



Norfolk Water Strategy Programme Manager

Fixed term contract/secondment opportunity until September 2022

Location: Home-based

Salary: c£50k per annum

Full time, 37 hours per week (flexible working possible)

Water Resources East, The Nature Conservancy, Norfolk County Council and Anglian Water have formed a unique and exciting strategic partnership focussing on water management across the county of Norfolk. The partnership is looking to recruit a Programme Manager to lead the creation and development of a county Sustainable Water Management Strategy and associated Water Fund through to the end of September 2022.

The opportunity

Norfolk is impacted by a range of water-related issues, including falling ground water levels, abstraction pressures, housing and business development, water quality and flooding, and there is a need for an overarching strategy to address these issues. With funding from Norfolk County Council and Anglian Water, the Programme Manager will oversee the development of a detailed Sustainable Water Management Plan, including the identification of opportunities and quick wins as part of Covid-19 recovery, and will coordinate the establishment of a partnership structure known as a “Water Fund” to facilitate delivery of nature-based solutions for water management in the medium and long term.

The Norfolk Sustainable Water Strategy will:

- Ensure that water (either too much or not enough) is not a barrier to economic development and growth
- Increase the resilience of water resource management for all users, including the agri-food sector
- Deliver wider benefits in terms of flood risk and water quality
- Identify opportunities and mechanisms to restore and enhance the environment
- Provide opportunities for water related businesses
- Deliver water related climate change mitigation and adaptation strategies, including net zero carbon
- Provide academically rigorous evidence to policy makers
- Influence and shape WRE's plan for Eastern England

About you:

Our Programme Manager will need to have the following skills and experience:

- Outstanding stakeholder management and networking skills, and the ability to communicate and engage to build strong relationships and work through potentially contentious or conflicting issues to gain consensus
- Proven strong programme management skills.
- Experience of managing and leading people representing a diverse range of views from a diverse set of organisations
- Good working knowledge of Local Authority planning processes, water resource management, flood risk or water quality, and environmental issues
- The ability to think strategically whilst maintaining an eye for detail
- Knowledge of the particular economic and environmental issues and opportunities which exist within the county of Norfolk
- A strong commitment to own professional development and a desire to grow and learn

About Water Resources East:

Water Resources East (WRE) was formed in 2014 by Anglian Water, who were to learn from international best practice on how to develop a more collaborative approach to water resource management planning in a region under significant pressure due to population growth and economic ambition, the need for enhanced environmental protection and significant climate change impacts. In June 2019, Water Resources East became an independent legal entity (a Company Limited by Guarantee), and a new multi-sector Board of Directors was formed along with a new membership model. Water Resources East (WRE) Ltd now operates as an independent, inclusive, collaborative, exploratory and forward-thinking membership organisation, working with over 200 organisations. Over the next three years we will be working to develop a single, multi-sector best value adaptive Regional Plan for water management across Eastern England. We will do this through a detailed co-creation, engagement and collective decision making process with key

national, regional and local stakeholders, including regulators and policy-makers. To learn more, visit <https://wre.org.uk/> or follow @WaterREast on Twitter.

About The Nature Conservancy:

Founded in 1951, the Nature Conservancy is a global conservation organisation dedicated to conserving the lands and waters on which all life depends. Guided by science, we create innovative, on-the-ground solutions to our world's toughest challenges so that nature and people can thrive together. We are tackling climate change, conserving lands, waters and oceans at unprecedented scale, providing food and water sustainably and helping make cities more sustainable. One of our core values is our commitment to diversity. Therefore, we strive for a globally diverse and culturally competent workforce. Working in 79 countries, including all 50 United States, we use a collaborative approach that engages local communities, governments, the private sector, and other partners. To learn more, visit <https://www.nature.org/en-us/> or follow @nature_org on Twitter.

Reporting arrangements

The Programme Manager will either be seconded from a 'home' organisation into Water Resources East (WRE) for the duration of the project or will be employed directly by WRE on a fixed term basis. He/she will report to the Managing Director of Water Resources East and the Europe Water Security Director at The Nature Conservancy (TNC). He/she will also communicate on a regular basis with the core Programme Partnership group, which comprises of Anglian Water, Norfolk County Council, The Nature Conservancy and WRE.

How to apply

Please send us your CV along with a covering letter telling us why you think you will be particularly suited for this important role; please send these to contact@wre.org.uk, marked for the attention of Kirsty Goddard-Holmes.

The closing date for applications will be **Wednesday 27th January**. We will hold interviews (via Zoom or similar) in early February. We would expect the successful candidate to be able to start as soon as possible.

Water Resources East and The Nature Conservancy are Equal Opportunity Employers

We believe that equal opportunity means inclusion, diversity and fair treatment for all. Our commitment to diversity and inclusion includes the recognition that our work and the success of our organisations is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs and culture.

We are passionate and committed to the learning and development of our people, making sure they have the right skills and knowledge to be successful and to help achieve their potential. We take the health, safety and wellbeing of our colleagues very seriously in everything that we do.

If you are offered a job with us and WRE will be employing you directly, you'll be subject to the relevant/standard employment checks, including: your right to work in the UK, references, driving licence and identity check.

Full Job Description for the Norfolk Water Strategy Programme Manager

This Job Description is for the Programme Manager of a consolidated programme of work (referred to as the Norfolk Water Strategy Programme) which is to take place between January 2021 and September 2022. The key roles and responsibilities of the NWS-PM are set out below.

1. Contribute to the establishment of an interim advisory Board, referred to as the Norfolk Water Management Advisory Board, which will oversee the preparation of the Norfolk Sustainable Water Management Strategy and will provide the basis for the subsequent establishment of long-term governance arrangements (Norfolk Water Fund).
2. Programme manage the development of the Norfolk Sustainable Water Management Plan, ensuring that it meets the needs of the county and the region as whole, and that it is delivered within budget and to deadlines. The Plan will be developed both through direct engagement with stakeholders, and also via appointment and supervision of consultants, as detailed below.

a. Technical Consultancies:

- Identify current and future water resource challenges faced by stakeholders located in Norfolk, with respect to water availability, flood risk and water quality issues. These water resource challenges will be described in both quantitative and qualitative terms, taking account of future trends relative to climate change, urbanisation and economic development (particularly with respect to farming, agri-business, tourism development and any other economic activity that is heavily dependent on water resources).
- Identify and propose outcome indicators that can be used to track the evolution of these water challenges (as well as progress towards outcomes based on project implementation). These outcome indicators may be indicators that are already in use or linked to existing or planned legislation – or new indicators that would need to be introduced. For each indicator, it will be necessary to identify current methodologies for tracking those indicators and any monitoring gaps. The technical consultant will be expected to propose key flagship indicators that can be used to communicate regularly on progress towards sustainable water resource management in Norfolk.
- Identify investments needed to address those challenges in a coordinated manner – with the view to reduce the need for grey infrastructure by placing stronger emphasis on demand management and green infrastructure.

b. Stakeholder and project mapping:

- an identification of existing roles and responsibilities for managing water resources in Norfolk and a comprehensive mapping of ongoing and planned projects aimed at addressing identified water challenges. This will be done for key stakeholders as well as for groups of stakeholders (for example, farming community). The mapping of projects will identify which water

challenges are being tackled by the projects, the institutions in charge of developing and implementing the projects, the types of technical solutions being deployed (demand management, green infrastructure, grey infrastructure – with more detail on the type of projects), the likely impact and effectiveness of these interventions, the projected costs and funding sources for these interventions. It will be essential to geo-localise these interventions to allow for the establishment of a geographical map showing the relevant projects. The objective of the exercise will be to identify priority areas of engagement, opportunities for stronger coordination particularly with respect to more efficient and coordinated funding.

The Programme Manager will be in charge of overseeing these different workstreams (in coordination with the core Programme Partnership group) and of consolidating the results into an overall Plan that will define ways to prioritise and coordinate investments in nature-based solutions in the county. Additional workstreams will be developed to establish the Programme and associated long-term governance arrangements. The Programme Manager will be expected to prepare Terms of Reference for these workstreams and to be engaged in all steps relative to consultant recruitment and supervision.

3. Ensure that all activities undertaken by the programme tie into wider water resource planning and wider water sector governance in Norfolk, including with wider WRE governance at regional level and existing links between other stakeholder groups and organisations within Norfolk. He/she will act as the local representative for the Norfolk Water Strategy Programme with respect to all external engagements and communications. Represent WRE on relevant stakeholder Steering Committees and Working Groups in Norfolk, ensuring that the outputs are fully embedded into key regional strategies and plans.
4. Identify opportunities for external funding sources and develop business cases and bid documents for funding complementary analysis, projects, initiatives and solutions in Norfolk, including the development of future work programmes for the county.
5. Develop and maintain a strong network outside of Norfolk, within the region, across the UK and internationally. In particular, the Programme Manager will be expected to engage actively in the Water Fund Network (established by TNC) and to identify opportunities for external communication on the Programme.