



Job Description

Job title:	Sustainable Development Manager
Team/Section:	Catchment Services
Location:	Head Office is King's Lynn, Norfolk
Responsible to:	Head of Catchment Services
Responsible for:	Sustainable Development Team
Salary:	£40,000 to £50,000
Hours	37 (Full Time) although part-time would be considered.

Context

The **Water Management Alliance** is a group of like-minded Internal Drainage Boards ("IDBs") operating in the Anglian Region of the United Kingdom who share vision, values and standards, and have chosen to jointly administer their affairs in order to reduce costs, strengthen their own organisations and increase influence at both a national and regional level.

Internal Drainage Boards ("IDBs") are local public authorities that manage flood risk and land drainage within areas of special drainage need in England. Each IDB has permissive powers to undertake water management activities within their Internal Drainage District. The purpose of delivering this work is to reduce flood risk to people and property and to manage water in a way that meets the local needs of business and agriculture, including during times of drought, whilst also dealing with its obligations and commitments to the environment. IDBs exercise a general power of supervision over all matters relating to water level management within their district whilst conducting their work in accordance with a number of general environmental duties and promoting the ecological wellbeing of their districts.

The **Sustainable Development Team** within the Water Management Alliance uses each Board's powers under the Land Drainage Act 1991 (including the Board's Byelaws) to meet the team's **key purpose** of ensuring that development is carried out sustainably within the Boards' Drainage Districts and upland catchment areas. This is done by regulating works on, or affecting, the watercourses within their Internal Drainage Districts. The Sustainable Development Team also advises Planning Authorities by commenting on planning applications within (or near to) each Board's District. The aim of this activity is to ensure that new developments will not increase flood risk within the Internal Drainage District and that applicants are aware of the Board's regulatory controls and requirements.

Role Overview

The role is focused on leading the team towards achieving the key purpose of ensuring that development is carried out sustainably within the Boards' Drainage Districts and upland catchment areas. Working alongside the operations and area managers, the role will have oversight of each Board's role in determining applications for Land Drainage Consents and influencing planning applications.

Role Description

Key accountabilities of the role include:

- Lead, supervise and coordinate the organisation's regulatory role in determining applications for Land Drainage Consents, required as per the Land Drainage Act 1991 including IDB Byelaws. This includes insuring all consent applications are processed in accordance with adopted policies, with due regard for relevant adjacent legislation.
- Grow the knowledge, resources and influence within the Sustainable Development Team by:
 - Identifying areas for service / policy / procedure improvements, managing any resultant change and promoting the sharing and development of good practice.
 - Leading on the development and continuous improvement of the policies, processes and templates used by the Sustainable Development Team.
 - Developing and implementing the team's training / development plans to ensure the Sustainable Development Team is (and remains) well-resourced with engaged, committed and competent people.
 - Developing successful working relationships with Local Planning Authorities, Lead Local Flood Authorities and other regulators.
 - Maintaining strong working relationships with other teams within the WMA to ensure ongoing cooperation and efficiency of flood risk management and regulation.
 - Line managing team members including objective setting, undertaking 1 to 1's, completing performance appraisals and supporting individual growth
- Provision of advice to Local Planning Authorities and applicants to promote best practice, ensure the Board's requirements are met and reduce the impact of development on flood risk locally.
- Support the sustainable growth of the Water Management Alliance, by working with new IDBs and RMAs as required. Seek out how you can leveridge and grow the team to provide services across the WMA portfolio and beyond.
- Leading the departments liaison with contracted services as required.

- Preparing and presenting reports for items to be considered by the Board.
- Maintaining accurate records of all consent applications and planning comments.
- Ensuring Health and Safety is paramount at all times and that Health and Safety objectives are promoted and achieved.
- Interpretation of relevant legislation to understand the Land Drainage Act consenting process in the context of adjacent legislation.
- Any other duties that may reasonably be required.

Person Specification	
Qualifications	
Essential	Desirable
<ul style="list-style-type: none"> • A relevant degree in an engineering, geographical or water management-related subject OR significant relevant industry experience. 	<ul style="list-style-type: none"> • A masters degree in an engineering, geographical, legal or water management-related subject • Chartership status with a professional accreditation body (e.g. ICE, CIWEM or IEMA).
Essential Experience	
<ul style="list-style-type: none"> • Notable (likely 5+ years) experience working in a regulatory or technical role within the Water Industry, a Local Authority, the Environment Agency or other public body such as a Lead Local Flood Authority ("LLFA"). • Experience with Sustainable Drainage Techniques and Standards (SuDS Standards / drainage designs) especially for new developments.. • Experience liaising, corresponding and negotiating with a variety of stakeholders. • Experience creating or reviewing strategies or processes. • Experience identifying a need for procedural change, and implementing / managing change. • Management and leadership experience. • Experience interpreting plans, model outputs and other technical drainage information. 	
Desirable Experience	
<ul style="list-style-type: none"> • Experience working with legal documentation. 	

- Experience working with land drainage engineering techniques, such as natural flood management schemes.

Essential Skills/Knowledge

- A detailed understanding of water management / sustainable drainage principles.
- An understanding of Flood and Coastal Erosion Risk Management (FCERM) including Land Drainage Law.
- An understanding of environmental policy and legislation.
- An understanding of the Boards regulatory and enforcement powers and procedures.
- An understanding of Planning Legislation, including Development Consent Orders and the TCPA.
- The ability to interpret and apply technical information (e.g. British Standards, Codes of Practice, technical reports and plans).
- Ability to prioritise effectively and organise workloads to meet deadlines and to remain calm under pressure.
- Ability to analyse, interpret and communicate complex material, as well as having a methodical approach to work, demonstrating an attention to detail as well as accuracy in record keeping.
- Ability to competently use computer software such as Microsoft packages.
- Well-developed written and spoken communication skills (including letter writing, presentation skills and interpersonal communication).
- Ability to work well with others at all levels both internally and externally.
- A full and valid driving licence.
- Ability to work independently
- Be resilient and persuasive, with the ability to deal with challenges and questions confidently.
- Creative problem solving skills with an ability to identify areas for development and improvement.

Other Job Information (e.g. any special factors or constraints)

- You must be physically fit to walk around watercourse and drainage catchments (up to 15% of the role) sometimes in inclement weather conditions. Such areas are potentially difficult to access, dirty, remote and/or subject to dense vegetation.
- On occasion the post holder will be expected to work outside of 'normal' office hours to represent the Water Management Alliance and its member Boards at public meetings, events and committees.
- All work performed/duties undertaken must be carried out in accordance with relevant Water Management Alliance, Board and Departmental policies and procedures, within legislation, and with regard to the needs of our customers.
- Work within the public and Flood and Water Management sectors can involve dealing with new and emerging legislation. As such further duties or refinements of current workload may alter the remit of this role to meet the impact of new work areas in the organisation and/or relevant member Board's. This highlights the importance of the post holder in being an effective advocate for this service area and having a good insight into the wider remits of the organisation.
- You will be required to actively consider the impact of your working arrangements on the organisation's carbon footprint. Post holders should regularly review the necessity of printing hard copies of electronic documents and seek alternatives to work related travel where it is not essential and work objectives can be met by other means such as video conferencing.

Declaration and acknowledgement

I confirm that as of the date stated below the information in this job description is accurate and reflects the requirement of the role. Please note the details of the job description will be updated should substantive changes to the role occur or be proposed.

Line Manager:	Cathryn Brady
Position:	Head of Catchment Services
Date:	26/09/2025