



For the future of our environment

Career Role Profile Framework

Equality and Human Rights Impact Assessment, Job Evaluation Process

July 2025

The career role framework presents nine activity 'families' against which a number of individual career role profiles have been developed.

1. Leadership - Lead, inspire and manage to achieve organisational strategies.
2. Legal - Ensure legal compliance to support strategic objectives.
3. Finance - Ensure financial compliance to support strategic objectives.
4. Project Management - Ensure projects are completed on time, within budget, and to the required quality standards.
5. Digital - Manage technology, data and digital platforms to support business operations and drive innovation.
6. Regulation - Ensure compliance with environmental law and regulation and to mitigate environmental risk.
7. Scientific - Understand, protect, and manage the environment, delivering environmental monitoring, analysis and assessment.
8. Advisory - Provide guidance, expertise, and strategic insight to support decision-making.
9. Business Support - Provide business support to ensure that activities run seamlessly.

Note, trainee positions are excluded and subject to particular training programmes. The grading of trainee posts is subject to separate process.

Ref / Pay band	1	2	3	4	5	6	7	8	9
A	Strategic Leader								
B	Senior Leader								
C	Leader	Lead Solicitor	Finance Lead	Project Lead	Digital Lead	Lead Specialist Regulator	Lead Specialist Scientist	Lead Specialist Advisor	
D	Manager	Solicitor	Finance Business Partner	Project Manager	Digital Specialist	Senior Regulator Specialist Regulator	Specialist Scientist	Specialist Advisor - Organisation Specialist Advisor -	

								Policy & Planning	
E	Supervisor	Paralegal		Project Coordinator	Digital Analyst	Regulator	Scientist	Advisor - Organisation Advisor - Policy & Planning	Executive Co-ordinator
F					Digital Assistant	Assistant Regulator	Assistant Scientist		Business Support Officer
G							Scientific Support		Business Administrator Operational Support

H									Business Assistant
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For further information see the [full Equality and Human Rights impact assessment](#).

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