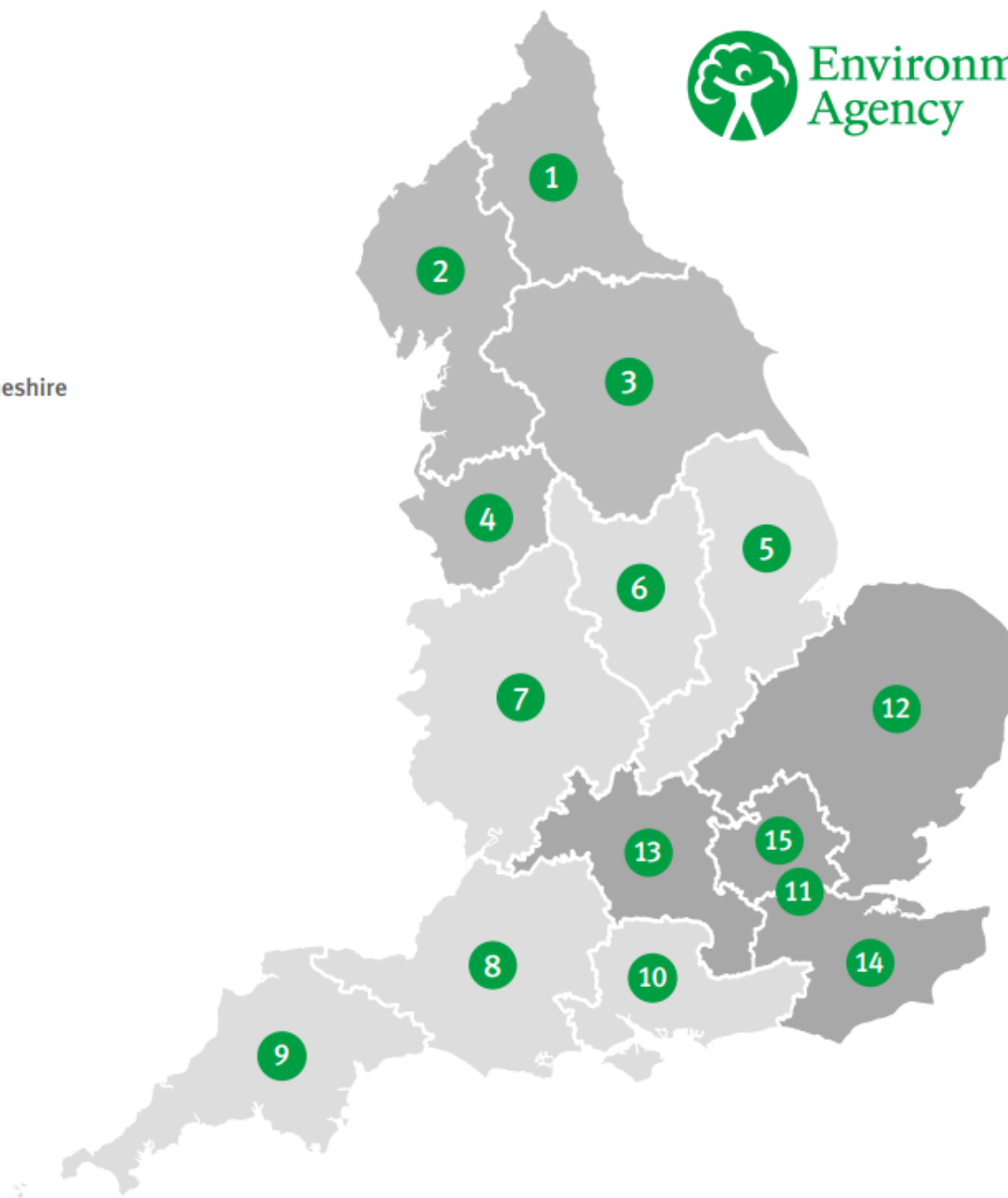
- 5 Lincolnshire and Northamptonshire
- 6 East Midlands
- 7 West Midlands

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





Alan Lovell (chair)



Jon Watts



Lilli Matson



Dr Stewart Davies



Ines Faden da Silva
(deputy chair)



Mark Suthern



Sarah Mukherjee



Brittany Harris



Maya Leibman

Selflessness

Holders of public office should act solely in terms of the public interest.

Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty

Holders of public office should be truthful.

Leadership

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

1. Expertise

- Consider and act in the best interests of your organisation and its objectives; delivering the outcomes expected by your sponsor department, ministers and ultimately the public.
- Consider the broader mission and duties of your sponsoring Secretary of State, his or her Department and the Government.
- Ensure compliance with statutory duties and the organisation's Framework Document and act within its powers.
- Exercise reasonable care, skill, and diligence in the exercise of their authority and judgement.

2. Scrutiny and challenge

- Maintain independence from the executive to allow scrutiny of management and in meetings agree goals and objectives and monitor performance and the reporting of performance so that the public who use your organisation receive a high-quality service.
- Satisfy yourself on the integrity of budget setting to deliver objectives and financial information and reporting against budgets, and that financial controls and systems of risk management are robust and defensible. Meet the requirements of Managing Public Money, including supporting the Accounting Officer in fulfilling their duties to provide propriety and value for money in the use of public funds.
- Champion high standards of risk management by ensuring your organisation has effective risk reporting, controls and governance, risk expertise and risk tolerances to effectively manage risk.
- Represent your organisation to the department and to Ministers, as well as ensuring Ministers' views are considered by the executive team of the organisation, as appropriate.

3. Support

- Support the board in succession planning and be prepared to put yourself up for re-appointment, as well as promoting the need for a diverse board.
- Participate in and promote regular reviews of your organisation, as well as the board's own effectiveness, with particular focus on the organisation's purposes and its efficiency in meeting these purposes. Engage in the appraisal process, including self-reflection on your own abilities.
- Listen carefully to, ask appropriate questions of and support management to encourage discussion in a manner that promotes a culture where all perspectives are listened to, while fulfilling the individual Director's duties and responsibilities and respecting and valuing the expertise of the executive team.
- Promote the success of the entity having regard to the interests of all members and stakeholders, and all risks

Saxton Bampfylde



Department
for Environment
Food & Rural Affairs

