



## Job Description & Person Specification

### Environmental Protection Officer (Water Pollution)

Department of Environment, Food and Agriculture - D500 (Pay Band 19)  
The Slieau Whallian, St Johns

### Job Purpose

The primary aim of the Environmental Protection Officer is to protect and monitor freshwater and (where relevant) marine environments in or surrounding the Isle of Man. This is achieved by promoting and securing compliance with relevant legislation and standards through the provision of advice, education, inspections, investigations, the issuing of licences and, where appropriate, through taking enforcement action. The post holder will work as part of a small team consisting of the Manager and four Environmental Protection Officers in partnership with Officers from other units within the Directorate, other Government Departments and key stakeholders.

In addition, the officer will be required to assist with the regulation of waste in the Isle of Man whilst supporting the delivery of the Government's objectives and priorities as set out in the DEFA Department Plan and Programme for Government.

### Main Duties & Responsibilities

- In accordance with Part 1 of the Water Pollution Act 1993 undertake the work necessary to enable the Department to issue and regulate discharge licences including those from infrastructure for inland and coastal waters, including use of Monte Carlo Mass Balance model.
- In accordance with Part 1 of the Water Pollution Act 1993 investigate complaints and water pollution incidents.
- Undertaking enforcement action as appropriate and in compliance with the Departments Enforcement Policy and IoM Police Powers and Procedures.
- Providing advice and guidance on relevant technical and legal matters.
- Undertaking monitoring of river water, bathing waters and other waters as agreed with the line manager.
- Compilation and interpretation of biological and chemical water quality monitoring results; presentation of such in the form of reports and/or presentations for a variety of audiences on the topics covered by the post as agreed with line manager.
- Maintaining records of visits, sampling undertaken, letters and enforcement notices issued and discharge licences including public registers of information, as agreed with line manager.
- The analysis of samples to identify levels of compliance with relevant standards in accordance with the Water Pollution Act 1993 and to provide guidance on the steps necessary to return to a state of compliance should any deviations be identified.
- Contributing to the development of policies, strategies and legislation relevant to the core areas covered by the post.

- Representing the Department in a range of settings forums and committees as agreed with line manager.
- The post holder shall perform other such duties and observe and conform with such reasonable instructions as the Department, or persons duly authorised by the Department, shall give.

### • **Knowledge, Qualifications and Experience**

The post holder will need to have detailed knowledge of relevant biology and ecology to a minimum of degree level and preferably macro-invertebrate taxonomy capability, together with a comprehensive understanding of the legislation in place to protect the Islands freshwater and marine environments or UK equivalent. An understanding of how pollutants can impact on these environments and ability to regulate discharge licensing is essential.

Experience of operating to the legal procedures applicable to the Isle of Man or UK, including those covering evidence collection and disclosure would be an advantage, but training can be provided.

Good interpersonal and communication skills are essential and experience of working effectively with, and responding to, politicians, members of the public and officers from other Government Departments is also required.

The post holder must have the capacity to work independently and the determination to achieve effective outcomes. They must exercise extensive powers proportionately, consistently and transparently, be able to work to high standards of professionalism and have well developed communication skills.

The post holder should also:

- Have experience of advising to a wide range of stakeholders;
- Have experience of undertaking complex investigations, of collecting and assessing evidence and compiling reports;
- Have experience of the enforcement of environmental protection legislation;
- Be motivated and able to work with minimum supervision;
- Be able to work effectively as part of a team;
- Be flexible and willing to attend any major Category 1 water pollution incidents or essential meetings outside normal working hours if reasonably available;
- Have a high level of commitment to the objectives of the Unit and Department and be capable of working effectively with others to achieve effective and pragmatic outcomes;
- Have well developed written and oral communication and IT skills;
- Safeguard their own health and safety,
- Possess a valid Driving Licence.

## Competencies levels required for this post

### **Communicating and Influencing Level C**

Communicates in a clear and persuasive way; promotes their ideas, convincing others to agree to proposals; considers other views to produce a 'win-win' outcome; uses their understanding of the organisation and the position of other parties to inform their proposals; is flexible in re-thinking their approach to persuading others.

### **Leading and Working Together Level C**

Sets challenging objectives for themselves and the team; motivates colleagues, showing an energetic and positive approach; works collaboratively with colleagues; sets a positive example and offers praise and support as appropriate; develops effective and productive working relationships with colleagues and with contacts in other Departments/externally; manages potential conflict with tact and diplomacy.

### **Achieving Results Level C**

Sets realistic plans, schedules activities and resources to deliver to agreed timescale; communicates openly to ensure plans and priorities are updated; seeks out information from different sources and perspectives; anticipates potential problems inherent in alternative courses of action; uses experience and knowledge to assess the best course of action; strongly focused on achieving results; takes responsibility for ensuring that the business plan objectives are met.

### **Delivering a Quality Service Level D**

Shows a passion for providing excellent service to internal and external customers; sets standards for the Division/Department and high expectations of work from themselves and colleagues; communicates strong expectations for the improvement of service delivery; reviews benefits, costs and value for money and encourages colleagues to look for ways to improve performance.

### **Changing and Learning Level C**

Adopts a positive, energetic and constructive approach to change; encourages and supports colleagues in accepting and adapting to changes in working practices; develops new solutions to problems and responds positively to new ideas. Encourages and supports team members to develop their capability. Demonstrates specialist knowledge and understanding of the technical demands of their own job and that of team members.

### **Showing Commitment and Resilience Level D**

Demonstrates clear and sustained drive and determination to deliver and to succeed. Able to cope with difficulty and frustration and remain committed and positive. Calm and confident under pressure.

## What do you need to be successful in this role?

	Essential or Desirable	Method of Assessment
<b>Qualifications</b>		
A degree or post graduate qualification in a relevant subject.	E	CV/Pre-employment Checks
T90 Enforcement or equivalent.	D	CV/Interview
Evidence of continuing professional development.	D	CV/Interview
<b>Experience</b>		
Experience of pollution incident investigations.	E	CV/Interview
Experience in the professional delivery of freshwater and/or marine pollution control responsibilities.	E	CV/Interview
Promoting effective relationships between duty holders and regulatory bodies.	E	CV/Interview
Experience of ensuring compliance with standards applicable to freshwater or marine ecology.	D	CV/Interview
Preparing cases for approval for prosecution, including interviewing witnesses, obtaining statements, production of factual reports, securing of evidence and giving evidence in court.	D	CV/Interview
Devising and delivering education or advisory work.	D	CV/Interview
<b>Knowledge &amp; Skills</b>		
Able to interpret and apply the principles of freshwater and/or marine protection, exercising judgment and discretion.	E	Interview
Organize own workload effectively, prioritizing as required whilst maintaining and delivering an ongoing work plan.	E	Interview
Develop agreed specialisms as required undertaking such training and research as may be needed.	E	Interview
Communication, persuasion and negotiating skills.	E	Interview
Well developed written and oral communication and IT skills.	E	Interview
Knowledge of legislation relating to freshwater and marine protection; Water Pollution Act 1993, Water Pollution (Bathing Water Standtads and Objectives) Scheme 2021 and the Water Framework Directive.	E	Interview
Knowledge and understanding of the relevant industries and utilities operating in the Isle of Man.	D	Interview
<b>Disposition</b>		
Motivated and able to work with minimum supervision.	E	Interview
Approachable – to colleagues, politicians, staff, customers and the wider community.	E	Interview
Embraces and promotes change.	E	Interview

Able to work effectively as part of a team.	E	Interview
Resilience and robust ability to deal with a wide range of stakeholders.	E	Interview
Safeguard own health and safety.	E	Interview
<b>Circumstances/Interests</b>		
Full and valid driving licence.	E	Pre-employment Checks
Able and willing to work out of normal hours for major Category 1 Pollution Incidents if reasonably available.	E	CV/Interview
Satisfactory Police Check.	E	Pre-employment Checks
Isle of Man Worker.	D	Application