

Report Builder

Lightcast Q1 2023 Data Set

September 2023

Sussex Learning Network



Parameters

Select Timeframe: Mar 2022 - Aug 2022

Report Focus:

Description	Description
Summary	Job Titles
Advertised Salary	Companies
Advertised Wage Trend	Industries
Occupations	Staffing Companies
Trends	Certifications
Job Posting Samples	Skills
Regions	Skill Subcategories
Timeseries	Skill Categories
Posting Sources	

Regions:

Code	Description
UKJ27	West Sussex (South West)

Code	Description
UKJ28	West Sussex (North East)

Minimum Experience Required: Any

Education Level: Any

Keyword Search:

Posting Type: Active Postings

For Job titles included, see end of Report.

Job Postings Summary

197 Unique Postings 419 Total Postings	2 : 1 Posting Intensity Regional Average: 3 : 1	65 Employers Competing 3,719 Total Employers	31 days Median Posting Duration Regional Average: 33 days
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There were **419** total job postings for your selection from March 2022 to August 2022, of which **197** were unique. These numbers give us a Posting Intensity of **2-to-1**, meaning that for every 2 postings there is 1 unique job posting.

This is close to the Posting Intensity for all other occupations and companies in the region (3-to-1), indicating that they are putting average effort toward hiring for this position.

Advertised Salary

There are **101** advertised salary observations (51% of the 197 matching postings).

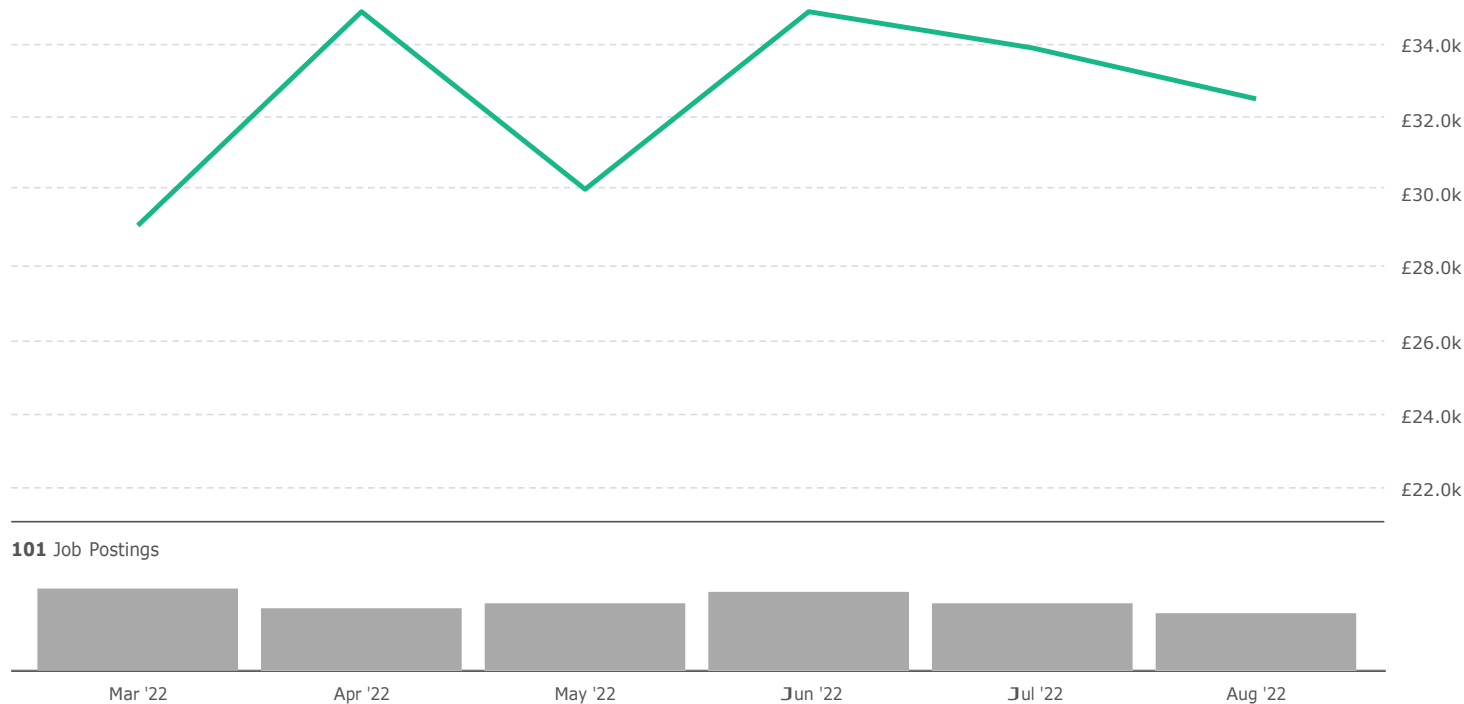
£31.5k

Median Advertised Salary



Advertised Wage Trend

▲ 12.4% Mar 2022 – Aug 2022
£31.5k Median



Top Posted Occupations

Occupation (SOC)	Total/Unique (Mar 2022 - Aug 2022)	Posting Intensity	Median Posting Duration
Refuse and Salvage Occupations	44 / 25	2 : 1 	31 days
Engineering Professionals n.e.c.	52 / 22	2 : 1 	41 days
Health and Safety Officers	31 / 18	2 : 1 	22 days
Managers and Proprietors in Other Services n.e.c.	32 / 15	2 : 1 	31 days
Quality Assurance and Regulatory Professionals	17 / 11	2 : 1 	26 days
Construction and Building Trades n.e.c.	35 / 11	3 : 1 	29 days
Environment Professionals	16 / 9	2 : 1 	57 days
Engineering Technicians	12 / 8	2 : 1 	36 days
Other Elementary Services Occupations n.e.c.	21 / 8	3 : 1 	8 days
Chief Executives and Senior Officials	18 / 6	3 : 1 	43 days

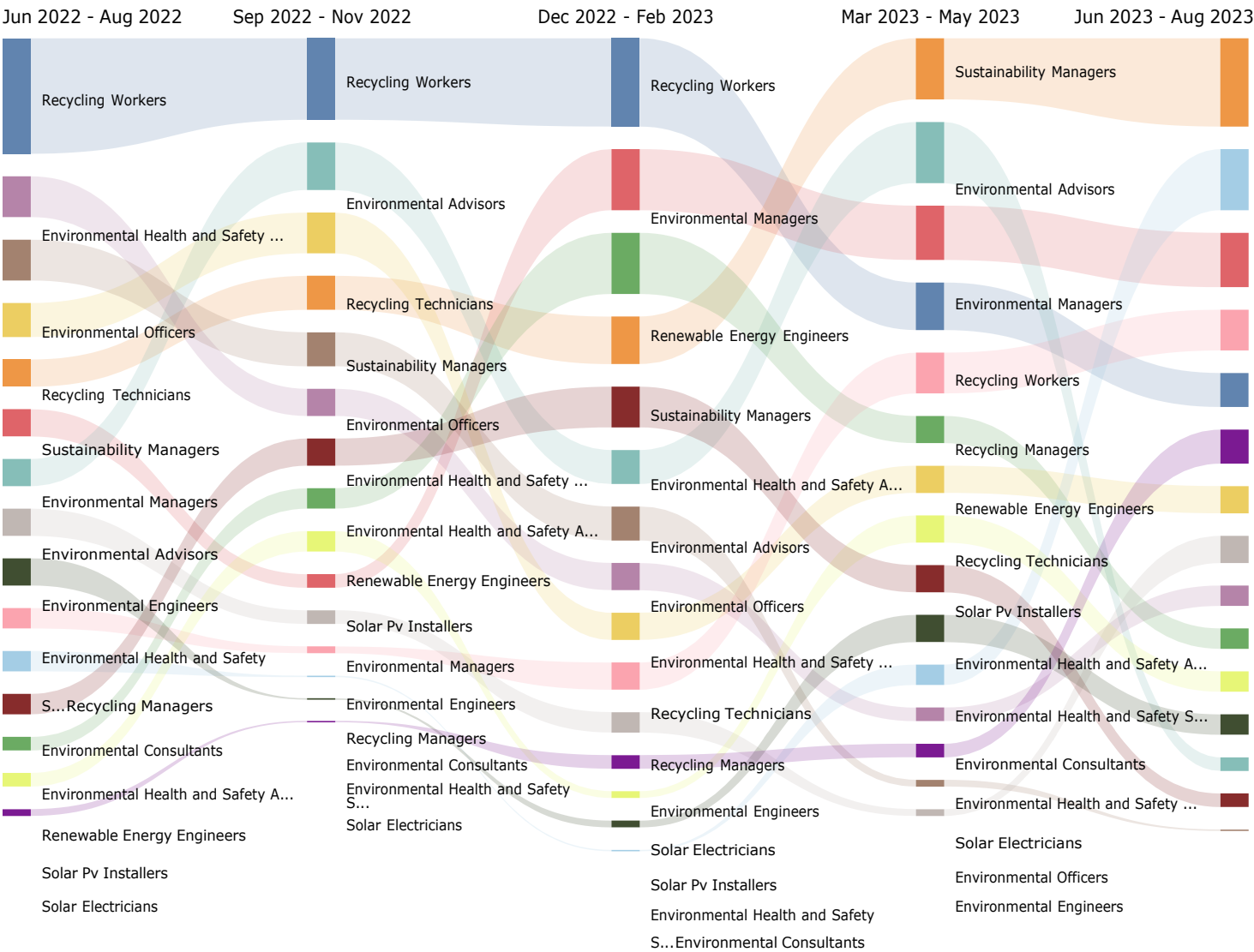
Occupation Trends in Job Postings by Quarter

The chart below captures the postings trend for the top 15 occupations posted for based on your filters.



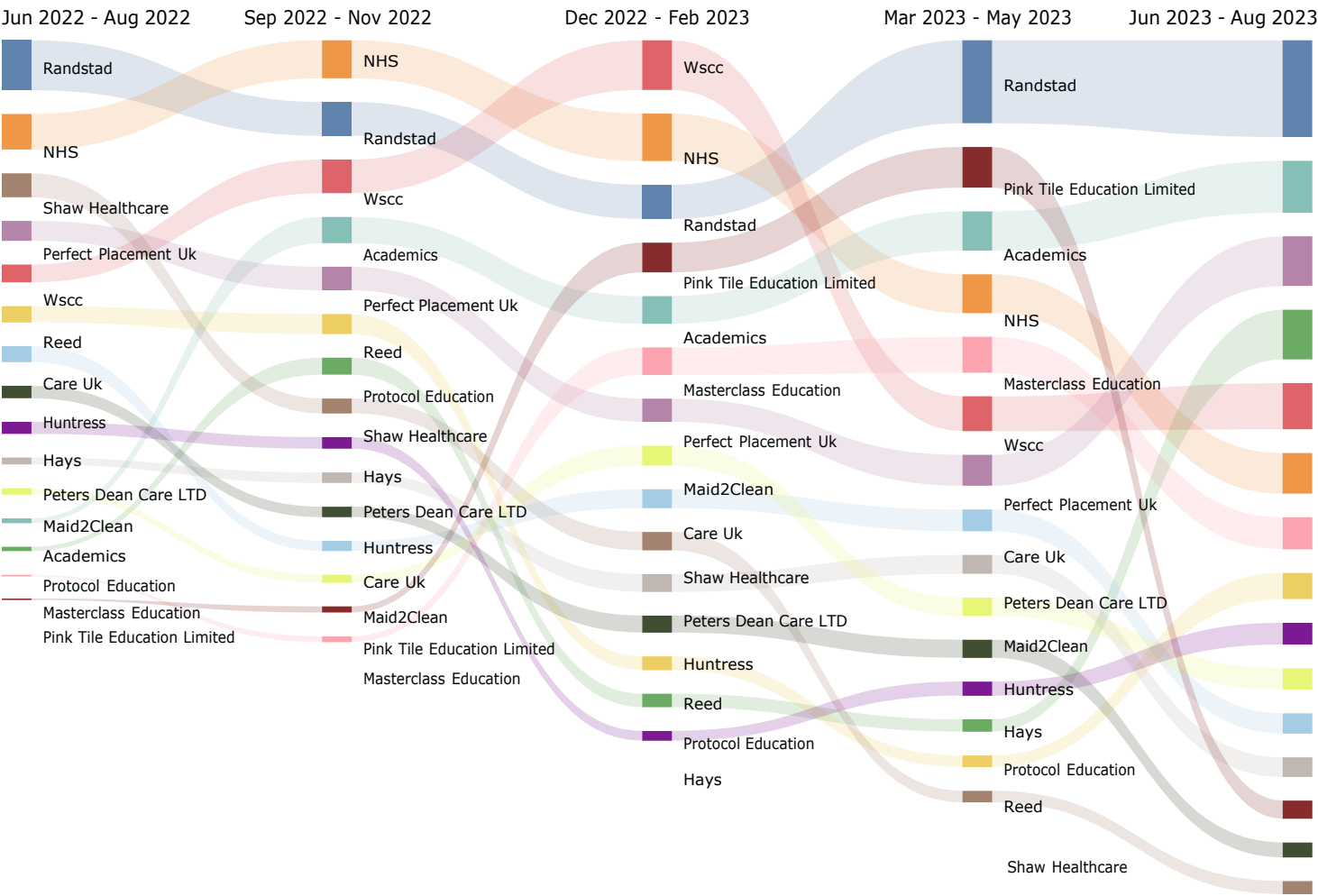
Job Title Trends in Job Postings by Quarter

The chart below captures the postings trend for the top 15 job titles posted for based on your filters.



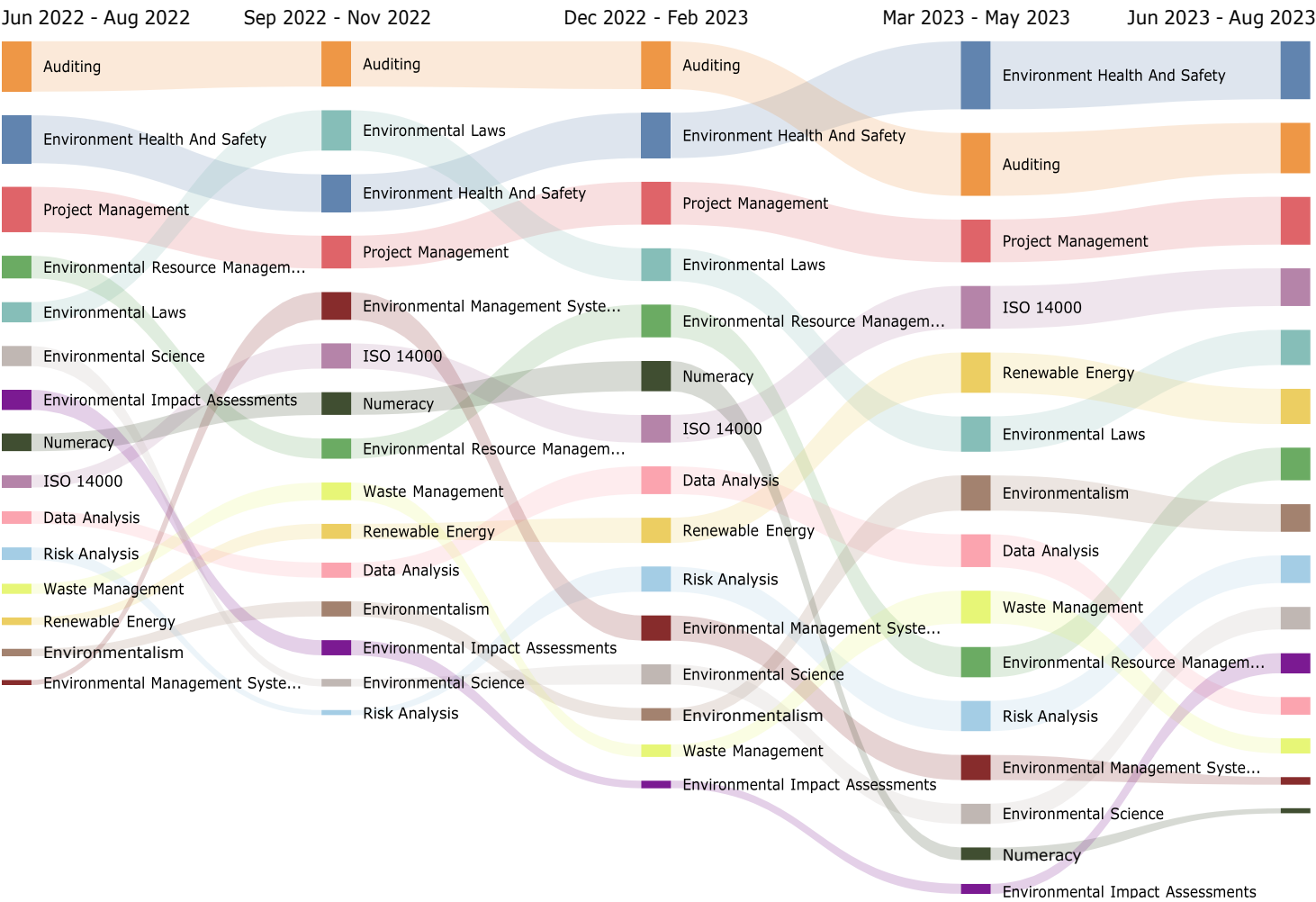
Company Trends in Job Postings by Quarter

The chart below captures the postings trend for the top 15 companies posted for based on your filters.



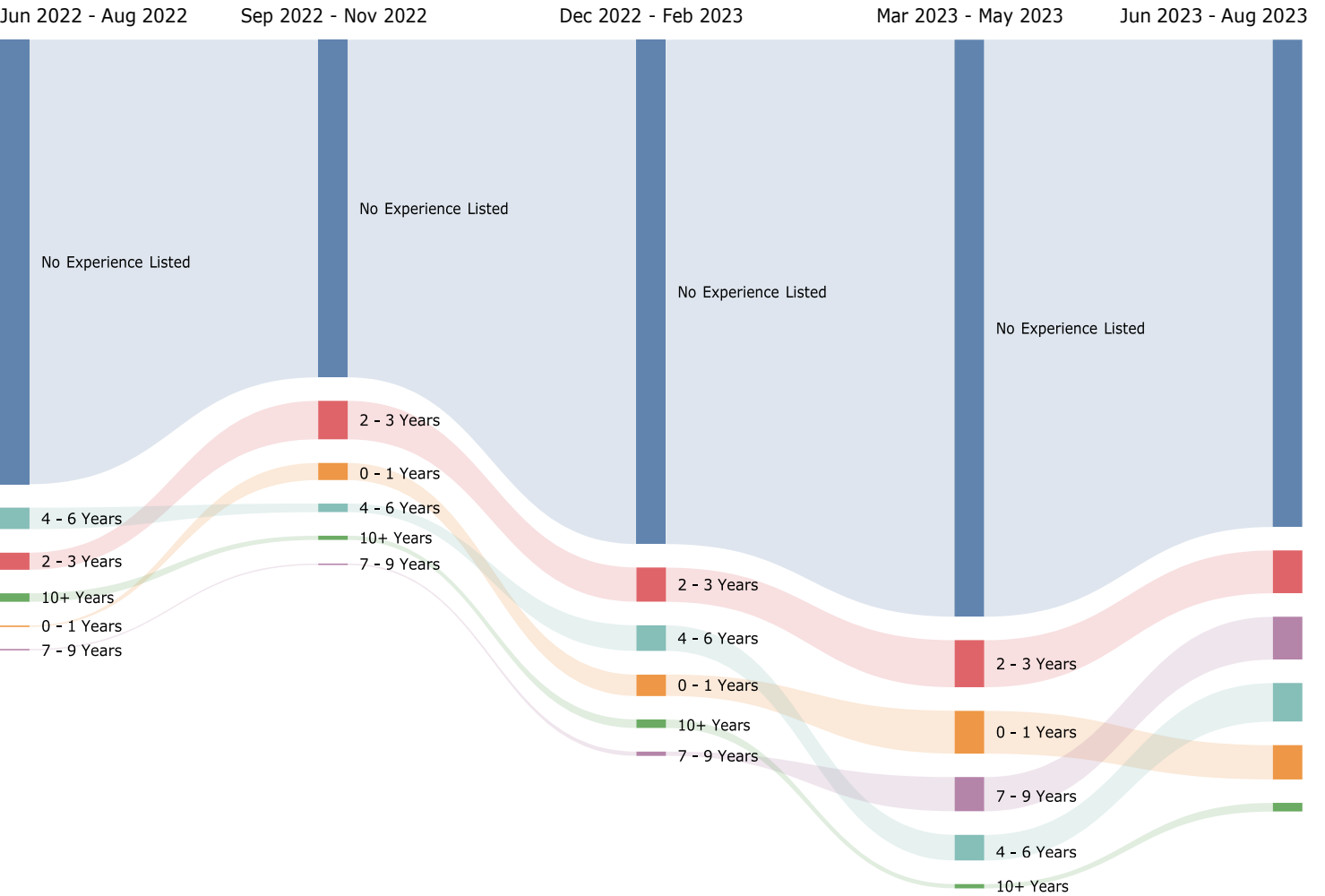
Skill Trends in Job Postings by Quarter

The chart below captures the postings trend for the top 15 skills posted for based on your filters.



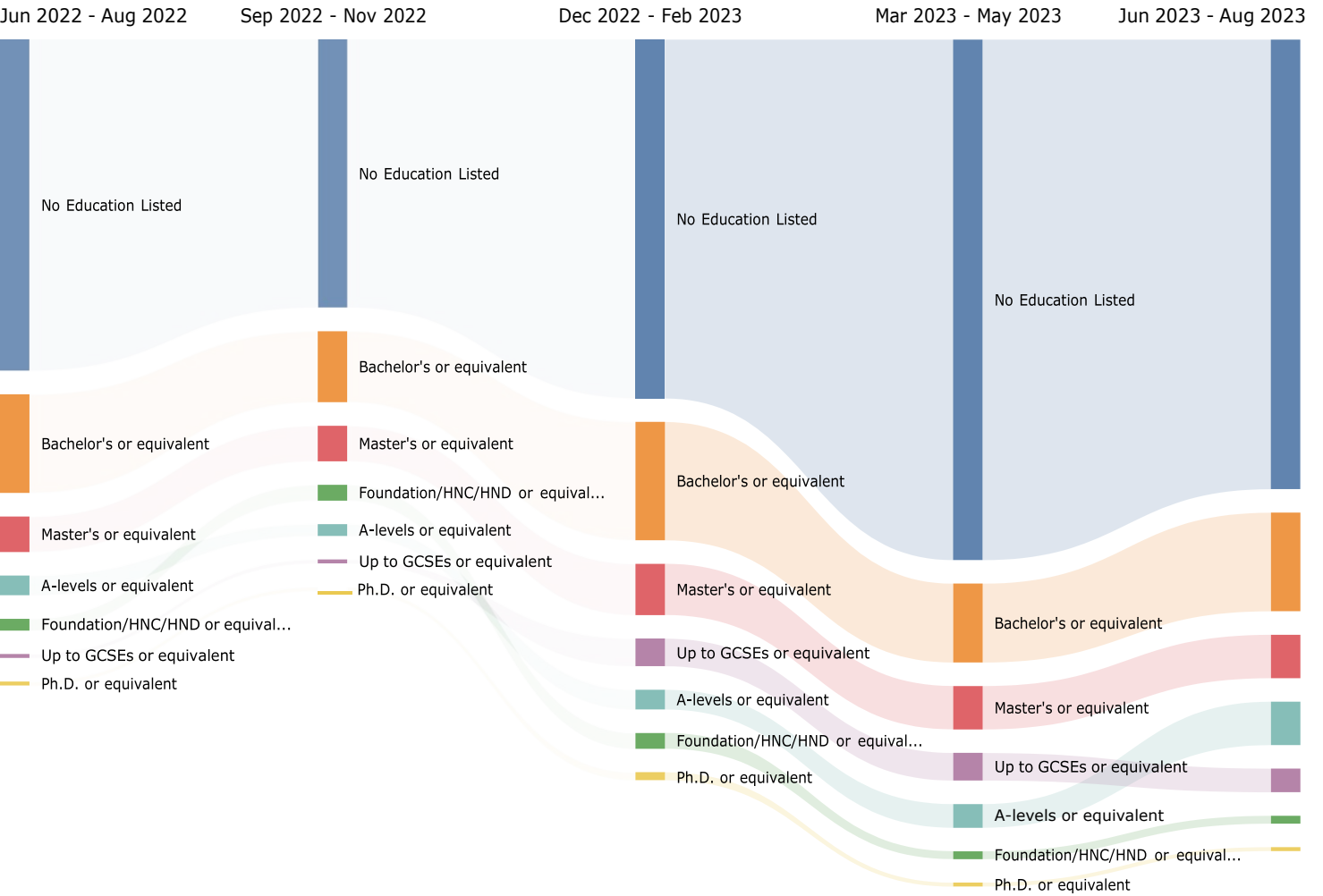
Minimum Experience Requirement Trends in Job Postings by Quarter

The chart below captures the trend for the experience requirements by quarter shown in postings in your region based on your filters.



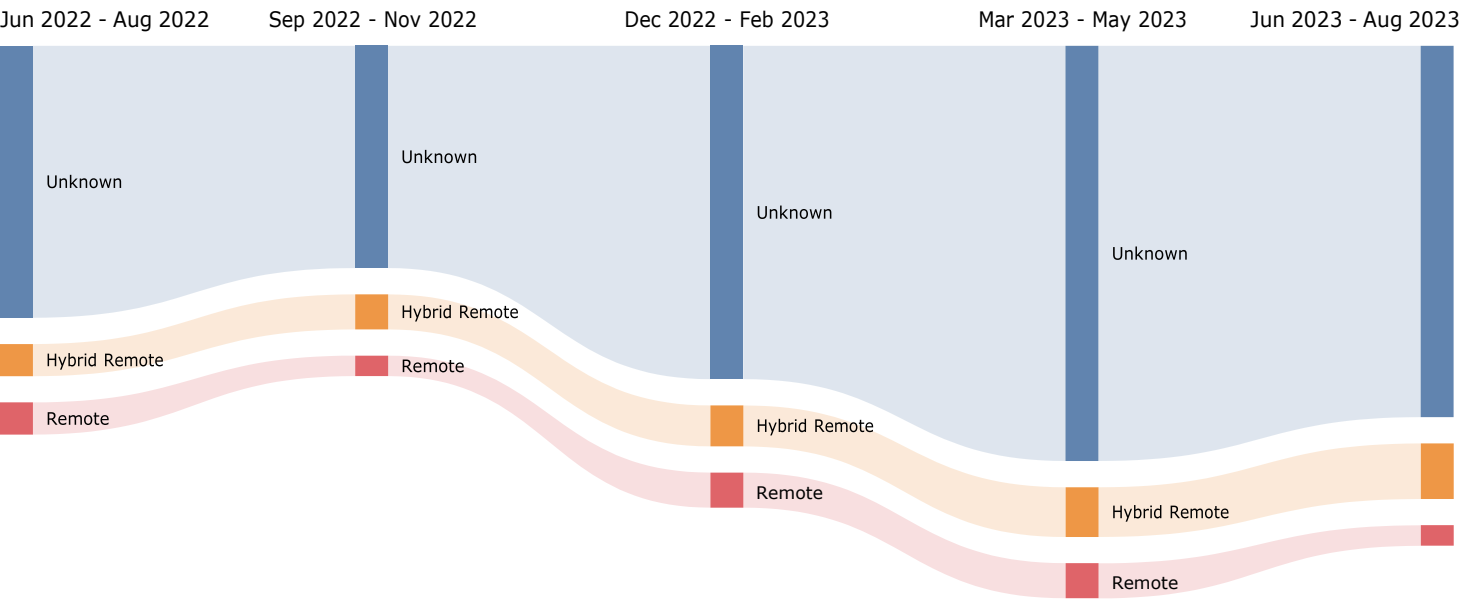
Educational Requirement Trends in Job Postings by Quarter

The chart below captures the quarterly trend for the educational requirements shown in postings in your region based on your filters.



Remote Trends in Job Postings by Quarter

The chart below captures the remote posting trends based on your filters.



Top Cities Posting

City	Total/Unique (Mar 2022 - Aug 2022)	Posting Intensity	Median Posting Duration
Crawley, West Sussex (North East)	125 / 57	2 : 1 	25 days
Chichester, West Sussex (South West)	108 / 39	3 : 1 	29 days
Worthing, West Sussex (South West)	47 / 28	2 : 1 	34 days
Burgess Hill, West Sussex (North East)	35 / 16	2 : 1 	36 days
Bognor Regis, West Sussex (South West)	26 / 13	2 : 1 	19 days
East Grinstead, West Sussex (North East)	24 / 12	2 : 1 	22 days
Horsham, West Sussex (North East)	23 / 12	2 : 1 	23 days
Littlehampton, West Sussex (South West)	11 / 7	2 : 1 	51 days
Haywards Heath, West Sussex (North East)	8 / 5	2 : 1 	54 days
Shoreham-by-Sea, West Sussex (South West)	3 / 3	1 : 1 	32 days

Top Local Authorities Posting

Local Authority	Total/Unique (Mar 2022 - Aug 2022)	Posting Intensity	Median Posting Duration
Crawley	125 / 57	2 : 1 	25 days
Chichester	108 / 39	3 : 1 	29 days
Mid Sussex	70 / 35	2 : 1 	36 days
Worthing	47 / 28	2 : 1 	34 days
Arun	37 / 20	2 : 1 	35 days
Horsham	28 / 14	2 : 1 	23 days
Adur	4 / 4	1 : 1 	32 days

Top County/Unitary Authorities Posting

County/Unitary Authority	Total/Unique (Mar 2022 - Aug 2022)	Posting Intensity	Median Posting Duration
West Sussex (North East)	223 / 106	2 : 1 	30 days
West Sussex (South West)	196 / 91	2 : 1 	32 days

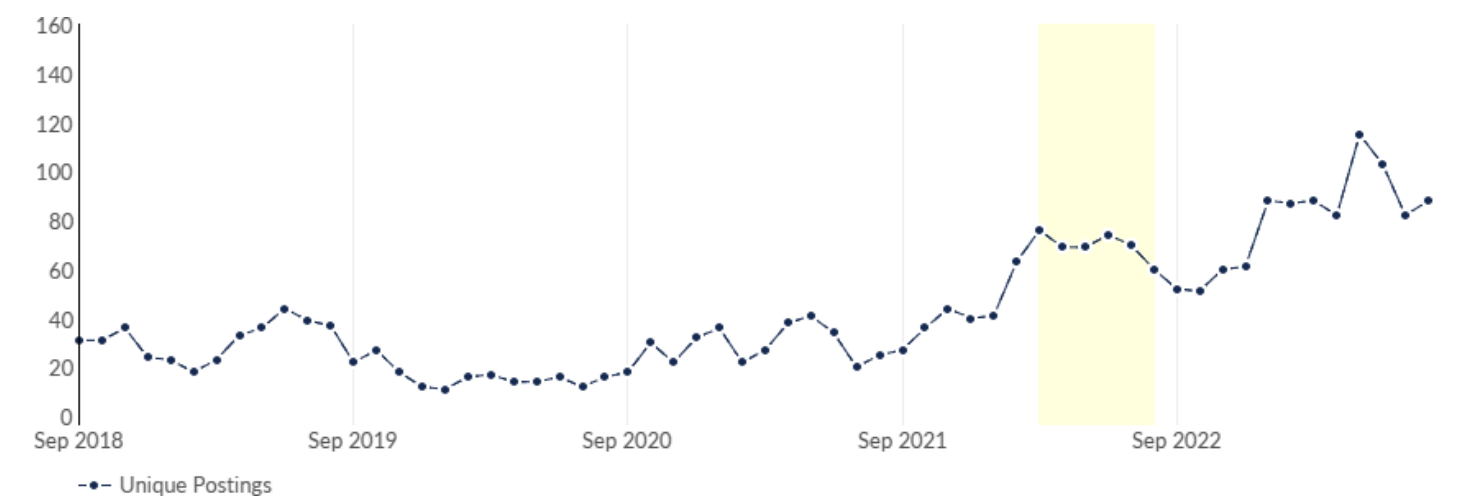
Top Gov't Office Regions Posting

Gov't Office Region	Total/Unique (Mar 2022 - Aug 2022)	Posting Intensity	Median Posting Duration
South East	5,404 / 2,275	2 : 1 	34 days

Top Countries Posting

Country	Total/Unique (Mar 2022 - Aug 2022)	Posting Intensity	Median Posting Duration
England	41,239 / 17,868	2 : 1 	33 days

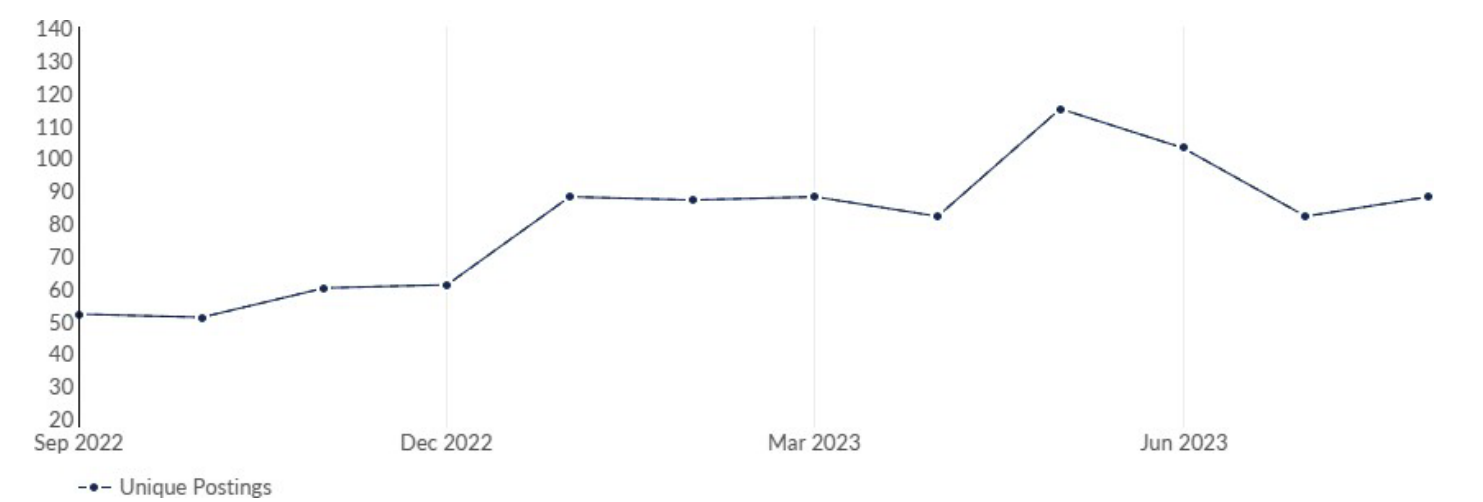
Unique Postings Trend



Month	Unique Postings	Posting Intensity
Aug 2023	88	2 : 1
Jul 2023	82	2 : 1
Jun 2023	103	2 : 1
May 2023	115	2 : 1
Apr 2023	82	3 : 1
Mar 2023	88	2 : 1
Feb 2023	87	2 : 1
Jan 2023	88	2 : 1

Dec 2022	61	2 : 1
Nov 2022	60	2 : 1
Oct 2022	51	2 : 1
Sep 2022	52	2 : 1

Unique Postings Trend

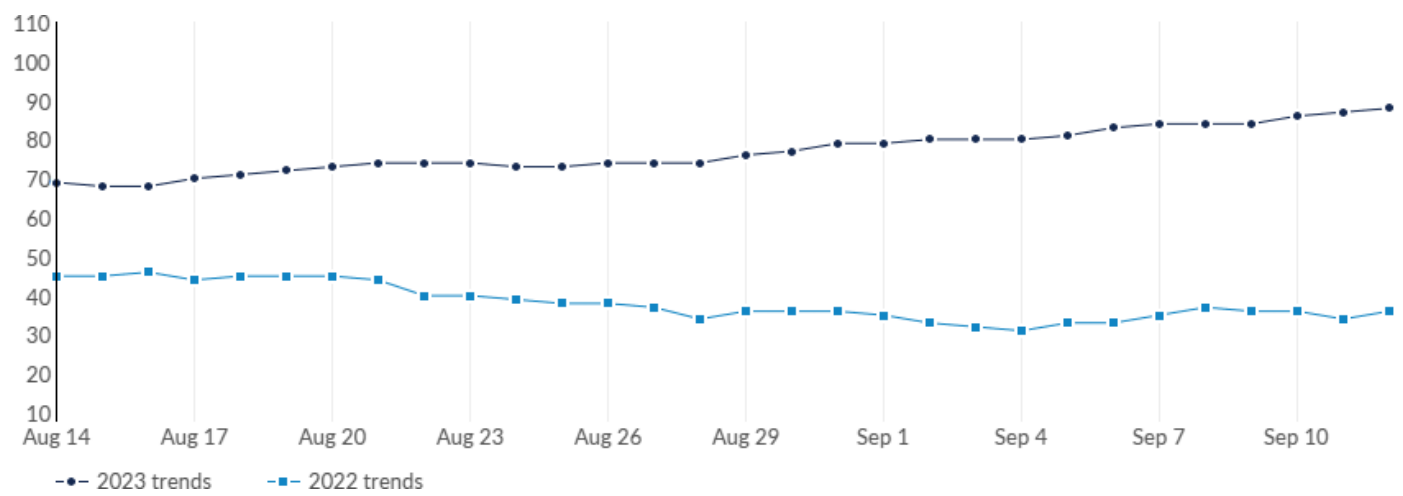


Month	Unique Postings	Posting Intensity
Aug 2023	88	2 : 1
Jul 2023	82	2 : 1
Jun 2023	103	2 : 1
May 2023	115	2 : 1
Apr 2023	82	3 : 1
Mar 2023	88	2 : 1
Feb 2023	87	2 : 1
Jan 2023	88	2 : 1

Dec 2022	61	2 : 1
Nov 2022	60	2 : 1
Oct 2022	51	2 : 1
Sep 2022	52	2 : 1

Unique Postings Trend

This view displays the most recent 30 days of job postings activity to show near-term trends. It does not reflect your timeframe.

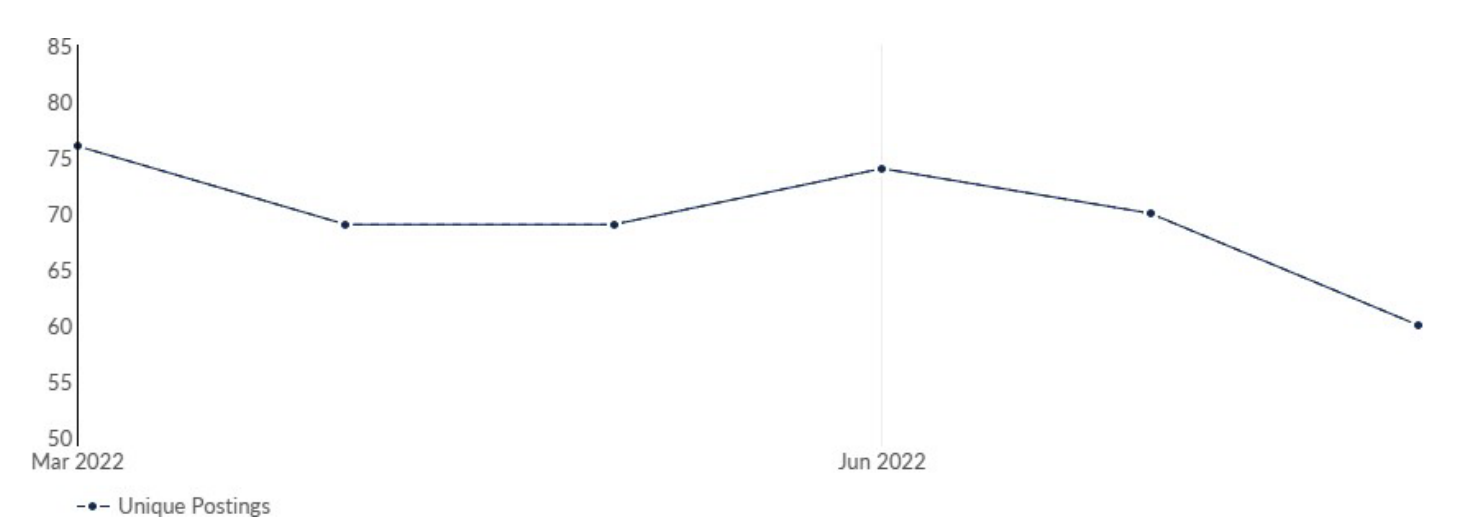


Day	Unique Postings	Last Year's Unique Postings	% Change
August 14, 2023	69	45	+53.3%
August 15, 2023	68	45	+51.1%
August 16, 2023	68	46	+47.8%
August 17, 2023	70	44	+59.1%
August 18, 2023	71	45	+57.8%
August 19, 2023	72	45	+60.0%
August 20, 2023	73	45	+62.2%

August 21, 2023	74	44	+68.2%
August 22, 2023	74	40	+85.0%
August 23, 2023	74	40	+85.0%
August 24, 2023	73	39	+87.2%
August 25, 2023	73	38	+92.1%
August 26, 2023	74	38	+94.7%
August 27, 2023	74	37	+100.0%
August 28, 2023	74	34	+117.6%
August 29, 2023	76	36	+111.1%
August 30, 2023	77	36	+113.9%
August 31, 2023	79	36	+119.4%
September 1, 2023	79	35	+125.7%
September 2, 2023	80	33	+142.4%
September 3, 2023	80	32	+150.0%

September 4, 2023	80	31	+158.1%
September 5, 2023	81	33	+145.5%
September 6, 2023	83	33	+151.5%
September 7, 2023	84	35	+140.0%
September 8, 2023	84	37	+127.0%
September 9, 2023	84	36	+133.3%
September 10, 2023	86	36	+138.9%
September 11, 2023	87	34	+155.9%
September 12, 2023	88	36	+144.4%

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Aug 2022	60	2 : 1
Jul 2022	70	2 : 1
Jun 2022	74	2 : 1
May 2022	69	2 : 1
Apr 2022	69	2 : 1
Mar 2022	76	3 : 1

Top Posting Sources

Website	Postings on Website (Mar 2022 - Aug 2022)
cv-library.co.uk	37
dwp.gov.uk	36
engineeringjobs.co.uk	28
careerbuilder.co.uk	21
fish4.co.uk	15
britishjobs.co.uk	13
indeed.com	13
independent.co.uk	12
reed.co.uk	12
simplyhired.co.uk	10

Top Posted Job Titles

Job Title	Total/Unique (Mar 2022 - Aug 2022)	Posting Intensity	Median Posting Duration
Recycling Workers	41 / 23	2 : 1 	36 days
Environmental Engineers	27 / 11	2 : 1 	41 days
Environmental Health and Safety Managers	10 / 9	1 : 1 	22 days
Recycling Technicians	28 / 9	3 : 1 	8 days
Solar Pv Installers	19 / 8	2 : 1 	29 days
Sustainability Managers	17 / 8	2 : 1 	12 days
Sustainability Engineers	11 / 7	2 : 1 	36 days
Environmental Managers	7 / 6	1 : 1 	31 days
Environmental Officers	18 / 6	3 : 1 	43 days
Solar Installers	28 / 6	5 : 1 	31 days

Top Companies Posting

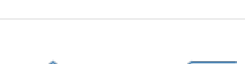
Company	Total/Unique (Mar 2022 - Aug 2022)	Posting Intensity	Median Posting Duration
Environment Agency	37 / 18	2 : 1 	24 days
Bennett & Game Recruitment Limited	34 / 10	3 : 1 	21 days
Biffa	12 / 9	1 : 1 	39 days
Rise Technical Recruitment Ltd	32 / 8	4 : 1 	29 days
Butlin's	11 / 5	2 : 1 	8 days
Horsham District Council	12 / 5	2 : 1 	59 days
The Best Connection	10 / 5	2 : 1 	51 days
Thermo Fisher Scientific	5 / 5	1 : 1 	22 days
Capita Group	7 / 4	2 : 1 	n/a
Kier Group	13 / 4	3 : 1 	26 days

Top Industries

	Total/Unique (Mar 2022 - Aug 2022)	Posting Intensity	Median Posting Duration
Employment Activities	125 / 48	3 : 1 	32 days
Public Administration and Defence; Compulsory Social Security	57 / 30	2 : 1 	31 days
Other Professional, Scientific and Technical Activities	30 / 10	3 : 1 	36 days
Waste Collection, Treatment and Disposal Activities; Materials Recovery	12 / 9	1 : 1 	39 days
Construction of Buildings	17 / 6	3 : 1 	37 days
Activities of Head Offices; Management Consultancy Activities	11 / 6	2 : 1 	12 days
Manufacture of Computer, Electronic and Optical Products	5 / 5	1 : 1 	22 days
Accommodation	11 / 5	2 : 1 	8 days
Manufacture of Machinery and Equipment n.e.c.	6 / 3	2 : 1 	n/a
Manufacture of Other Transport Equipment	10 / 3	3 : 1 	n/a

Most Active Staffing Competitors

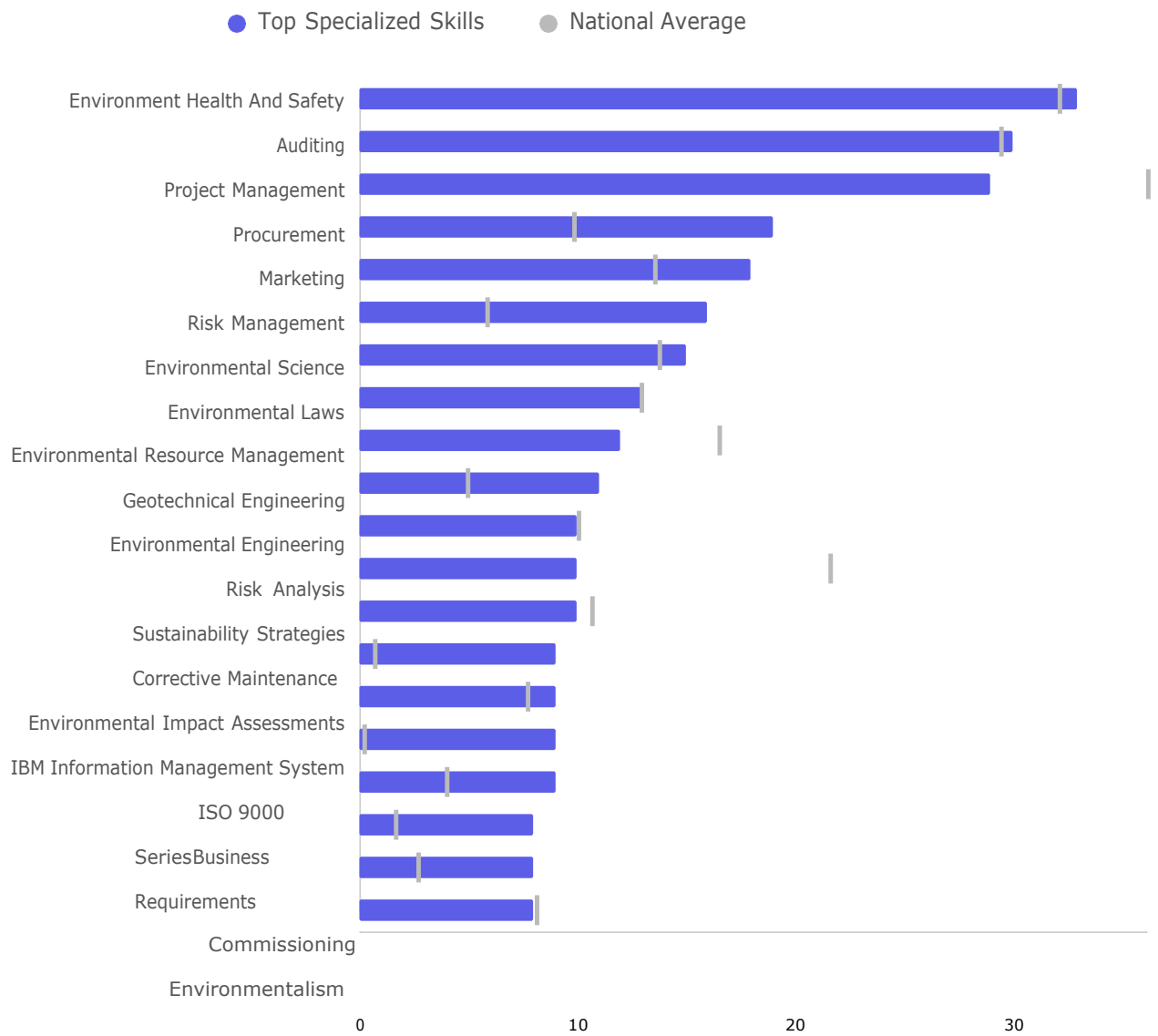
In the last 6 months, staffing firms posted 55 unique job postings in 2 South East County/Unitary Authorities. The most active firms in the market are listed below. On average, posting intensity was 3:1, meaning that each unique job posting appeared on 3 different job boards or other websites in order to increase exposure.

Company	Unique Job Postings (Mar 2022 - Aug 2022)	Posting Intensity	Unique Postings Trend (Mar 2022 - Aug 2022)
Environment Agency	18	2 : 1	
Bennett & Game Recruitment Limited	10	3 : 1	
Biffa	9	1 : 1	
Rise Technical Recruitment Ltd	8	4 : 1	
Butlin's	5	2 : 1	
Horsham District Council	5	2 : 1	
The Best Connection	5	2 : 1	
Thermo Fisher Scientific	5	1 : 1	
Capita Group	4	2 : 1	
Kier Group	4	3 : 1	
More Detail			

Top Certifications

Postings with Certification

National Examination Board In Occupational Safety And Health (NEBOSH) Certified	5
Valid Driver's License	4
NEBOSH Certificate	4
Security Clearance	4
Product Certification	3
NEBOSH Diploma	2
Chartered Engineer	1
Certified Retirement Services Professional	1
PRINCE2 (PProjects IN Controlled Environments 2)	1
Institute Of Internal Auditors (IIA)	1



Top Specialized Skills

Unique Postings

National Average

Environment Health And Safety

33

32

Auditing

30

29

Project Management

29

36

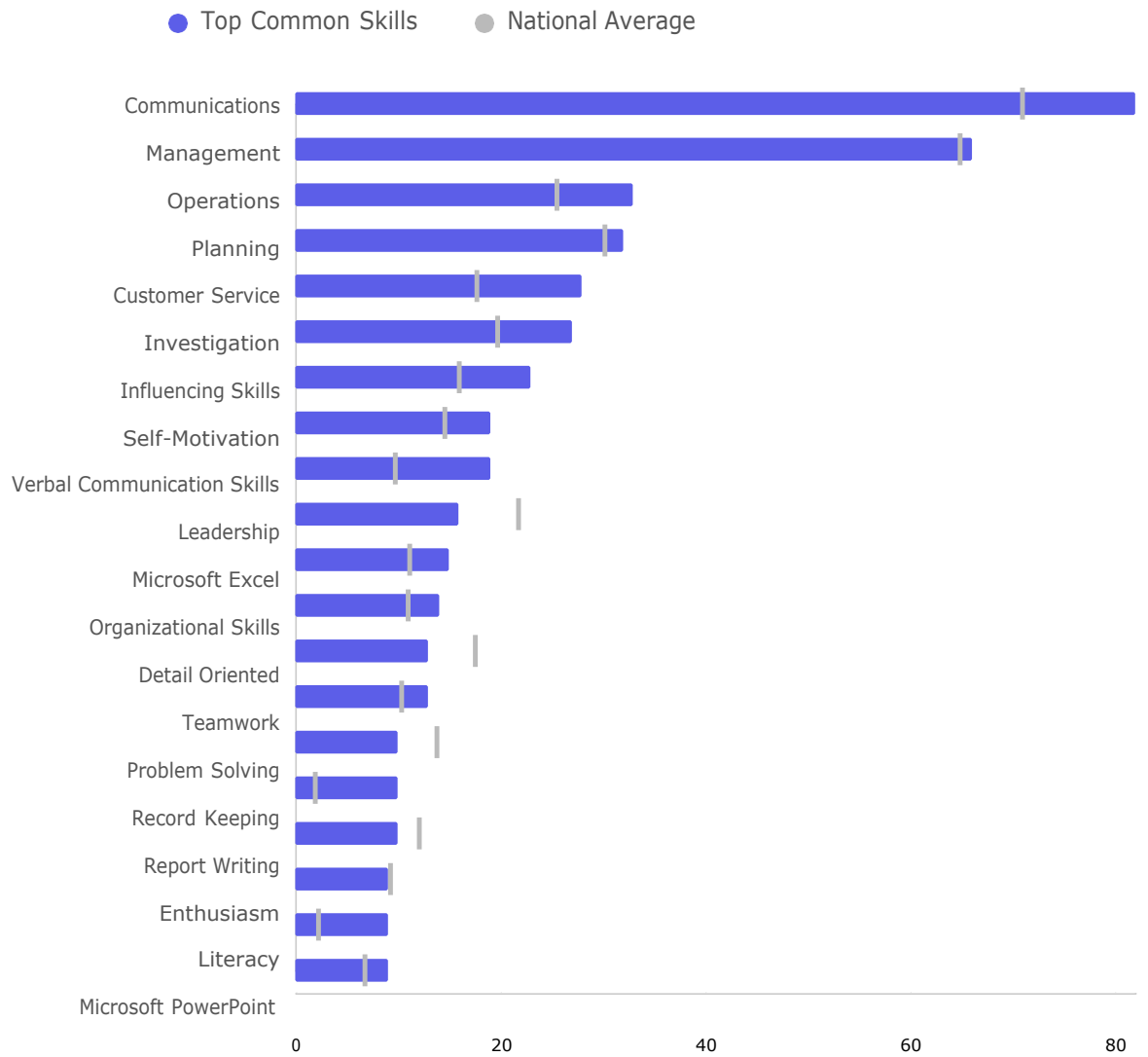
Procurement

19

10

Marketing	18	14
Risk Management	16	6
Environmental Science	15	14
Environmental Laws	13	13
Environmental Resource Management	12	16
Geotechnical Engineering	11	5
Environmental Engineering	10	10
Risk Analysis	10	22
Sustainability Strategies	10	11
Corrective Maintenance	9	1
Environmental Impact Assessments	9	8
IBM Information Management System	9	0
ISO 9000 Series	9	4
Business Requirements	8	2

Commissioning	8	3
Environmentalism	8	8



Top Common Skills

Unique Postings

National Average

Communications

82

71

Management

66

65

Operations

33

25

Planning

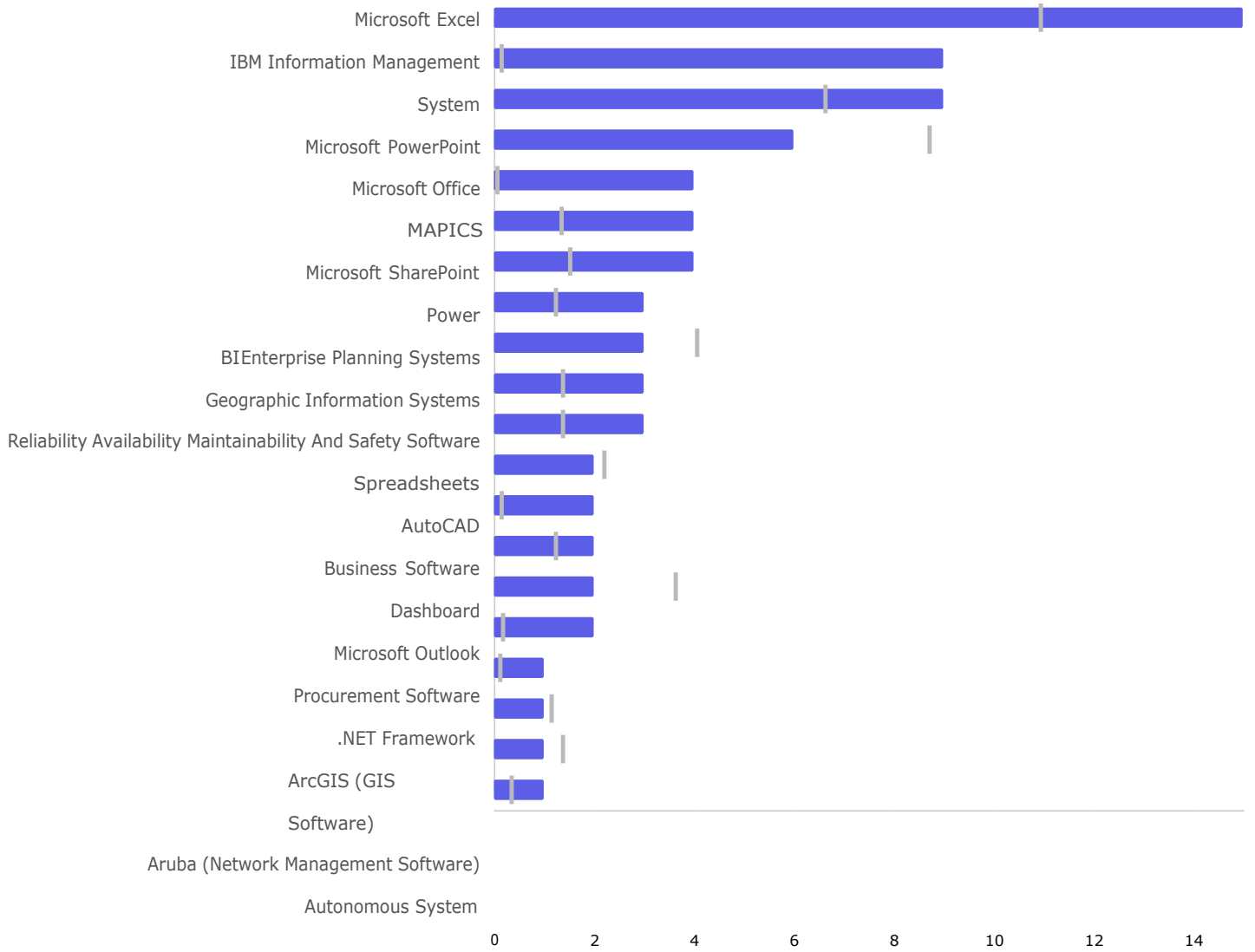
32

30

Customer Service	28	18
Investigation	27	19
Influencing Skills	23	16
Self-Motivation	19	14
Verbal Communication Skills	19	9
Leadership	16	21
Microsoft Excel	15	11
Organizational Skills	14	11
Detail Oriented	13	17
Teamwork	13	10
Problem Solving	10	14
Record Keeping	10	2
Report Writing	10	12
Enthusiasm	9	9

Literacy	9	2
Microsoft PowerPoint	9	7

● Top Software Skills ● National Average



Top Software Skills

Unique Postings

National Average

Microsoft Excel	15	11
IBM Information Management System	9	0
Microsoft PowerPoint	9	7

MAPIC	4	0
Microsoft SharePoint	4	1
Power BI	4	1
Enterprise Planning Systems	3	1
Geographic Information Systems	3	4
Reliability Availability Maintainability And Safety Software	3	1
Spreadsheets	3	1
AutoCAD	2	2
Business Software	2	0
Dashboard	2	1
Microsoft Outlook	2	4
Procurement Software	2	0
.NET Framework	1	0
ArcGIS (GIS Software)	1	1

Aruba (Network Management Software)

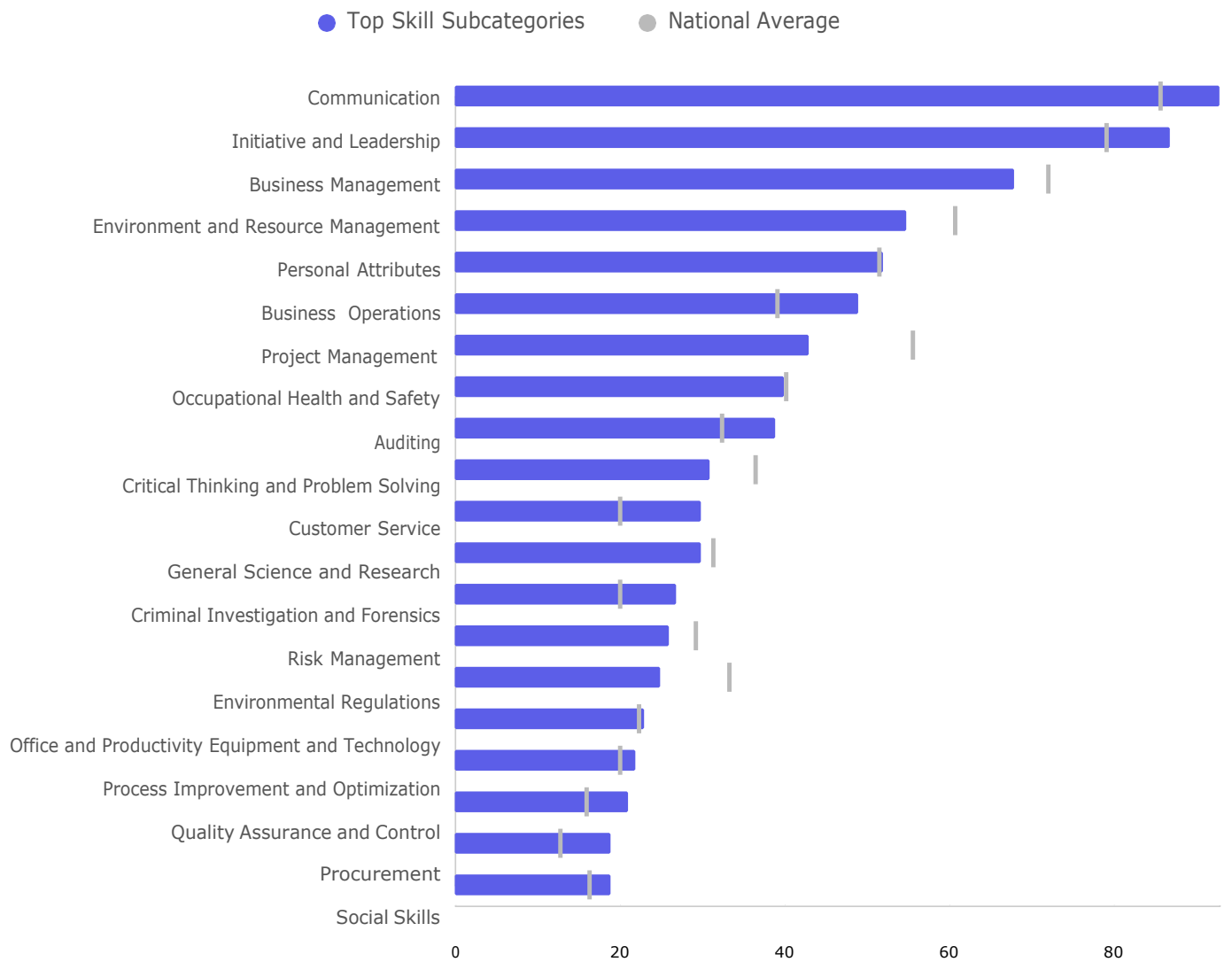
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1

Autonomous System

1

0



Top Skill Subcategories	Unique Postings	National Average
Communication	93	86
Initiative and Leadership	87	79
Business Management	68	72
Environment and Resource Management	55	61

Personal Attributes	52	51
Business Operations	49	39
Project Management	43	55
Occupational Health and Safety	40	40
Auditing	39	32
Critical Thinking and Problem Solving	31	36
Customer Service	30	20
General Science and Research	30	31
Criminal Investigation and Forensics	27	20
Risk Management	26	29
Environmental Regulations	25	33
Office and Productivity Equipment and Technology	23	22
Process Improvement and Optimization	22	20
Quality Assurance and Control	21	16

Procurement

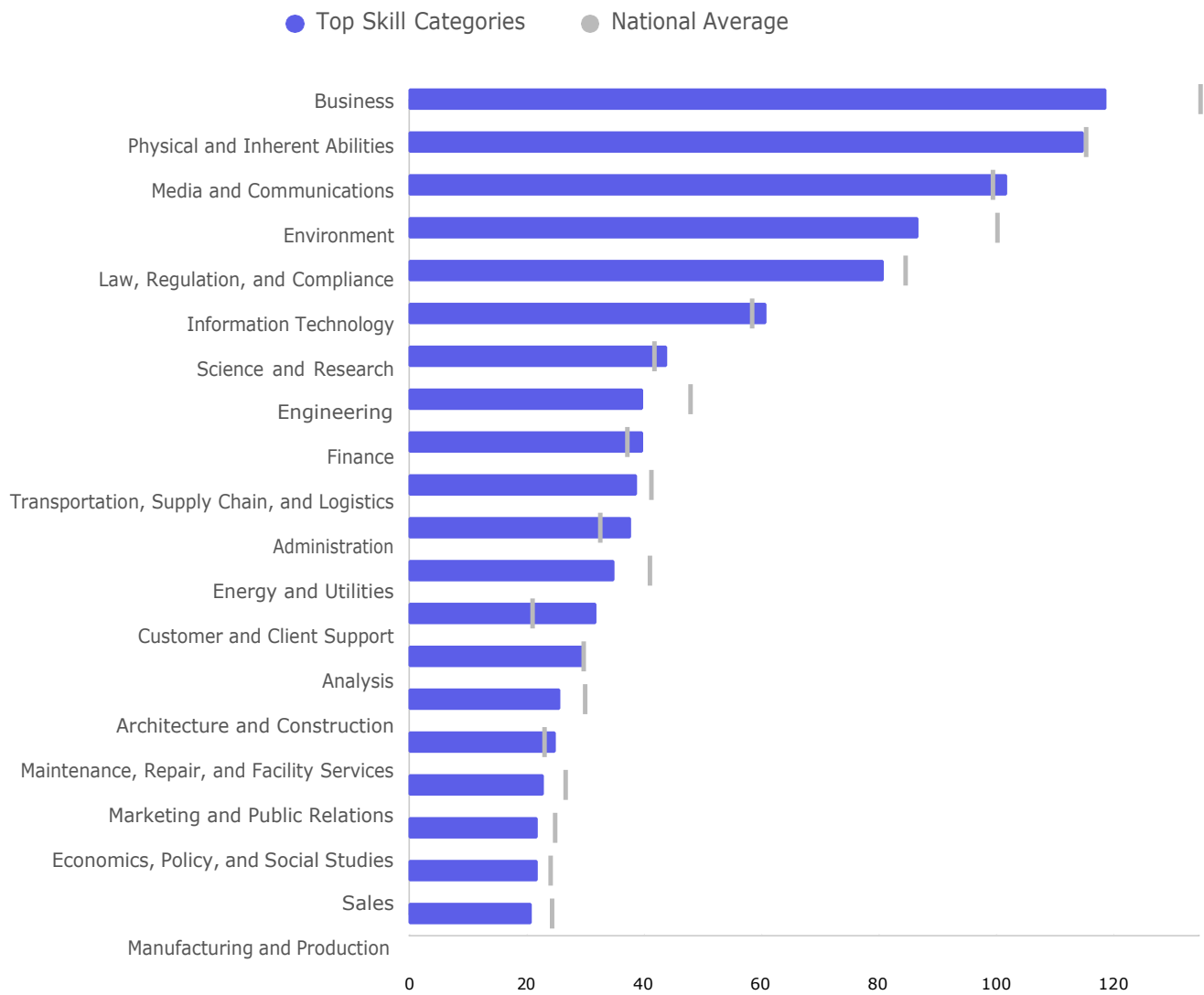
19

13

Social Skills

19

16



Top Skill Categories	Unique Postings	National Average
Business	119	135
Physical and Inherent Abilities	115	115
Media and Communications	102	99
Environment	87	100

Law, Regulation, and Compliance	81	84
Information Technology	61	58
Science and Research	44	41
Engineering	40	48
Finance	40	37
Transportation, Supply Chain, and Logistics	39	41
Administration	38	32
Energy and Utilities	35	41
Customer and Client Support	32	21
Analysis	30	30
Architecture and Construction	26	30
Maintenance, Repair, and Facility Services	25	23
Marketing and Public Relations	23	26
Economics, Policy, and Social Studies	22	25

Sales	22	24
Manufacturing and Production	21	24

Appendix A

Sample Postings

Environmental Officers — Environment Agency in Chichester, West Sussex (South West) (Aug 2022 - Nov 2022)

23966 - Environment Officer

Link to Live Job Posting: Posting is no longer active

Location: Chichester, West Sussex (South West)

Company: Environment Agency

Job Title: Environmental Officers

23966 - Environment OfficerJob detailsPosting date:25 August 2022

Salary:

£23,446 per year

Hours:

Full timeClosing date:11 September 2022

Location:

Chichester, West Sussex

Company:

Environment AgencyJob type:PermanentJob reference:23966 Apply for this job SummaryWe are the Environment Agency. We work with government, local councils, businesses, and communities to make our environment cleaner, safer, and healthier for people and wildlife.As an Environment Officer you will make a real difference on issues such as water quality, pollution, water company regulation, and water resources. Using your excellent communications, you will influence and persuade people and businesses to take actions to improve and protect the environment. You will make routine site inspections, lead major pollution investigations, and deliver desk based regulatory work. A typical week may involve. Conducting site visits, audits and inspections Providing advice and guidance to people and businesses Taking enforcement action where environmental regulations have been breached Investigating and handling pollution incidents Preparing statements and giving evidence in court Responding to out-of-hours environmental incidents as part of a standby rota. The team You'll be part of a passionate, dedicated, and enthusiastic team, working both in the field and from our offices. There are a number of environment management teams working across Solent and South Downs Area, covering Hampshire, Sussex and Isle of Wight, focusing on operators and companies in industrial and rural areas. The Environment Agency is passionate about people. Your personal and professional development will be supported and encouraged within the team and the wider organisation. Experience/skills required Whilst work experience or a qualification in a relevant field would be an advantage, what's important is your ability to demonstrate these key skills: You'll be able to: Use your communication and influencing skills and be comfortable taking decisions and driving environmental improvements.Work with people from all backgrounds, in sometimes challenging situations.Be well-organised and able to prioritise your time effectively.Work collaboratively with internal and external partners as well as work independently.Analyse and record data accurately.Demonstrate a keenness to learn about environmental regulation. It's essential that you hold a full UK driving licence and that you are IT proficient. This is an exciting opportunity to join a team where you'll be able to make a real difference and improve the environment for people and wildlife. We'll provide you with all the training you need, so if you have these experiences and skills we encourage your application. Apply for this job ? Return to the search results

Environmental Officers — Environment Agency in Worthing, West Sussex (South West) (Aug 2022 - Dec 2022)

23966 - Environment Officer

Link to Live Job Posting: Posting is no longer active

Location: Worthing, West Sussex (South West)

Company: Environment Agency

Job Title: Environmental Officers

23966 - Environment OfficerJob detailsPosting date:25 August 2022

Salary:

£23,446 per year

Hours:

Full timeClosing date:11 September 2022

Location:

Worthing, West Sussex

Company:

Environment AgencyJob type:PermanentJob reference:23966 Apply for this job SummaryWe are the Environment Agency. We work with government, local councils, businesses, and communities to make our environment cleaner, safer, and healthier for people and wildlife.As an Environment Officer you will make a real difference on issues such as water quality, pollution, water company regulation, and water resources. Using your excellent communications, you will influence and persuade people and businesses to take actions to improve and protect the environment. You will make routine site inspections, lead major pollution investigations, and deliver desk based regulatory work. A typical week may involve. Conducting site visits, audits and inspections Providing advice and guidance to people and businesses Taking enforcement action where environmental regulations have been breached Investigating and handling pollution incidents Preparing statements and giving evidence in court Responding to out-of-hours environmental incidents as part of a standby rota. The team You'll be part of a passionate, dedicated, and enthusiastic team, working both in the field and from our offices. There are a number of environment management teams working across Solent and South Downs Area, covering Hampshire, Sussex and Isle of Wight, focusing on operators and companies in industrial and rural areas. The Environment Agency is passionate about people. Your personal and professional development will be supported and encouraged within the team and the wider organisation. Experience/skills required Whilst work experience or a qualification in a relevant field would be an advantage, what's important is your ability to demonstrate these key skills: You'll be able to: Use your communication and influencing skills and be comfortable taking decisions and driving environmental improvements.Work with people from all backgrounds, in sometimes challenging situations.Be well-organised and able to prioritise your time effectively.Work collaboratively with internal and external partners as well as work independently.Analyse and record data accurately.Demonstrate a keenness to learn about environmental regulation. It's essential that you hold a full UK driving licence and that you are IT proficient. This is an exciting opportunity to join a team where you'll be able to make a real difference and improve the environment for people and wildlife. We'll provide you with all the training you need, so if you have these experiences and skills we encourage your application. Apply for this job ? Return to the search results

Environmental Monitors — Environment Agency in Chichester, West Sussex (South West) (Aug 2022 - Oct 2022)

Senior Environment Monitoring Officer - 23475	
Link to Live Job Posting: Posting is no longer active	
Location: Chichester, West Sussex (South West)	Company: Environment Agency
Job Title: Environmental Monitors	
Return to search resultsSenior Environment Monitoring Officer 23475Number of jobs available 1Region South EastCity/Town Chichester , Romsey , WorthingBuilding/Site Chichester Office, Romsey Office, Guildbourne HouseGrade Staff Grade 5Post Type PermanentWorking Pattern Full Time, Part Time/Job ShareRole Type Environment & SustainabilitySalary Minimum £36,389Job description Working to improve transitional and coastal water quality and marine ecology for people and wildlife you will be providing support, expert opinion and advice to Environment Management and other teams on scientific and technical issues and provide focus and support on relevant marine technical matters. You will drive environmental change by monitoring, assessing, and reporting. You will carry out marine data analysis and interpretation andpreparation of reports from information and field investigations and provide accurate and timely support for operational decisions and environmental regulation.You will shape the marine waters monitoring programme for both chemistry and ecology, to provide evidence to protect and improve transitional and coastal waters. You will conduct and report specialist monitoring and investigations as well as contributing across the range of the team's activities.You will be an effective team worker with an appropriate degree and, ideally, marine experience in water quality, ecology, or environmental investigations. Data interpretation will be a significant part of the job so experience of a wide range of software tools, including some knowledge of Geographic Information System (GIS) is preferred. A high level of written and verbal communication skills are required to deliver technical marine evidence and data.The team The Analysis and Reporting (Marine) team provide a vital service, collecting, analysing, and interpreting biological and water quality data, using evidence to support our responsibilities and ambition to create a better place. Working with colleagues in Kent and South London, we investigate and provide technical assistance for Bathing Waters & Water Framework Directive (including Shellfish) protected areas. We also deliver a dynamic summer survey programme assessing saltmarsh, seagrass and macroalgae across the Southeast of England.Experience/skills required The skills and experience needed for this role are: Experience of interpreting and reporting on environmental data and monitoring activities. Practical experience of delivering programmes that enhance marine environments. In depth knowledge of monitoring marine ecology. Using data and evidence to influence and effect change for positive environmental outcomes. Ability to constructively critique technical documents and reports, Understand and provide guidance on marine technical work areas to explain and mentor others. Able to work collaboratively with other teams throughout the organisation and externally with stakeholders. Excellent written and verbal communication skills with the ability to deliver technical information and data to others. Experience of a wide range of software tools, including (Geographic Information System) GIS, is preferred. A degree or equivalent in marine ecology / ecology or similar.Contact and additional information We don't just talk about diversity; we seek it, embrace it and live it, for the benefit of our staff, our communities and our environment.We support flexible working hours and practices.We also encourage you to keep developing your skills and professional knowledge throughout your career. The Environment Agency is a Category 1 Responder, responding to serious flood and pollution incidents, protecting the environment, lives, andlivelihoods of the communities that we serve. Everyone has a role to play and we'll help you to identify an incident role that fits with your skills, experience and personal circumstances. If you'd like more information please get in touch with chris.maclaurin@environment- agency.gov.uk Interviews will be held remotely by video conference date to be confirmed.Job description attachment 1 Candidate pack 23475.docx 1058KB Converted File Candidate pack 23475.docx.pdf 612KB Job description attachment 2 job profile23475.docx 53KB Converted File job profile	
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KB Closing Date:

22/08/2022, 23:55 hours Level of security checks required Basic Check

Competence 1 Scientific Knowledge
Description The role will require an in-depth scientific knowledge (marine water chemistry & ecology) to provide sound, science-based evidence to our internal and external customers. Demonstrate how you have used scientific knowledge and information assessment to inform a stakeholder or partner to enhance their understanding of the environment and inform decisions that direct future work priorities? What challenges did you come across? What was the outcome?

Competence 2 Data and Information Management
Description Collecting, analysing and interpreting large sets of data is an integral part of the role. Being able to use, manage and communicate this information is vitally important. This will not only provide critical evidence to the state of the environment but also influence and shape future work programmes. To what extent have you been involved with collecting, analysing and interpretation of data sets? How have you excelled at interpreting complex information to achieve important outcomes? What have you presented to colleagues, peers / stake holders? What challenges did you overcome and how, and how did you ensure that decisions were evidence based? Please give examples from your experience.

Competence 3 Takes Decisions and Solves Problems
Description The role requires combining and analysing information from data and/or reports and making effective decisions based on good scientific basis. Prioritising and making timely decisions are a necessity. Give an example of how you have used analysis to identify potential problems? How did you find the root cause of any problems and effect a solution? What decision/s did you have to make and what was the outcome?

Competence 4 Influences and Persuades Others
Description Being an effective influencer is an important aspect of this role. This maybe with colleagues / peers, departments, organisations or stakeholders. Describe a time when you have influenced and persuaded others? What skills did you employed to influence and persuade others, encouraging them to deliver to your plans & programmes? How did you go about achieving this? What did you learn? what was the outcome?

Role specific license requirements
Full UK Drivers License If you are applying from the Civil Service please note that the Environment Agency is not a part of HM Civil Service and you would not be a Crown Servant in the event of being appointed. Therefore, you will not be eligible for continuous service. For applicants who currently work in local government or other bodies listed in the Redundancy Payments (Continuity of Employment in Local Government etc) (Modification) Order 1999, you may be eligible for continuous service for the purpose of calculating any future redundancy payment. If you are unsure of your status then you should contact your own HR Team. We are fully committed to having a diverse and inclusive workforce to reflect the communities we serve. We welcome flexible working patterns for all our vacancies, including job share, so please include clearly any information regarding your preferred working arrangements on your application. We also have a Guaranteed Interview Policy to support those with a disability who are seeking employment. We have committed to guaranteeing an interview to anyone with a disability whose application meets the minimum criteria for the post. The Environment Agency, as a Non-Departmental Public Body, is committed to providing value for money and utilises Central Government frameworks and contracts for all external recruitment needs. For this reason, we are unable to engage with the market directly through post, email or phone calls . Should you wish to become a support supplier on one of these frameworks or contracts please visit

<https://www.gov.uk/government/publications/become-a-crown-commercial-service-supplier/becoming-a-supplier-through-the-crown-commercial-service-what-you-need-to-know> for more information.

Environmental Managers — Jba Group in Haywards Heath, West Sussex (North East) (Aug 2022 - Sep 2022)

Environmental Manager	
Link to Live Job Posting: Posting is no longer active	
Location: Haywards Heath, West Sussex (North East)	Company: Jba Group
Job Title: Environmental Managers	
Environmental ManagerJob detailsPosting date:15 August 2022	
Hours:	
Full timeClosing date:14 September 2022	
Location:	
Haywards Heath, West Sussex	
Company:	
JBA GroupJob type:PermanentJob reference:	
RSO22-14	
SummaryDo you have proven experience working as an Environmental Manager for large scale FCERM or Infrastructure Projects? Are you looking to develop your career within an exciting engineering and environmental company? We are seeking an enthusiastic person with proven commercial experience in delivering the Environmental Manager role, leading on the delivery of planning and consents for large scale FCERM and infrastructure projects. The position is available for an immediate start to join our team within our growing Haywards Heath or Portsmouth offices. The successful candidates will provide leadership and technical support for environmental consenting working on large scale civil and structural engineering projects across the JBA business. You will have significant experience in a client facing role and have a track record of successful scheme delivery. Our workload is primarily focused on coastal and flood risk management projects, working from project inception through to detailed design and construction support. Our environmental specialists and engineers work in close partnership within multi-disciplinary project teams helping us to find the most economic and sustainable design solutions and supporting our clients through all planning and consenting phases. In addition to our flood risk management work, we also provide support to Network Rail and various local authorities in relation to large infrastructure projects. The main aspects of the role include: Delivery of a range of FCERM and infrastructure improvement projects. Management and leadership of all phases of environmental consenting. Providing technical leadership in environmental consenting. Close collaboration across engineering and environmental teams. Client facing as leader for environmental management and consenting. Providing support to the wider JBA Environmental Services Team. Managing all stages of Environmental Impact Assessments (EIA) including SEA and the range of other environmental assessments and consents such as WFD, HRA, planning, Development Consent Orders (DCO) Providing input to business development e.g. bid preparation. Support and mentoring to junior members of staff The candidate will report to a JBA Director, and the position will suit a Principal Environmental Specialist or Technical Director. The successful candidate will work closely with engineers and other technical staff from across JBA's offices.	
Location:	

This role will be based at our office in Haywards Heath RH16 3BW and/or Portsmouth

PO6 3EZ. JBA

supports agile working which provides for greater flexibility with the way that we work.

Further information:

For an informal discussion about the role, please contact Graham Kenn on t: 01444 509041 Who we are looking for: A degree (or equivalent) in an environmental discipline is essential. The right candidate is expected to already hold, membership of an appropriate professional institution. This position will suit a Principal environmental specialist or Technical Director looking to progress their career.

Please note:

JBA run a comprehensive Graduate Programme and recent graduates interested in working for us should apply via that route. The right candidate will have: Demonstrable experience delivering the consenting phases for FCERM or infrastructure projects. Experience of working in a client-focussed organisation. Excellent report writing and effective communication skills. A sound appreciation for all phases of the environmental and planning consenting process. Self-motivation and a high degree of organisation. The ability to lead teams.

Who we are:

JBA began in 1995 and have grown to be one of Europe's leading specialists in environmental engineering and environmental management, with a strong track record of major studies for national governments and international bodies. Our Head Office is based in Skipton, with 21 offices in 9 countries around the world. We have been independent and employee-owned for over two decades, allowing us the freedom to focus on innovation and our commitment to exceptional client service. Visit www.jbaconsulting.com to find out more about what we do.

What we offer:

A competitive salary is available depending on qualifications and experience, together with a comprehensive benefits package. The JBA Group is an employee-owned company and staff qualify for profit share after a minimum length of service. The JBA Group is committed to looking after the health, safety and wellbeing of its staff, and as such it offers an inclusive benefits package which includes Group Income Protection; a health cash plan; contributory pension scheme; and a competitive annual leave entitlement that increases with qualifying service. We want our staff to reach their full potential and feel that their development is important to us. We have in place a structured training and development plan and every member of staff has an Individual Training Plan and mentor. JBA is committed to creating and sustaining a working environment in which everyone has an equal opportunity to fulfil their potential and we welcome applications from suitably qualified people from all sections of the community. All roles will be considered for part-time or flexible working.

Applications:

Please apply by completing a JBA application form and returning with a current CV

Environmental Operations Managers — Horsham District Council in Horsham, West Sussex (North East) (Aug 2022 - Sep 2022)

Environmental Operative (Loader)

Link to Live Job Posting: Posting is no longer active

Location: Horsham, West Sussex (North East)

Company: Horsham District Council

Job Title: Environmental Operations Managers

Environmental Operative (Loader) Job details Posting date: 16 August 2022

Salary:

£20,043 to £20,852 per year Additional salary information: £20,043 - £20,852 pa (+ supplement of £4,063 - £4,227 pa)

Hours:

Full time Closing date: 12 September 2022

Location:

Horsham, West Sussex

Company:

Horsham District Council Job type: Permanent Job reference: CS1508 Apply for this job Summary Horsham District Council are looking for Environmental Operatives (Loaders) to work within the Waste and Recycling teams. To succeed as a Loader, you will need to be a team player with outstanding values and behaviours that align with those of the organisation. You will need to demonstrate that you have a flexible attitude by working in other areas across our services and support other colleagues in the department when you are operationally required to do so. The work will include early morning starts and working outside in all types of weather. It is physically demanding work which includes walking up to 10 miles per day. Full training and PPE will be provided for you including boots. Do you also aspire to develop your career into becoming one of our HGV drivers? If so, join as a loader, perform well in your probation, and there may be an opportunity to be sponsored by the council for your driver training. Whilst we cannot guarantee you will move immediately into a driver post, as that will depend on vacancies, it is likely that you will be asked to drive during peak periods of annual leave and other absences. On those occasions, you will receive the salary based on our Driver grades. In return, you will be working for one of the best waste collection authorities in the area working out of a depot with modern facilities and a great team environment. Bank holiday working is contractual, except Christmas Day, Boxing Day, and New Year's Day. Where bank holidays are worked, pay is at the rate of double time and a half, plus 1 additional day time off in lieu for every 2 bank holidays worked. Saturday catch-up working is contractual at Christmas and New Year, paid at the rate of time and a half. For an informal discussion about this role please call Paul Greenslade, Assistant Resources Manager on 07826 537807. Horsham District Council encourages and supports their employees to have a healthy work life balance by supporting their professional development as well as offering 27 days' annual leave plus bank holidays (pro-rata), or time off in lieu where working is required, a generous benefits package and an online platform offering discounts from online retailers. Staff are eligible to join a contributory pension scheme where the Council contributes 20% of pensionable salary. The Council also provides reimbursement for professional subscriptions and access to a car lease scheme. If you would like to apply for the role, we highly recommend you show clearly within the Experience Section' of the application form how you meet the essential criteria detailed within the Role Profile when applying. If you do not make this clear, it is unlikely you will be shortlisted for interview. Proud member of the Disability

Appendix B - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

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Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.

Job Title:

Results should include:

Description
Assistant Directors of Environmental Services
Bioenvironmental Engineering Technicians
Bioenvironmental Engineers
Civil/Environmental Engineers
Commercial Housekeeping/Environmental Services Technicians
Conservation Agents
Conservation and Land Management Interns
Conservation Assistants
Conservation Associates
Conservation Biologists
Conservation Coordinators
Conservation Education Interns
Conservation Educators

Description
Environmental Scientists
Environmental Scientists/Biologists
Environmental Scientists/Geologists
Environmental Scientists/Project Managers
Environmental Scientists/Specialists
Environmental Scientist Supervisors
Environmental Service Aides
Environmental Services Aides
Environmental Services Assistant Managers
Environmental Services Assistants
Environmental Services Associates
Environmental Services Attendants
Environmental Services Coordinators

Conservation Interns	Environmental Services Floor Technicians
Conservationists	Environmental Services Housekeepers
Conservation Managers	Environmental Services Interns
Conservation Officers	Environmental Services Leads
Conservation Planners	Environmental Services Managers
Conservation Program Coordinators	Environmental Services Operations Managers
Conservation Program Managers	Environmental Services Operators
Conservation Scientists	Environmental Services Professionals
Conservation Specialists	Environmental Services Representatives
Conservation Technicians	Environmental Services Specialists
Conservation Workers	Environmental Services Supervisors
Corporate Environmental Engineers	Environmental Services Team Leaders
Corporate Environmental Health and Safety Managers	Environmental Services Technical Leads
Corporate Environmental Managers	Environmental Services Technicians

Directors of Conservation	Environmental Services Workers
Directors of Corporate Environmental Health and Safety	Environmental Services Workers/Housekeepers
Directors of Environment	Environmental Specialists
Directors of Environmental Affairs	Environmental Superintendents
Directors of Environmental Compliance	Environmental Supervisors
Directors of Environmental Health and Safety	Environmental Technicians
Directors of Environmental Programs	Environmental Technologists
Directors of Environmental Services	Environmental Techs
Directors of Sustainability	Environmental Test Engineers
District Conservationists	Environmental Test Technicians
Emissions Technicians	Environmental Toxicologists
Energy and Sustainability Managers	Environmental Underwriters
Energy Conservation Engineers	Environment Engineers
Energy Conservation Specialists	Environment Health and Safety Specialists

Energy Efficiency Analysts	Environments Designers
Energy Efficiency Consultants	Facilities Environmental Health and Safety Managers
Energy Efficiency Coordinators	Field Solar Consultants
Energy Efficiency Engineers	Field Solar Specialists
Energy Efficiency Interns	Global Environmental Health and Safety Managers
Energy Efficiency Program Managers	Guest Environment Experts
Energy Efficiency Specialists	Hazardous Waste Specialists
Energy Management Consultants	Hazardous Waste Technicians
Energy Management Engineers	Health and Environmental Managers
Energy Management Interns	Healthcare Sustainability Specialists
Energy Management Specialists	Home Energy Auditors
Energy Managers	Housekeepers/Environmental Services Technicians
Environmental Administrators	Housekeepers/Guest Environment Experts
Environmental Advisors	Housekeeping/Environmental Services Associates

Environmental Affairs Managers	Housekeeping/Environmental Services Technicians
Environmental Aides	Housekeeping/Environmental Services Workers
Environmental Analysts	Housekeeping/Guest Environment Experts
Environmental and Quality Managers	Housekeeping Environmental Services Aides
Environmental Assistants	Interdisciplinary Environmental Engineers/Physical Scientists/Natural Resources Specialists
Environmental Attendants	Janitors/Environmental Services Associates
Environmental Attorneys	Land Use/Environmental Planners
Environmental Auditors	Lead Environmental Engineers
Environmental Biologists	Lead Environmental Inspectors
Environmental Chemists	Lead Environmental Specialists
Environmental Compliance Coordinators	Lead Solar Installers
Environmental Compliance Engineers	Outside Solar Sales Consultants
Environmental Compliance Inspectors	Outside Solar Sales Representatives
Environmental Compliance Interns	Project Environmental Scientists

Environmental Compliance Managers	Recyclers
Environmental Compliance Officers	Recycling Assistants
Environmental Compliance Specialists	Recycling Associates
Environmental Compliance Supervisors	Recycling Coordinators
Environmental Compliance Technicians	Recycling Interns
Environmental Consultants	Recycling Managers
Environmental Coordinators	Recycling Services Representatives
Environmental Counsels	Recycling Sorters
Environmental Data Analysts	Recycling Specialists
Environmental Designers	Recycling Technicians
Environmental Division Managers	Recycling Workers
Environmental Economists	Regional Directors of Environmental Health and Safety
Environmental Education Assistants	Regional Environmental Health and Safety Managers
Environmental Education Coordinators	Regional Environmental Managers

Environmental Education Directors	Registered Environmental Health Specialists
Environmental Education Instructors	Renewable Energy Analysts
Environmental Education Interns	Renewable Energy Consultants
Environmental Education Specialists	Renewable Energy Engineers
Environmental Education Volunteers	Renewable Energy Interns
Environmental Educators	Renewable Energy Specialists
Environmental Engineer Assistants	Residential Energy Auditors
Environmental Engineering Consultants	Residential Solar Consultants
Environmental Engineering Interns	Resource Conservationists
Environmental Engineering Managers	Resource Efficiency Managers
Environmental Engineering Specialists	Retail Solar Advisors
Environmental Engineering Technicians	Retail Solar Consultants
Environmental Engineers	Retail Solar Specialists
Environmental Engineers/Geologists	Safety/Environmental Engineers

Environmental Engineers/Project Managers	Safety and Environment Advisors
Environmental Engineers/Scientists	Safety and Environmental Coordinators
Environmental Engineers/Scientists/Geologists	Safety and Environmental Directors
Environmental Engineers Specialist	Safety and Environmental Managers
Environmental Field Chemists	Safety and Environmental Specialists
Environmental Field Laborers	Site Environmental Health and Safety Managers
Environmental Field Scientists	Soil Conservationists
Environmental Field Specialists	Soil Conservation Technicians
Environmental Field Technicians	Solar Advisors
Environmental Geologists	Solar Ambassadors
Environmental Graphic Designers	Solar Analysts
Environmental Group Managers	Solar Concierges
Environmental Health and Safety Administrative Assistants	Solar Consultants
Environmental Health and Safety Administrators	Solar Design Engineers

Environmental Health and Safety Advisors	Solar Designers
Environmental Health and Safety Analysts	Solar Electricians
Environmental Health and Safety Assistants	Solar Energy Consultants
Environmental Health and Safety Associates	Solar Energy Sales Consultants
Environmental Health and Safety Compliance Specialists	Solar Engineers
Environmental Health and Safety Consultants	Solar Installers
Environmental Health and Safety Coordinators	Solar Journeyman Electricians
Environmental Health and Safety Engineers	Solar Marketing Specialists
Environmental Health and Safety Generalists	Solar Panel Installers
Environmental Health and Safety Interns	Solar Power Sales Consultants
Environmental Health and Safety Leaders	Solar Project Managers
Environmental Health and Safety Managers	Solar Pv Installers
Environmental Health and Safety Officers	Solar Sales Consultants
Environmental Health and Safety Professionals	Solar Sales Energy Specialists

Environmental Health and Safety Program Managers	Solar Sales Managers
Environmental Health and Safety Project Managers	Solar Sales Representatives
Environmental Health and Safety Representatives	Solar Sales Specialists
Environmental Health and Safety Specialists	Solar Service Technicians
Environmental Health and Safety Supervisors	Solar Specialists
Environmental Health and Safety Teachers	Solar Technicians
Environmental Health and Safety Technicians	Solid Waste Coordinators
Environmental Health Inspectors	Solid Waste Directors
Environmental Health Interns	Solid Waste Equipment Operators
Environmental Health Managers	Solid Waste Managers
Environmental Health Officers	Solid Waste Operators
Environmental Health Scientists	Solid Waste Supervisors
Environmental Health Specialists	Staff Environmental Engineers
Environmental Health Supervisors	State Conservationists

Environmental Health Technicians	Supervisory Environmental Engineers
Environmental Inspectors	Supervisory Environmental Protection Specialists
Environmental Interns	Sustainability Advisors
Environmental Investigators	Sustainability Analysts
Environmentalists	Sustainability Assistants
Environmental Laboratory Analysts	Sustainability Associates
Environmental Laboratory Technicians	Sustainability Consultants
Environmental Laborers	Sustainability Coordinators
Environmental Managers	Sustainability Engineers
Environmental Monitoring Technicians	Sustainability Interns
Environmental Monitors	Sustainability Managers
Environmental Officers	Sustainability Officers
Environmental Operations Managers	Sustainability Program Coordinators
Environmental Permitting Specialists	Sustainability Program Managers

Environmental Planners	Sustainability Project Managers
Environmental Planners/Project Managers	Sustainability Specialists
Environmental Planners/Scientists	Sustainable Agriculture Interns
Environmental Planning Interns	Sustainable Process Solutions Managers
Environmental Policy Analysts	Waste Management Specialists
Environmental Process Engineers	Wastewater Engineers
Environmental Professionals	Wastewater Managers
Environmental Program Managers	Wastewater Operators
Environmental Programs Managers	Wastewater Plant Operators
Environmental Program Specialists	Wastewater Process Engineers
Environmental Program Supervisors	Wastewater Project Managers
Environmental Project Engineers	Wastewater Superintendents
Environmental Project Managers	Wastewater Supervisors
Environmental Projects Coordinators	Wastewater Technicians

Environmental Project Specialists	Wastewater Treatment Operators
Environmental Protection Assistants	Wastewater Treatment Plant Operators
Environmental Protection Managers	Water/Wastewater Engineers
Environmental Protection Specialists	Water/Wastewater Operators
Environmental Quality Analysts	Water/Wastewater Project Engineers
Environmental Quality Specialists	Water/Wastewater Project Managers
Environmental Regulatory Specialists	Water Conservation Coordinators
Environmental Remediation Engineers	Water Conservation Managers
Environmental Reporters	Water Conservation Specialists
Environmental Research Assistants	Wind Energy Lead Technicians
Environmental Resources Specialists	Wind Site Managers
Environmental Sanitarians	Wind Technicians
Environmental Science Instructors	Wind Turbine Blade Composite Technicians
Environmental Science Interns	Wind Turbine Technicians

Environmental Science Teachers
