



working in partnership
along the Norfolk
and Suffolk coast



Cromer

Come and work with us

Our vision

Our coast, its communities and its environment deserve a lasting future. Striving to achieve this drives our Partnership and empowers us.

Welcome

Thank you for interest in joining Coastal Partnership East and wanting to make a real difference to people's lives on the coast. We are looking to recruit to strengthen our talented team delivering exceptional coastal management for our communities along the Norfolk and Suffolk coastline.

With a soft and rapidly eroding coastline we should not underestimate our challenge but we can confidently say that with the full and active support of our Board, our Councils, our partners organisations and most importantly the local communities and businesses we are making a difference to the future of the Norfolk and Suffolk coast.

Working for local authorities is hugely rewarding and there are many benefits not least is the exceptional quality of life living and working in some of the most beautiful coastal areas in Britain. This brochure highlights some the benefits of working for us so read on.

If you would like to be part of this innovative approach and join us we'd be delighted to hear from you.



Cllr Carl Smith
Chairman
Coastal Partnership East



Bill Parker
Head of Coastal Management
Coastal Partnership East



Coastal Partnership East – Who are we?

Coastal Partnership East is a young and dynamic organisation launched on 10th June 2016 with an innovative approach to managing the coast between Kelling in North Norfolk and Landguard Point in Felixstowe Suffolk. The partnership, formed by bringing together the coastal management resources and expertise from Gt. Yarmouth Borough Council, North Norfolk District Council, Suffolk Coastal District Council and Waveney District Council. Our staff are employed directly by one of the partners but we work flexibly being 'boundary blind' focussing on the priorities along our coastline rather than being restricted to any one Borough or District.

Coastal Partnership East authorities all have coast protection responsibilities under the Coast Protection Act 1949. This means we have permissive powers, rather than duties, to manage the coast whether this is through coastal adaptation, building new coastal/erosion defences, monitoring changes or repairing and maintaining existing defences.

Total length of linear defences managed by Coastal Partnership East 58km



Total number of assets managed by Coastal Partnership East 959



We work closely with a range of partners including the Environment Agency, the Water Management Alliance, Natural England, coast and estuary community partnerships, businesses and many others along the coast in Norfolk and Suffolk. We have a justifiable reputation for great partnership working particularly with our communities and this is something we need to foster and invest in further.

The CPE Board has agreed a 3 year Business Plan delivered through our annual action plan. The Action Plan work is based around 4 key themes:

Knowing our coast

The Norfolk and Suffolk coast is one of the most dynamic in Europe. The coastal management team needs to understand how the Norfolk and Suffolk coast works, the condition and risk management of local authority coast protection assets and plan for the future of a changing coastline.

Capacity and capability

The vulnerability of our coastline requires an ambitious programme of work. The benefit of CPE is to have the capacity and capability to deliver this but it requires innovation and investment to build a stronger, better skilled team to face the challenges ahead.

Delivering for our communities

'Knowing our coast' is a fundamental building block in planning our work. However, information along with plans and strategies will not protect communities and businesses from either ongoing erosion or a major tidal surge event. This requires active intervention to deliver for our communities.

Funding and finance

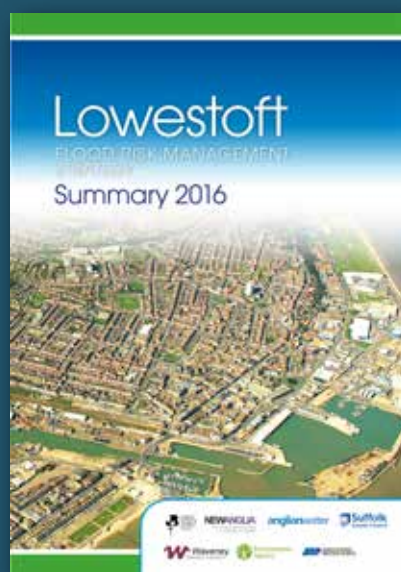
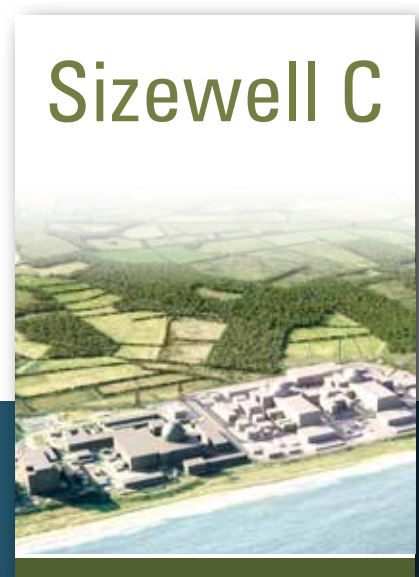
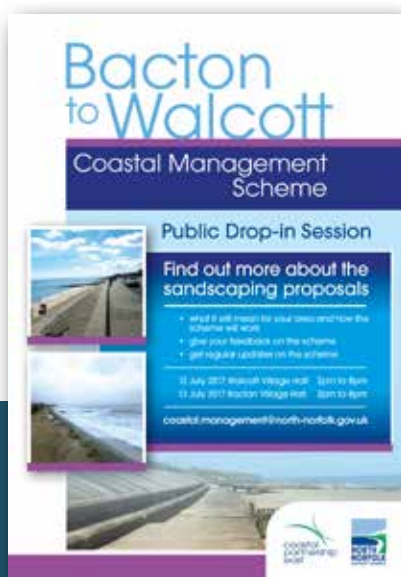
A fundamental element to all the work undertaken by CPE is the ability to a) raise funds for our works from current and innovative new opportunities b) utilise the funds we raise as effectively as possible. Robust management and fully complying with the financial requirements of the individual partner local authorities is essential.

In our annual report of 2017 we highlighted some of our work in more detail.

Four of our most significant projects include:

- Bacton Sandscaping – the first such project in the UK and only the second in the world.
- Lowestoft Flood Risk Management Project - £63m scheme to deliver permanent flood protection
- Planning for the potential new nuclear power station Sizewell C
- Supporting businesses in funding the Great Yarmouth Harbour Tidal Defence scheme
- Working with Government to develop a way forward for coastal adaptation.

Plus a range of other innovative coastal adaptation and traditional coast defence schemes.



Our Coastal Management Team

We are a team with great skills and nationally influential expertise. We value our diversity and because we are a relatively small team we are very flexible as to how we work. Our people are our greatest asset so we actively encourage their individual development and invest in their future.

The team is structured into 3 separate teams. The North and South Coastal teams who manage the development of; plans and strategies, coastal adaptation, coastal monitoring and all the engagement work we undertake. The teams overlap where there is specific expertise in one team that is needed in the other area. The third team is the coastal engineers who deliver the works on the ground to maintain or improve the protection for our communities.



Bill Parker
Coastal Partnership East
(partnership manager)



Tamzen Pope
Coastal Engineering
Manager



Sharon Bleese
Coastal Manager
(South)



Rob Goodliffe
Coastal Manager
(North)



Bernard Harris
Coastal Manager



Brian Farrow
Coastal Engineer



Vacancy
Coastal Engineer



Vacancy
Coastal Technical
Assistant



Paul Mackie
Coastal Strategic
Funding Manager



Kellie Fisher
Flood and Coast Risk
Management Senior Advisor



Nathalie Harris
Technical Administration
Officer



Paul Patterson
Senior Coastal
Engineer



Vacancy
Coastal Engineering
Assistant



Keith Roper
Coastal Officer
(Repairs & Maintenance)



Lucy Williams
Partnership and
Engagement Officer



Vacancy
Partnerships and
Engagement Assistant



This could be you....

Where could I be based?

The challenges along our coast evolve over both time and location so we are flexible as to which of our four offices you are based from: Cromer, Great Yarmouth, Lowestoft and Melton (Woodbridge). You will be employed by one of the four authorities but that doesn't have to be the location of your base office – as with the ethos of the team we are adaptable to support your needs.



Benefits of working for CPE and being employed by East Suffolk Councils

Suffolk Coastal and Waveney District Councils are two highly ambitious and progressive local authorities, who have now agreed to create a brand new super district council delivering vital services to the communities of east Suffolk. The first of its kind in the country.

Employee benefits

We hugely value our staff and know that in order for us to continue to succeed it is essential for us to recognise talented employees, developing and retaining them within the organisation and maintaining our status as a great place to work.

As an employee, there are many benefits you will get on top of your salary. For permanent and temporary employees there are generous holiday entitlements, occupational sick pay, maternity pay schemes, a contributory final salary based pension scheme, healthy workplace initiatives, and flexible working arrangements, including flexi-time, job sharing and part-time working are available - depending on the type of job and the needs of the service.

Annual leave

Staff receive a minimum of 24 days leave per year and can receive up to 30 days, depending on the individual's length of continuous local government service. Annual leave and public holidays are calculated for part time employees, job sharers and temporary employees on a pro-rata basis, according to the number of hours worked per week. Staff also have the opportunity to purchase additional leave above their usual annual leave entitlements.

Staff discount schemes

Council employees can get discounts on a wide range of goods and services, giving staff access to a great range of discounts on: travel bookings, high street vouchers, gift cards, cinema tickets, days out, leisure activities and your day to day spending. There is something for everyone and 1000's of ways to save through the scheme whether you like to shop in store or online. We also offer childcare vouchers and cycle to work schemes. For further detail on our staff discount scheme, please visit the East Suffolk Lifestyle website.



Maternity, paternity and parental leave

The generous maternity, paternity and parental leave allowances exceed the statutory minimum.

Local government pension scheme

We offer a Local Government Pension Scheme. For more information please visit www.lgps.org.uk

Flexi-time

The council operates a Flexible Working Hours Scheme. This gives employees and managers more flexibility in how they work to meet their own needs and the needs of the service.

Learning and development

We provide learning and development opportunities for all levels of staff, covering training for work, specific topics and general management courses. We also support training to achieve professional qualifications.

Health and wellbeing initiatives

We offer free fitness assessments, flu vaccinations, eye care vouchers and other health and wellbeing opportunities.

Office accommodation

Waveney District Council and Suffolk Coastal District Council both have brand new, purpose built office accommodation located in Lowestoft and Melton (near Woodbridge). The offices provide flexible and open plan work space with modern ICT facilities.

Discounted and Green Travel

Council employees receive a discount on public transport including up to 50% off bus travel and 25% off train travel. In addition, we offer a cycle to work scheme, pool bikes and cars, secure bike sheds, showers and lockers.

Relocation Expenses

The Council has a relocation policy which offers up to £8,000 towards removal expenses and solicitors fees for those individuals that are relocating in order to accept a role within the Council and fall within the parameters of the policy.



For more information about CPE and each local authority please see:

www.Coasteast.org.uk
www.great-yarmouth.gov.uk
www.north-norfolk.gov.uk
www.eastsuffolk.gov.uk

For information on living and working in Norfolk and Suffolk please visit:

www.visitsuffolk.com
www.visitnorfolk.co.uk
www.discoversuffolk.org.uk
www.discovernorfolk.co.uk
www.investinsuffolk.com

See our recruitment video on www.youtube.com/watch?v=x7tFhfgXU_M

 @CPE_NandS

www.coasteast.org.uk

