



Resilience Manager – Flood Management Division

Department of Infrastructure

Job Title: Resilience Manager

What will you do?

You will play a vital role in providing specialist professional expertise to improve flood warning and incident management, commission complex flood and coastal studies, lead the management of models, information and field gauge systems.

You will be accountable to the Director of Flood Management Division, and will ensure that there is a focus on risk management, service standards and service improvement.

As a member of the Division's Management Team, you will advise and assist the Director with the formulation of policies, strategy and objectives, together with their effective implementation.

What does that involve?

Main Duties and Job Purpose

As Resilience Manager, a key purpose is to progress and support the readiness, resilience, recovery from and review of serious flood incidents. You will be expected to build resilience and engage with communities at risk of flooding and coastal erosion.

You will provide expertise and leadership to ensure consistent, comprehensive and reliable data are available to inform vital decisions on flood and coastal erosion risk management to a range of government and external stakeholders.

To be effective in the role the post holder will need excellent organisational and communication skills, have the ability to deliver under pressure, build positive working relationships, and have a confident and flexible attitude.

You will:

Advice, Partnerships and Strategic Overview

- Provide specialist expertise and support for internal teams and external partners to influence compliance with policy, legislation, and best practice ways of working. This will involve providing and presenting advice, conducting analyses, interpreting data and preparing reports
- Coordinate and manage development of the National Strategy on Sea Defences, Flooding and Coastal Erosion through the Flood Management Coordinating Committee (FMCC) and its subgroups
- Professional contribution to flood and coastal policy, strategy and standards
- Production and communication of bespoke and industry advice and guidance for the public and other stakeholders
- Lead on partnering and communicating opportunities for improving community resilience to impacts of flooding and coastal erosion.

Flood & Coastal Resilience

- Lead community engagement in relation to flood and coastal resilience
- Develop flood warning systems and procedures and contribute specialist expertise in improving the Islands' flood watch service
- Coordinate the development of a cross-government Multi Agency Flood Plan
- Work with partners to plan and coordinate the readiness, resilience, recovery and review of government flood incident response activities
- Manage IoM FloodHub website and content
- Manage complex flood investigations and commission specialist modelling and analysis
- Identify requirements for the development of a Shoreline Management Plan

Data, modelling and mapping

- Management and commissioning of flood risk, coastal erosion and flood hazard mapping
- Lead development and manage systems to ensure effective curation of flood and coastal models, analysis, reports and information
- Commissioning expert advice for complex flood and coastal analysis
- Lead development and management of flood hydrology, coastal erosion analysis and the Island's hydrometric network of sensors and gauges

Management of Staff & Resources

- Prioritise delivery of projects and programmes of work
- Recruit, motivate, mentor and develop team members. Ensure appropriate skill levels are developed and maintained and team performance is optimised in line with specified team goals.

Professional Development and Training

You will act as a role model in terms of commitment to your professional and personal development. You will seek to continually improve, and will establish and maintain links with

fellow professionals. You be required to undertake relevant training in line with Department requirements.

Financial

You may hold budgetary responsibility for relevant budget codes and will have delegated signatory responsibility to write orders/authorise payment of invoices.

Representation and Corporate Contribution

You will represent the Director of Flood Management Division, as requested by the Director in a wide range of business settings, forums, committees and officer level working groups. It is expected that you will attend/coordinate/chair specialist working groups as required. There is an occasional requirement to provide out-of-hours advice to support weather incident response.

The job holder will undertake any other duties appropriate to the job and grade as required by the Director.

Performance Management and Improvement

You will be expected to contribute to your personal development and demonstrate the IOMG People Qualities of Credibility, Capability & Character. You are responsible as 'Reporting Officer' for the implementation of, and compliance with, the provisions of the Department's appraisal scheme.

You will also support the promotion of Continuous Improvement (CI), Customer Service and best practice initiatives and foster an environment working towards simpler and better ways of working. All Civil Servants have a personal responsibility for performance management. You will be expected to contribute to annual performance and development and interim performance reviews.

Health and Safety

You will be responsible for your own health and safety, the impact of your actions on others, and for identifying any risks or near misses to a responsible manager. You will act as a role model in leading health & safety culture ensuring health, safety and wellbeing is a priority in all that you do and will observe appropriate legislation and codes of practice in connection with the role.

Integrity

As an employee within the Department of Infrastructure, you are expected to recognise that everyday business requires the highest level of personal integrity.

Each officer has a personal responsibility to maintain the confidentiality of all Department business and to uphold such confidences.

Competency levels for this post are:

The competence grades for this post are Level 4 of the [IOMG people qualities framework](#).

What do you need to be successful in this role?

	Essential or Desirable	Method of Assessment
Credibility		
Relevant science or engineering degree	E	CV / Checks
Relevant post-graduate qualification	D	CV
Membership of a relevant professional Institution (or working towards)	E	CV
Has open conversations	E	Interview
Is professional and credible	E	Interview
Builds supportive relationships	E	Interview
Capability		
Relevant industry experience	E	CV/ Interview
Specialist knowledge of hydrology & hydrometric systems, river modelling & mapping, coastal processes	E	CV/Interview
Experience of professional services project management to deliver complex objectives	D	CV/Interview
Experience of commissioning complex computational modelling and analysis, and interpretation of findings	D	CV/Interview
Knowledge of IT including Geographical Information Systems (GIS) and data management	E	CV/Interview
Research, analysis and report writing skills	E	CV/Interview
Excellent communication and presentation skills including the ability to explain complex data and concepts to non-specialist stakeholders.	E	CV/Interview
Chairing meetings, planning & organisational skills	E	CV/Interview
Able to take initiative	E	Interview
Experience of preparing Briefs and Business Cases	D	CV/Interview
Makes considered decisions	D	Interview
Encourages innovation and supports change	E	Interview
Character		
Excellent interpersonal and communication skills (both orally and in writing)	E	CV/Interview
Ability to work effectively and harmoniously with a wide range of customers, government officers, stakeholders, supply chain, and other interested parties	E	CV/Interview
Ability and desire to achieve high standards	E	CV/Interview
Self-motivated, Self – starter and can prioritise and delegate	E	CV/Interview

Excellent leadership skills and ability to motivate others	E	CV/Interview
Reliable, accurate, able to plan work and meet deadlines	E	Interview
Trusts and is trusted	E	Interview
Has positive energy and drive with high levels enthusiasm, self-motivation and resilience. Commitment to continuous improvement and self-development	E	Interview
Inspires, motivates and empowers	E	Interview
Takes responsibility for the results achieved in their area of responsibility	E	CV/Interview
Willing to take on new challenges and projects reassessing priorities and workloads readily if situations change.	E	Interview
Other requirements		
Full valid driving license	E	CV/Pre-employment checks
Isle of Man Worker	D	Application/Pre-employment checks
Prepared to work flexible hours as required	E	Interview