



Marine
Management
Organisation



Candidate Pack

Senior Licensing Manager(s),
Strategic Renewables Unit

...ambitious for our seas and coasts





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Our Vision

A prosperous future for our seas, coasts and communities

We must protect and enhance nature and our seas and use them wisely for the benefit of society and the economy – we need to deliver win-win outcomes, with a thriving environment supporting a thriving economy”

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Our Mission

As England's marine manager, we protect and develop our seas, coasts and communities for the benefit of generations to come

"As our name says – we are here to manage our marine environment and we want to manage it well for the future"

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WELCOME

The Marine Management Organisation (MMO) is an executive non-departmental public body of the [Department for Environment, Food and Rural Affairs](#).

We are the independent regulator for England's seas, professionally delivering service-focussed outcomes for our customers. We have reframed each of our services to signal our commitment to service-focus and outcomes:

- Enabling sustainable marine development
- Delivering sustainable fishing opportunities
- Protecting marine habitats and wildlife
- Administering marine support funds
- Providing regulatory support and assurance
- Supporting global marine protection

More information about our work is on the [GOV.UK website](#).



"The Marine Management Organisation delivers professional, expert, valued services and support for our marine environment and for those who use it.

We are committed to being a top place to work – focussed on colleague engagement and respect; shared values; personal wellbeing; individual and collective diversity; and professional personal development."

Tom McCormack, CEO

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MMO Values

Our expectation is that everyone will live by them and will hold each other accountable for doing so:

- **Inclusive:** we promote an inclusive environment that allows everyone to be their best. We promote and support wellbeing, diversity and equality of opportunity for all.
- **Innovative:** we look for better ways, being innovative in our thinking in order to adapt how we use our resources to do the best we can for our customers.
- **Accountable:** we take ownership of issues and make confident decisions which are informed by robust evidence. We are honest, transparent and fair.
- **Engaging:** we are collaborative, working as one organisation with each other and our stakeholders to get the job done.

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About the Work Area – Strategic Renewables Unit

Why:

It is an exciting but challenging time to be engaged in renewables work, and particularly offshore wind, in the marine area. The Government has set ambitious targets of 40GW of offshore wind capacity by 2030 and further increases by 2050 to help meet a commitment to Net Zero and support 'Build Back Greener'. At the same time, the marine space around England is becoming busier with a range of policy ambitions for other sectors of use and for the environment. There is therefore a need to better plan and regulate for a step change in offshore wind capacity in a way that takes account of, and delivers objectives for, other interests.

In response to those challenges and the need for more capacity to service the increasing and at times fast developing projects and initiatives in support of offshore wind, the MMO is establishing a new 'Strategic Renewables Unit' (SRU). The SRU will work across and be a shared resource between the MMO Planning and Licensing teams, promoting join up and facilitating links to wider planning and licensing work, and engaging with a range of government and other initiatives and projects.

What:

The SRU's scope and work will include

- Medium - long term view, rather than focus on current casework or completion of remaining marine plans, to establish a more strategic approach
- Initial focus on offshore windfarms (OWF)
- Strategic projects in support of OWF and renewables
- Coordination of offshore windfarm work across the MMO including of colleagues providing input into a Defra/BEIS 'Offshore Wind Enabling Actions' programme as well as BAU delivery of relevance
- Acting as the contact point for the MMO on OWF
- Proactive engagement internally and externally with government, stakeholders and delivery partners
- Links to strategic development of licensing (including cases escalated to very high that are complex and/or precedent setting) and evolution of marine plans where they have strategic implications (and vice versa) for OWF and renewables
- Pilot more integrated working model across Planning and Licensing within the Directorate

The role advertised will be based in the Marine Licensing team. As the SRU will work at the interface between Planning and Licensing teams, information is provided on the work of each of those on the next slides.

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About the Work Area – Marine Licensing

The Marine Licensing team's primary responsibility is to regulate marine licensable activities in English marine and coastal environments. We assess the potential social, environmental and economic impacts of these activities in line with national and international legislation, policy and obligations, using the best available information to make evidence based determinations. Through our work we ensure the activities we regulate are undertaken in a sustainable way, in order to create and maintain clean, healthy, safe and biologically diverse oceans and seas.

The marine licensing team is split into three work areas with the following remits:

Marine Licensing Operations

The Head of Marine Licensing Operations manages and co-ordinates the delivery of marine licensing pre-application, application and post-consent casework through a number of casework teams. Casework colleagues also act as a consultee to the Planning Inspectorate on Nationally Significant Infrastructure Projects. Our work is diverse and we work closely with a range stakeholders to advise and determine marine licensing requirements for developments across multiple sectors, including renewable energy, nuclear, ports and marinas, aggregate dredging, subsea cables, coastal developments, sea defence and wastewater schemes.

Strategic Marine Licensing

The Head of Strategic Marine Licensing supports the marine licensing team in a number of key areas as well as being responsible for the Harbour Orders and Ports Sector. The team provides advice and support on the most complex and contentious cases, oversees and plans the training framework for the wider team, leads on external engagement with other government departments and liaison with other non government organisations. The strategic team also manages the licensing team's relationship with scientific advisors The Centre for Environment, Fisheries, Aquaculture and Science.

Marine Licensing Business Improvement and Support

The Head of Marine Licensing Business Improvement and Support supports the delivery of the marine licensing service through the continual improvement of business process, procedures and systems. This ensures that the marine licensing functions are as efficient as possible in order to minimise burdens on applicants whilst supporting our team to regulate marine licensing activities. The team manages a programme of change projects, oversees the programme of internal audit, and responds appropriately to audit findings and customer feedback.

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About the Work Area – Marine Planning

The marine planning team is responsible for preparing, implementing and monitoring marine plans in England. Marine plans inform and guide marine users and regulators across England, managing and facilitating sustainable development.

What we do:

- Develop plans that integrate social, economic and environment objectives to achieve sustainable development.
- Engage with stakeholders to develop marine plans that respond effectively to issues within each plan area.
- Analyse and interpret data and evidence to inform and support the marine planning process.
- Support the implementation of marine plans with stakeholders.
- Monitor the effectiveness and impact of marine plans.

Why we do it:

To achieve the UK vision for the marine environment for ‘clean, healthy, safe, productive and biologically diverse oceans and seas’ by responding to issues within each marine plan area.

Key achievements:

- Developed the marine planning system in England from scratch.
- Produced the first marine plans in the UK – East Marine Plan adopted 2014.
- South Marine Plan adopted 2018.
- Consultation for Draft Marine Plans for North East, North West, South East, South West in 2020.
- Three yearly reports on East Marine Plan laid in Parliament in 2017 and 2020.
- Supporting the integration between terrestrial and marine planning systems.
- Developed and delivered a range of products and guidance to support implementation of marine plans internally and externally to other decision-makers and to proponents
- Offered members of the public the opportunity to shape what occurs within their marine area in a way that had never existed before.
- Pioneering stakeholder approach, bringing together marine stakeholders in an inclusive and beneficial manner to develop marine plans.
- Delivered a multi-platform, free to access, information system for marine plan policies and their supporting data – [Explore Marine Plans](#).

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About the Job

Job Title: Senior Licensing Manager Strategic Renewables Unit

Grade: SEO
Location: National, subject to office capacity. If based elsewhere, the role holder will attend the Newcastle office on a regular basis.

Vacancy Reference: 3094; MD04

Salary: £35,898 (National), £38,751 (London)

Job Purpose

This is a new role in the Marine Licensing team and the wider Marine Development Directorate. Working within a new unit across the Planning and Licensing functions, you will focus on the marine planning aspects of a strategic approach to offshore renewable energy (particularly windfarms).

The role will

- help to address medium to long term priorities for marine licensing in the context of government ambition for net zero, green recovery and associated policy development;
- provide support or delivery lead for a range of work including technical and operational aspects of strategic projects;
- engage with other parts of the MMO, government contacts, and stakeholders;
- contribute to the functioning of the SRU including to pilot an enhanced integrated way of working across both Planning and Licensing teams;
- an initial focus on offshore wind

The SRU SEO post is a permanent role. In the first year, the SRU will operate as a 'start up' team with a view to identifying ways of working and organisational design for subsequent years.

Nb/ in addition to the above, funding for an additional SEO post has recently been secured from the Shared Outcomes Fund via Defra/HMT. The ca. 2 year fixed-term appointment (with possibility of permanent) SEO would contribute to the same strategic projects in the SRU but with a focus on underwater noise.

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Main Duties and Accountabilities

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Specific role areas

- To review the existing regulatory landscape for offshore wind and stakeholder mapping.
- To lead on or contribute to specific tasks and outputs with a marine licensing focus that help to develop and deliver a more strategic approach plan and regulate for a step change in offshore wind capacity in a way that delivers a balanced approach alongside other commitments (environment, social and economic including other non-wind energy sectors and uses of the sea) and in line with the MMO's ambition and contribution to net zero;
- Tasks, projects and outputs are likely to include (but not limited to) defining targets and scenarios; plan-led decision making with a focus on licensing, grid connection, derogation process and marine compensation measures, and other perceived 'barriers to growth'; relevant projects under the auspices of The Crown Estate led Offshore Wind Evidence and Change (OWEC) Programme, eg review of environmental benefits/impacts; review of environmental regulation; and relevance of offshore wind to the 25 Year Environment Plan objectives;
- Help to establish and evolve the Strategic Renewables Unit, supporting the G7 SRU Manager including to set out and manage a programme of work, working closely with the SRU Planning Manager, and with relevant colleagues in Planning/Evidence who contribute to offshore wind objectives;
- Make links between the SRU tasks you lead on and the wider work of the Licensing team including the approach to the second generation of marine plans, implication, monitoring and evaluation. Where opportunities arise, make links to wider work in support of the MMO Story, eg on evidence-based decisions and better regulation.
- Sit on the Underwater Noise (UWN) Strategic Advice Group from an operability standpoint
- Oversee the updates required to the Marine Noise Registry ensuring its fit for purpose and applicable to all regulators
- Contribute to reviews of present effectiveness in noise mitigation techniques using best available evidence and practice
- Contribute in a non-technical capacity to filling evidence gaps without duplicating efforts of others (noting there are existing programmes including ORJIP and BEIS' SEA that have noise mitigation studies underway)
- Review of licence conditions and discharged by MMO to ensure they are robust and use best available evidence
- To lead on or contribute to specific tasks and outputs with a marine licensing focus that help to develop and deliver a more strategic approach plan and regulate for a step change in offshore wind capacity in a way that delivers a balanced approach alongside other commitments (environment, social and economic including other non-wind energy sectors and uses of the sea) and in line with the MMO's ambition and contribution to net zero;
- Tasks, projects and outputs are likely to include (but not limited to) defining targets and scenarios; with a focus on licensing/consenting perceived 'barriers to growth'; relevant projects under the auspices of Defra's Share outcomes Fund (SoF) funded team programme on Net Gain and Underwater Noise;
- Help to interface work with the Strategic Renewables Unit, supporting the G7 SRU Manager including to set out and manage a programme of work and with relevant colleagues in Planning/Evidence who contribute to offshore wind objectives;
- Make links between the SRU and the wider work of the Licensing, Planning, Evidence teams including the approach to net gain and UWN management. Where opportunities arise, make links to wider work in support of the MMO Story, eg on evidence-based decisions and better regulation.
- Lead or contribute to engagement with equivalents in Defra (notably the dedicated team established under the SoF), SUDG, OGDs, ALBs, The Crown Estate, National Grid, industry, and NGOs (e.g. The Wildlife Trusts). That includes representing the MMO on relevant groups and helping to apply relevant MoUs.
- Contribute to establishing a new 'unit' and developing ways of working across Planning and Licensing teams including to make effective links to the work of relevant colleagues;
- Cover for the G7 line manager when required.

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Main Duties and Accountabilities

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Finance

- Manage relevant project and commissioning spend where delegated by the G7 Manager, SRU supporting the budget holder (Head of Marine Planning).

Stakeholder Management

- Act as relationship lead for relevant task/projects with MMO teams, Defra, other partners and stakeholders, working closely with G7 Manager and SRU Managers

Continuous Improvement

- Contribute development and testing of improved capability on strategic renewables in MMO and ways of working across teams, leading on specific tasks.
- Help to evaluate progress and lessons learned including to further evolve capability and ways of working and potentially model more widely across relevant teams

People Management

- You may contribute indirectly to the management of others through 'functional' management
- Work collaboratively with colleagues in Planning, Licensing and other teams such as Evidence to co-ordinate effort and optimise the contribution to offshore renewables planning and delivery
- Steered by the G7 Manager, SRU, help ensure organisational priorities are communicated and understood by the wider Licensing/Planning team and Marine Directorate
- Take opportunities to develop resilience and support succession planning.

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Day to Day

- Achievement of personal targets and KPI's
- Ensure that the MMO values and code of conduct are embedded in your daily activity and you provide feedback to others
- Comply with all MMO policies and procedures at all times
- Develop customer and stakeholder relationships to enable mutually satisfactory results
- Maximize opportunities to continually learn about your role and yourself
- Support corporate initiatives as required
- Positively promote the MMO Story and MMO "brand" outside of the organisation
- Any other reasonable duty as defined by the organisation. This is likely to include contributing to leadership of a relevant element(s) of the MMO Story which may include our developing climate change work.

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Stakeholder management, communication and working relationships

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Internal:

Licensing including other Senior Licensing Managers, Planning, Evidence & Evaluation, Data, Technology and Innovation (DTI), Fisheries, Marine Conservation Team.

Government:

Defra, SNCBs, EA, Cefas, TCE, OGDs (BEIS, MHCLG).

External:

Offshore wind industry organisations, representatives of other marine sectors, NGOs, SUDG, National Grid, academia/research bodies.

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Role Criteria

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Essential

- Good understanding of consenting and regulation or marine management more widely or marine renewables more specifically, gained through direct and applied experience
- Ability to plan and organise work effectively, with excellent time, prioritisation, project and resource management skills, to ensure successful and timely delivery of tasks and outputs
- Experience of operationalising policy or technical guidance into delivery of operational/‘on the ground’ decision-making
- Able to work effectively both within a team and independently, as well as collaborating with others in the MMO, government agencies/departments, and external organisations
- Ability to communicate clearly (written, verbal) to specialists and non-specialists, including senior colleagues. Good understanding of presenting information using digital platforms.
- Able to work with less well-developed processes, incomplete evidence, and need to translate complex needs into practical action, to provide sound/technical advice and manageable plans
- Good stakeholder relationship and networking skills, with experience of managing the expectations of stakeholders with conflicting needs and demands, and working with government officials and other delivery bodies
- Excellent technical and IT abilities
- Able to learn quickly and to be adaptable and flexible where required by senior staff.

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Desirable Criteria and Competency Profile

**Job Title: Senior
Licensing Manager,
Strategic Renewables
Unit**

**Grade: SEO
Location: National,
subject to office
capacity. If based
elsewhere, the role
holder will attend the
Newcastle office on a
regular basis.**

**Vacancy Reference:
3094; MD04**

**Salary: £35,898
(National), £38,751
(London)**

Desirable

- Good understanding of marine consenting or marine management or offshore wind development in addition to first Essential criterion
- Well-developed analytical skills and understanding of application of relevant tools and methods
- Ability to review progress and apply improvements to subsequent tasks/projects
- Experience of working with and interpreting data and evidence, and analysing policies covering a range of different topics or sectors
- Ability to ensure quality of deliverables and compliance with best practice.

Competencies

Making Effective Decisions

Managing a quality service

Changing and Improving

Leading and Communicating

Delivering at Pace

Collaborating and Partnering

The Civil Service competency framework can be found [here](#)

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How to Apply

All of our jobs are advertised on the [Civil Service Jobs website](#).

You must download and complete a copy of the MMO CV Template as part of your application. This should then be attached to your application.

Please note:- Your application will not be sifted if you do not use the standard MMO CV Template.

Once the vacancy has closed, you will be emailed a unique link to enable you to complete the Civil Service Judgement Test. You will have 5 days to complete the test. The Civil Service Judgement Test (CSJT) is an online situational judgement test. It measures your ability to demonstrate specific behaviours underpinning the Civil Service Competency Framework (CSCF) that are relevant for the job you are applying for.

Sift

Applications will be sifted using your Civil Service Judgement Test score, and your CV to establish whether you meet the essential criteria.

Please note:- Feedback will not be given at sift stage.

Interviews

The interview will consist of a 10 minute presentation (topic to be confirmed in invite to interview) followed by a 1 hour competency and technical interview.

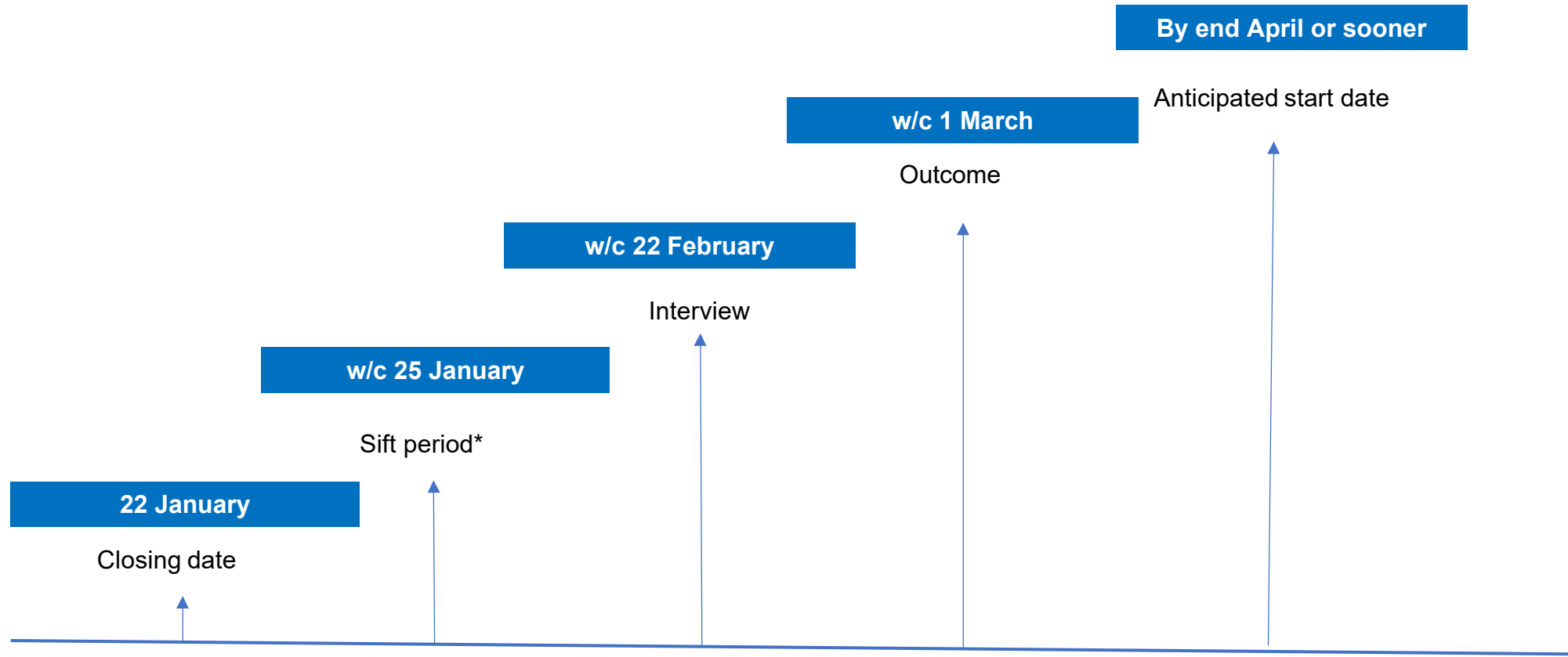
Further Information

If you have any questions about applying for this role please contact: Shaun Nicholson shaun.nicholson@marinemanagement.org.uk

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Indicative Timeline

Please note these dates are only indicative at this stage and could be subject to change.



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Appointment Type:	Permanent (with one additional SEO role on a ca. 2-year fixed term appointment)
Location:	National, ie any MMO or Defra Group office subject to capacity. If based elsewhere, the role holder will attend the Newcastle office on a regular basis, likely to be a significant amount in the first 6 months.
Working Arrangements:	<p>Full time, Part time, flexible working arrangements.</p> <p>With competitive maternity, paternity and parental leave we also recognise the importance of a good work-life balance and offer flexible working and a family friendly approach to work.</p>
Salary Range:	<p>£35,898-£43,737 (National), £38,751-£47,219 (London) pa</p> <p>New entrants to the MMO will start on the salary band minimum. Candidates applying from other government departments for a role at their current substantive grade may have their salary matched providing it falls within the MMO pay band. Candidates applying from other government departments on promotion will start on the band minimum.</p> <p>There is no pay progression within the bands.</p>
Pension:	<p>Your pension is a valuable part of your total reward package where:</p> <ul style="list-style-type: none">• The employer makes a significant contribution to the cost of your pension.• Your contributions come out of your salary before any tax is taken. This means, if you pay tax, your take-home pay will not be reduced by the full amount of your contribution; and• Your pension will continue to provide valuable benefits for you and your family if you are too ill to continue to work or die before you retire. For more information, visit www.civilservicepensionscheme.org.uk.

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Leave Allowance:

30 days (pro-rated for part time staff), 10 and a half day's public and privilege holidays and flexible working.

Training and Development:

We are committed to investing in our staff and offer a range of work based training and qualifications, coaching and mentoring opportunities and a guaranteed five days of learning a year.

Other Benefits:

- Cycle to work scheme
- Defra discount scheme
- 3 days paid volunteering per year
- Sick pay
- Special leave
- Salary advances
- Interest free season ticket and bicycle loans
- Employee Assistance Programme
- Eye care
- Trade Unions
- Some sites also offer onsite facilities including fitness centres and staff canteens.

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Eligibility:

This post is advertised to suitably qualified people in the external market, and to existing Civil Servants and those in accredited Non Departmental Public Bodies.

Nationality:

All jobs listed in our current vacancies are open to:

- EC nationals
- Members of the Commonwealth, European Economic Area (EEA) and certain non-EEA family members
- Candidates from the Commonwealth must be free from any restrictions to reside and take up employment in the UK.

As part of our selection process, successful candidates will be asked to provide, in confidence, evidence of entitlement to work in the UK and to provide references for your character and health. We will usually ask for documentary evidence of your nationality and other personal details to enable us to start taking up references, health and security clearance checks. We will tell you what you need to bring with you if you are invited to attend an assessment centre.

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Security Clearance:

Pre-employment checks will be undertaken in accordance with the HM Government Baseline Personnel Security Standard (BPSS). The BPSS comprises verification of four main elements:

- Identity
- employment history for the last three years
- nationality and immigration status, including the right to work
- criminal records check for unspent convictions also known as a Disclosure and Barring Service (DBS) checks.

In some circumstances enhanced checks may also be required however candidates will be advised if this is the case.

Additionally, successful candidates are required to give a reasonable account of any significant periods (six months or more in the past three years) of time spent abroad.

The DBS checks are designed to provide clarity on any unspent convictions and therefore the provisions of the Rehabilitation of Offenders Act (1974) apply

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Equality and Diversity:

The Marine Management Organisation is committed to being an equal opportunities employer. We value and welcome diversity. We aim to develop all our staff to enable them to make a full contribution to meeting the Department's objectives, and to fulfil their own potential on merit. We will not tolerate harassment or other unfair discrimination on grounds of sex, marital status, race, colour, nationality, ethnic origin, disability, age, religion or sexual orientation. We will promote and support the use of a range of flexible working patterns to enable staff to balance home and work responsibilities; and we will treat people fairly irrespective of their working arrangements.

Under the terms of the Equality Act 2010, we are legally required to consider making reasonable adjustments to ensure that disabled people are not disadvantaged in the recruitment and selection process. We are therefore committed to meeting, wherever possible, any needs you specify in your application. We will also consider any reasonable adjustments under the terms of the Act to enable any applicant with a disability (as defined under the Act) to meet the requirements of the post.

We offer a Guaranteed Interview Scheme for people with disabilities (as defined by the Equality Act 2010) who meet the minimum criteria for appointment.

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