

Job title: Community Flood Engagement Team Leader

Grade: 10

Our Vision

We have a clear vision for Staffordshire - an innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

The wider Flood Risk Management Team is responsible for the Lead Local Flood Authority function, which includes managing the risk of flooding from surface water, groundwater and Ordinary Watercourses and acting as a Statutory Consultee to the planning process on sustainable drainage systems. Our aim is to reduce flood risk to communities and businesses and work with partner

organisations to promote joined up and efficient flood risk management in the County.

Defra have awarded funding to Staffordshire ending in 2027 through its Flood and Coastal resilience innovation fund to a project entitled A FAIR Approach to Community Flood Resilience (FAIR stands for Flood: Aware, Informed, and Resilient). This project will be delivered across Staffordshire, Stoke-on-Trent and the Black Country.

The Community Flood Engagement Team will oversee the aim and objectives of this project and deliver community resilience actions.

Reporting Relationships

Responsible to: Flood Risk Manager

Responsible for: Community Flood Engagement Officers

Key Accountabilities:

- Effectively manage a team of officers to ensure the effective delivery of codesigned flood reduction measures with communities.
- Project manage flood risk projects to ensure objectives are met, including strategic, financial, commercial, socio-economic, and management aspects are diligently and sufficiently accomplished.
- Manage project risks and issues and escalating these as appropriate to the Flood Risk Manager
- Support the Flood Risk Manager to identify and secure funding for flood risk management proposals including studies, maintenance and capital works.
- Overseeing the develop of excellent working relationships with local communities and local members by the team to maximise engagement in the delivery of flood risk management and enable residents and businesses to become more resilient to flooding.

- Lead on the engagement with communities to co-design flood reduction measures and community plans, through innovative means, to improve community flood resilience. Lead the team to proactively encourage communities to engage in the promotion of self-help, and the co-production of local flood risk solutions.
- Develop and maintain strong working relationships with a range of internal and external stakeholders, including the public, Parish and District Councils, County Councillors, Defra, the Environment Agency, Civil Contingencies Unit, Universities, National Flood Forum, Water Companies, neighbouring Lead Local Flood Authorities and other relevant organisations to deliver project activities.
- Working with consultants, contractors and project partners to manage the successful delivery of project outcomes, including but not limited to:
 - Flood Risk Website / Web Interface
 - Community Communications (e.g. phone) Infrastructure
 - Weather/local sources of flood risk Forecasting
 - Machine Learning/artificial intelligence of CCTV cameras of flood risk assets
 - Community Flood Risk and Vulnerability Assessment
- Report to the Flood Risk Manager and Project Operations Board to ensure effective project management and governance.
- Seek to develop and improve internal processes, procedures and quality management systems by maintaining an awareness of best practice that can be adopted and developed.
- Undertake such other duties as may be allocated from time to time in accordance with the general nature and grading of the post.

This post involves travelling to and from different sites across the county, Stoke and the Black Country.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.






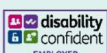
The content of this Job Description and Person Specification will be reviewed on a regular basis.



Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	<ul style="list-style-type: none"> Engineer or equivalent qualifications in a Civil Engineering, Construction or a Flood Risk Management related topic Evidence of continuous professional development 	<p>A</p> <p>A</p>
    	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> Demonstrable post qualification experience in flood risk management/environmental profession and/or community engagement/liaison Demonstrable knowledge and understanding of project management Demonstrable knowledge and understanding of the administrative, statutory and legal procedures relating to highway, planning, land drainage and flood risk management including the responsibilities of, the Environment Agency, the Water Companies, District Councils and Internal Drainage Boards Experience in using ICT e..g. Microsoft packages & GIS Working knowledge of policies & design standards in relation to flood risk management and highway maintenance and the management of assets using modern techniques 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>

	<ul style="list-style-type: none"> • Thorough understanding, experience and use of local flood risk assets and flood risk mapping • Significant and demonstrable experience in working with external bodies e.g. District Councils, Local Partnership Groups etc. and with elected Member bodies • Experience of community engagement and managing customer/public interface, maintaining good internal/external stakeholder relations, and co-creating ideas through the expert-community interface • Knowledge of emergency planning and managing both the emergency and recovery phases of a flooding event. • Experience of working within budgetary control • Experience in problem solving and delivering innovative solutions especially in relation to flood risk mitigation options. • Experience of managing staff in a team environment • Experience in the supervision of and partnership working with contractors and consultants • An understanding of the current challenges facing local government organisations, coupled with financial and commercial awareness 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
 	Skills <ul style="list-style-type: none"> • Effective communication, influencing, persuasion, and interpersonal skills (verbal and written) and able to represent the Authority effectively at meetings with external stakeholders. • Project Management Skill • Ability to foster and champion innovation 	<p>A/I</p> <p>A/I</p> <p>A/I</p>

	<ul style="list-style-type: none"> • Ability to organise and forward plan work and achieve daily / weekly / monthly targets with minimal supervision. • Commitment to personal and employee development • The ability to remain calm under pressure and exercise sound judgment in non-routine situations • Ability to be an effective team worker/player working in multi-disciplinary teams • Drive, enthusiasm and flexibility. • Full Driving license and the ability to travel around the county and to those authorities with the project area (reasonable adjustments will be considered for disabled applicants) <p>This post is designated as a casual car user</p>	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>



If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the **Disability Confidence Symbol**, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting **Shared Services on 01905 947446**