



## Head of Climate Resilience

<b>Job title:</b>	Head of Climate Resilience
<b>Reporting to:</b>	Stuart Colville, Director of Strategy
<b>Salary:</b>	£49,000-£57,000 depending on experience (full-time)
<b>Applications:</b>	Please provide the following to <a href="mailto:careers@water.org.uk">careers@water.org.uk</a> no later than 9am Wednesday 10 <sup>th</sup> March: <ul style="list-style-type: none"><li>• Your CV</li><li>• A covering letter explaining how your skills and experience fit the role</li><li>• A response in no more than 400 words to the following question:  "Rivers supply water for agriculture, the public water supply, energy, industry – and the flora and fauna that live in them. How would you go about deciding how to prioritise between these different needs? What arguments would you deploy to support your case?"</li></ul>
<b>Location:</b>	Currently home-based. Our office is in Westminster, London.

### Introduction

Water UK is seeking an exceptional candidate for a new, exciting, high-profile role at the heart of the UK's long-term strategy for adapting to climate change.

Demand for water is increasing from a growing population, heatwaves, and new agricultural and industrial activity. Parts of England already see less rain than South Sudan or the South of Spain, and [our analysis](#) and [that of the National Infrastructure Commission](#) agree on the rising risk that, in some regions, demand for water will start outstripping supply.

However, to tackle that we cannot just take more water from rivers. Environmental pressures mean we already need to reduce the amount of water taken from the most sensitive catchments; without action, iconic rivers like chalk streams - and the species and activities that rely on them – will suffer damaging periods of "low flow" that could cause irreparable harm.

At the same time, we face up to [59% more precipitation](#) in winters by 2050, with associated flooding becoming an increasing priority.

We have created a new position to help the UK water industry manage these challenges, restoring flows in parched rivers to improve the environment, and reducing the impact of flooding, while simultaneously allowing us to further improve reliability, drinking water quality, and environmental outcomes.

We offer proactive support for the development of knowledge, skills and contacts in a broad and fast-moving policy role with regular, senior-level exposure to regulators, FTSE-100 companies, Government and European bodies.

## The Role

As an experienced policy-maker, you will bring your judgment and insight to all of Water UK's work, contributing to the full range of industry's priorities. You will work across issues on regulation, [our commitment to achieve net zero emissions by 2030](#), and our biggest environmental priorities like river health. You will lead on a number of important areas, which, following discussion with the successful candidate, could include:

### 1. Protect Water Resources

- i. Shape and help deliver our long-term goals on resilience to drought and heatwaves, freshwater abstraction, and chalk streams. This is likely to include the development, analysis, and influencing of new metrics, targets and frameworks. It will mean making an insightful and creative role in public and stakeholder debate and require careful thought about long-term direction.
- ii. Lead on the long-term delivery of national initiatives to improve drought resilience, including sponsorship of the [National Framework for Water Resources](#). This will include leadership on national policy decisions: for example, on Government's multi-year process of [abstraction reform](#); or getting the right balance in tradeoffs – e.g. between resilience and carbon; or on society's risk appetite for drought.
- iii. This will be underpinned by building strong new partnerships and networks of collaboration with water companies, regulators, officials in different Government departments, the National Infrastructure Commission, regional groups, environmental NGOs, other major water using sectors, and academics. You will also run and chair senior groups and discussions with companies to develop and agree positions.

### 2. Cut Leakage in Half

- iv. Working with the three CEO-level sponsors of English water companies' Public Interest Commitment on leakage, provide cross-industry leadership of this ambitious, high-profile programme to achieve (i) an average 16% reduction in leakage by 2025; (ii) a tripling of the pace of reduction by 2030, and; (iii) a 50% reduction in leakage by 2050. This very ambitious commitment has high Ministerial and Board visibility.
- v. Commission, collaborate on and communicate new and creative analysis, thinking, best practice and innovation in support of leakage reductions. This includes delivery of a routemap for achieving long-term improvements.
- vi. Support the development of expertise and centres of excellence across industry, linking with other initiatives like the new [innovation strategy](#).
- vii. Support colleagues' reporting and communication efforts on this and related subjects.

### 3. Reduce Demand

- viii. Act as an advocate for the water industry on demand reduction issues, leading the debate with Government and stakeholders on policy and other changes
- ix. Influence Government and regulators to ensure new targets or requirements are evidence-based and effective
- x. Provide policy leadership into the design of long-term behaviour change programmes to sustainably reduce demand among household customers
- xi. Develop new thinking to remedy the lack of incentives or regulation for non-household customers and non-water customers to reduce their demand, and work with other major water-using sectors to establish new partnerships and routes to influence business customers
- xii. Lead work on alternatives to 'hosepipe bans', identifying better ways of reducing demand in droughts and agreeing them with regulators and Government. This will require close working with companies, new analysis of the most effective communications and other interventions, and embedding alternatives in relevant guidance
- xiii. Deliver new thinking or analysis on policies to promote water efficiency (e.g. the including water efficiency measures in Government Green Homes schemes, or on the roll-out of smart meters).

### 4. Reduce Flooding and Pollution

- xiv. Oversee our policy, project and delivery work on drainage and flooding resilience, including sponsorship of our programme to develop [Drainage and Wastewater Management Plans](#)
- xv. Contribute to our work on [reducing the impact of storm overflows](#) and pollution incidents in rivers, lakes and seas
- xvi. Develop our relationship with key flood-related and environmental stakeholders

### 5. Develop Strategy and Regulation

- xvii. Help advance the public case for improving drought and weather resilience, and find better ways of promoting choices and investment that prioritise the best long-term outcomes for society. This will include improving our understanding and articulation of the risks of supply shortages and the environmental benefits of investment; developing thinking on new approaches to assessing benefits and making decisions (e.g. via natural capital approaches); and building constituencies of support.
- xviii. Contribute to the sector's broader long-term vision, particularly on improving our understanding and response to systemic resilience risks, looking out to what we wish to achieve by 2030 and 2050. This may include supporting improvements to dynamic planning and investment.

- xix. Contribute to thinking about the framework for regulation and investment from 2025, including the need for more agility, focus on outcomes, integrated planning, and catchment and nature-based solutions.
- xx. Help define our strategy for managing the risks and opportunities from Brexit, and the post-exist domestic legislative framework (e.g. what comes after the Water Framework Directive following 2027)
- xxi. Manage and improve our national approach, alongside Government and regulators, for dealing with droughts and heatwaves

## **The Person**

You will become an insightful, credible advocate across these issues, looked to by stakeholders as someone with interesting things to say and the influence to deliver them.

You need not be someone that has spent years in the water industry – but you will need to have a natural flair for getting to grips with a complex, broad portfolio - able very quickly to start spotting opportunities, links and gaps.

You will enthusiastically take ownership for delivery, even in the absence of easy ‘off the shelf’ answers. That means proactively spotting an emerging issue, considering its implications, devising a plan or position or response, and leading discussion to agree it. You will be a natural builder of relationships and cross-cutting groups or teams. You will need to be comfortable working virtually in a small organisation.

All candidates will be expected to be:

- A great team player, with a natural ability to collaborate across an organisation and the desire to see everyone succeed.
- Confident multitasking and prioritising workloads, with a can-do attitude, ability to get things done, and ability to manage projects
- Articulate in front of senior internal and external audiences
- Outward-looking and curious, with experience of working with and influencing other organisations or building coalitions and networks

In addition, the specific requirements of this role include:

### Essential Skills

- numeracy and analytical ability: experience of successfully planning, commissioning and communicating analysis in a way that maximises impact. High degree of comfort with using data and other kinds of information to draw insights and make recommendations
- a strategic thinker: able to proactively generate new, creative but deliverable ideas; contribute significant value to debates and discussions; and spot emerging links, risks, opportunities and gaps
- an influential and effective communicator in writing and in person. Must have an ability to establish credibility with senior stakeholders on complex subjects, ideally with experience too of how to write for media or consumers

- a natural ability to build effective senior relationships and networks quickly, managing different stakeholders and empathising with their likely concerns and needs;

#### Highly Desirable Skills:

The successful candidate will also have as many as possible of the following:

- Knowledge of the water sector (or other regulated utilities), and an understanding either of infrastructure regulation, financing, planning, delivery or maintenance
- An understanding of climate change adaptation issues (especially changing weather patterns and drought), environmental issues related to freshwaters, and/or behavioural economics (or marketing)
- A relevant qualification (either science or humanities), and experience of working closely with experts on technical issues
- Experience of developing significant or national-level policy or positions, influencing Government and regulators to secure improvements
- Experience commissioning and managing consultants and delivering policy projects with limited oversight
- Experience of working in a member-based organisation, or in other organisations with complex internal and external stakeholders

We strongly welcome applications from everyone, of all backgrounds, and are committed to treating every application fairly. Please note that all candidates must already be eligible to work in the UK.

#### **About Water UK**

Water UK represents all water and wastewater service providers in England, Scotland, Wales and Northern Ireland. We are made up of a small and very friendly team of highly motivated people drawn from a range of industries and Government.

Though currently home-working, in more normal times we are headquartered in Westminster, London, and work closely with regulators, Government, Parliamentarians, civil society and experts of all kinds.

You can find out more about us at [www.water.org.uk](http://www.water.org.uk)