



Environmental Protection Officer Candidate Pack



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DARTFORD
BOROUGH COUNCIL

About the role



Environmental Protection Officer

Directorate – Housing and Public Protection

Department – Environmental Health

Grade – H

Salary – £46,867 PA rising to £49,580 PA following 12 months satisfactory performance

Hours - 37 hours per week – Monday – Friday

Flexi-time Available.

About the role

Dartford is a diverse and exciting place to work, which is undergoing rapid growth and significant development. We are looking to appoint an Environmental Protection Officer on a permanent basis. The role will focus on all areas of Environmental Protection work, but a particular knowledge of and extensive experience in responding to complex planning consultations, acoustics and/or animal welfare/Licensing would be highly desirable for this role.

It is essential that you can build relationships and gain respect at all levels both throughout the council and with external organisations. You will be an enthusiastic, motivated and experienced individual. You must be a positive outcomes-oriented person and committed to excellence in customer service.

This post is considered by DBC to be a customer-facing position. The Council therefore has a statutory duty under Part 7 of the Immigration Act (2016) to ensure that post holders have a command of spoken English sufficient for the effective performance of the job requirements.

Skills, Knowledge and Experience:

Working in a reactive service can be unpredictable and challenging. We are looking for someone who can be tactful and diplomatic and is able to keep their head in difficult situations. You will need to be a team player and have strong verbal and written communication skills. All applicants will have experience in enforcement interventions, an ability to use a range of computer packages, have excellent communication skills with a range of different communities, stakeholders and businesses, the ability to work on several different cases at any one time in a busy environment and the requirement to drive is essential.

As an Environmental Protection Officer, you will need to be educated to A level or equivalent, have an ONC BTEch in a relevant Environmental Health related course or equivalent.

Applications from recently qualified officers may be considered and support would be offered to officers wishing to complete their pathway to become a fully qualified EHP.

You will also require the use your own vehicle with business insurance and a full valid driving licence. The ability and willingness to work outside of office hours will be required at times.

Disability Confident Employer

DBC is Disability Confident Employer and welcomes applications from candidates with a disability.

We operate a Guaranteed Interview to any candidate with a disability who meets the minimum criteria for the role. If you have a disability and are applying for a particular role, please ensure that you indicate this on your application form, and advise us of any reasonable adjustments which you may require.

A disability under the Equality Act 2010 is defined as a physical or mental impairment which has a substantial and long term adverse effect on your ability to carry out normal day to day activities.



Care Leavers

We will offer an interview to care leavers who meet the minimum criteria for the post. If you are a care leaver, you must inform us of your care leaver status at the time of your application.

Armed Forces

As part of the Council's commitment to the Armed Forces Covenant and to ensure that ex-armed forces personnel are not disadvantaged as a result of their service, veterans of the armed forces and/or their spouses/civil partners, applying for a job at the Council will be guaranteed the offer of an interview, provided that:

- They or their spouse/civil partner are currently serving in the armed forces and are within 12 weeks of their discharge date
- They or their spouse/civil partner were in long-term employment with the armed forces within the last five years
- They meet the essential criteria for the advertised role
- They confirm that they wish any application for a post at the Council to be considered under the guaranteed interview scheme.

How to apply

Please apply via:

<https://www.dartford.gov.uk/by-category/jobs-and-careers/job-vacancies-at-the-council>

Do not send your CV – only fully completed application forms via the link above will be accepted

We reserve the right to close this vacancy before the advertised closing date. Please apply early to avoid disappointment.

Shortlisted?

Shortlisting and selection will be based on the job profile and experience required. You will need to address these requirements in your application drawing on any experience you have gained at work or in a voluntary capacity. You should give examples of how you meet the criteria outlined in the job profile and the Council's Core Behaviours. If you are unable to explain how you meet the requirements of the role, we may not be able to shortlist you.

Closing date:

23:59 1st September 2026

Interview date:

TBC



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About the Council



Why Dartford

'Dartford is a place of quality, choice and safety. A place where great communities, concern for the environment and a successful economy support people who want to live, work and enjoy leisure time.'

Dartford Borough Council is one of the most exciting places to work in the region. Not only are we working on some special projects to improve life in the borough but we also have one of the most accessible offices in the country.

Our Commitment to Equality and Diversity

Dartford Borough Council is committed to equal opportunities policies and action to ensure that the best candidates for any post are appointed irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. We operate a name-blind recruitment process and remove candidates' personal information to ensure that people will be shortlisted for interview on merit.

Our aim is to remove barriers to employment, promotion and development so that all employees have equal access to these on the basis of ability and the requirements of the job.

We are committed to challenging inequality, discrimination and disadvantage and to achieving the highest standard of employment practice. Equality of opportunity for all sections of the community and workforce is an integral part of this commitment, and we welcome applications from all sectors of the community.

The Council has signed up to the Disability Confident Scheme. Through Disability Confident, we are working to ensure that disabled people and those with long term health conditions have the opportunities to fulfil their potential and realise their aspirations. We are committed to interviewing all disabled candidates who meet the minimum criteria for the role. In addition the Council will where possible make reasonable adjustments to ensure the interview process is accessible to disabled candidates.



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Getting to us

Civic Centre
Home Gardens
Dartford
Kent DA1 1DR

By car...

The Civic Centre can be accessed via A206 to the north, A282/M25/M20 to the east and the A2 to the south. The A226 Dartford Road links Bexley to Dartford Town Centre. The Council offers free car parking for staff.

By train...

Dartford Civic Centre is situated opposite Dartford station. Dartford is part of the TfL Oystercard area and there are regular and frequent services from Central London (Charing Cross, Victoria and London Bridge). In the opposite direction there are regular services to Gravesend and the Medway Towns with connections to Canterbury and the Kent Coast.

By bus...

Good bus services serve Dartford town centre, including TfL buses, and the Fastrack rapid transit system. Bus stops in Home Gardens, two minutes walk to the Civic Centre, are served by:

- TfL bus routes 96, 428 and 492
- Fastrack bus routes A, B & C
- Arriva Sapphire bus services routes 480 & 490 between Dartford Town Centre and Gravesend.

By bike...

Dartford Town Centre lies on strategic cycle routes. View the routes on the Explore Dartford Maps:

https://explorekent.org/wp-content/uploads/2020/06/EK-DARTFORD_PRINT.pdf

[Link to map and more info](#)

Dartford Borough Council Civic Centre



Core Behaviours

Values are a key component of a healthy workplace culture because they clarify how the Council and its staff should behave and help to ensure that everybody is working towards the same goals. They provide the framework within which employees can test decisions, accomplish tasks, and interact with others.

The Council's core behaviours reflect the special qualities that attract, engage and retain the talent that we want; and will be used to shape our culture by influencing the work we do, and how we do it. These behaviours focus the way we expect employees to approach daily business practices, conduct communications and interact with one another.

The Council has five core behaviours that guide the way we think and act as an organisation, and each member of staff is responsible for incorporating them into their day to day roles.



Core Behaviours

Communication

Demonstrated by:

- Actively listening to customers and colleagues and asking questions to provide clarity
- Seeking to understand customer and colleague needs and proactively looking for ways to exceed expectations
- Being clear, concise and courteous
- Providing regular and timely feedback
- Leaving a positive impression of the Council

Respect

Demonstrated by:

- Creating trusted relationships with customers, colleagues and communities to achieve mutual goals
- Treating customers and colleagues with respect and dignity and valuing others as individuals
- Learning from others and valuing differences
- Being thoughtful, tactful and considerate
- Acting with integrity, loyalty and trust

Accountability

Demonstrated by:

- Taking the initiative and ownership of our decision, actions, performance and behaviour
- Learning from our mistakes and seeking out opportunities to improve
- Delivering on promises to customers and colleagues
- Being proud of what we do

Adaptability/Flexibility

Demonstrated by:

- Displaying a 'can do' attitude and being innovative
- Embracing change
- Getting out of our comfort zones and creating our own opportunities
- Looking for the positive in every situation
- Challenging negativity and bad behaviour

Collaboration

Demonstrated by:

- Sharing ideas and challenges with our colleagues and actively seek out their opinion
- Working together beyond departmental boundaries to achieve superior results
- Ensuring everyone has an equal opportunity to share and contribute ideas
- Being part of the solution



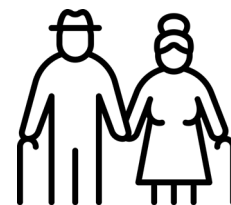
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Total Reward Package

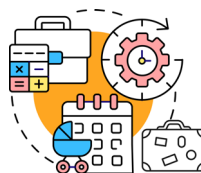
Pension

We are part of the Local Government Pension Scheme (LGPS). There is a 50/50 section which enables a member to pay half rate contributions for half the benefits. The LGPS is a career averaged revalued scheme (CARE), which means your benefits are based on your salary for each year you are in the scheme. Your contribution rate, based on your salary, is 6.8%



Holiday Entitlement

You will be given a generous holiday entitlement of 185 hours (equivalent of 25 days) plus a further 37 hours (equivalent of 5 days) after five years of continuous DBC service, and a bank holiday entitlement per annum. These amounts are pro-rated for part-time hours.



Car Parking

Free car parking for work



Private Medical Insurance

Subsidised private medical insurance for employees on Grade H and above on application



Shared Cost AVC's

LGPS members have access to our Shared Cost Additional Voluntary Contribution (Shared Cost AVC) scheme, which offers you a cost-efficient way to invest in your financial future.



Professional Membership Fees

The cost of one membership a year to a professional organisation that you require for your job



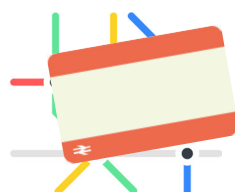
Car Loan

A loan to assist you with buying a car, subject to certain criteria being met



Season Ticket Loan

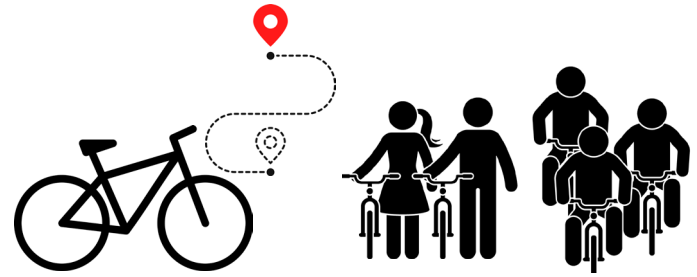
An interest free loan to assist with the purchase of a season ticket to travel to and from work



Total Reward Package

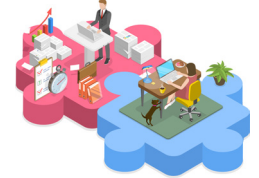
Cycle to Work

A salary sacrifice arrangement which allows employees to purchase a bicycle for travel to work. The scheme allows the cost to be spread over a monthly deductions and also reduces the employee's tax and national insurance costs.



Hybrid Working

A Hybrid Working Policy which allows you to work part of your week remotely (depending on role and in agreement with your line manager)



Flexi-Time Working

A flexi-time working scheme (in agreement with your line manager)



Wellbeing

We have achieved the national Workplace Wellbeing Charter accreditation demonstrating our commitment to proactively championing a health workplace culture.



Employee Assistance Programme

Access to a free and confidential Employee Assistance Programme which offers support for a wide range of issues including telephone and face to face counselling



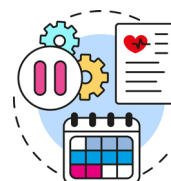
Occupational Healthcare

An occupational health service to support employees in the management of health issues.



Occupational Sickness Pay

Generous sick pay based on length of service



Total Reward Package

Flu Vaccinations

Free flu vaccinations on an annual basis



Eye Care

Assistance with the cost of an eye test and glasses or contact lenses for working with computer screens



Fairfield Leisure Centre Discount

20% discount on Premium Membership



Employee Benefits Portal

A host of benefits, deals and offers via our online benefits portal including, but not limited to, shopping, travel and activities



Family Friendly Policies

An enhanced package of Maternity, Adoption, Paternity, Parental, Shared Parental and Parental Bereavement Leave



Compassionate Leave

Up to 10 days paid leave following the death of a close relative



Cadet and Reserve Armed Forces Leave

Up to 10 days paid leave per year to take part in duties or training.



Public Duty Leave

Additional leave for members of certain public bodies to undertake duties



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Job Profile

Job Title: Environmental Protection Officer

Grade: H

Reporting to: Environmental Health Officer – Environmental Protection

Responsible for: N/A

Experience:

- Experience of working with a broad range of personnel in particular members of the public and business operators including under challenging circumstances.
- Experience of working within Local Authority in a similar team dealing with environmental protection issues.
- Keeping of accurate and appropriate notes and records
- After appropriate training, the ability to use technical monitoring equipment
- Working knowledge of relevant national strategies, legislation and initiatives associated with the role.
- To make effective and efficient use of the Uniform, IDOX and other IT systems and associated processes used within EH.
- Good written, spoken and listening communication skills.

Specialist Knowledge: N/A

Qualifications:

- Educated to A level or equivalent (minimum)
- ONC BTech in Environmental Health Studies or similar qualification in Environmental Protection related subject

Special Circumstances:

- Willingness to undertake any relevant training
- Out of hours investigations will be required in the evenings or weekends.
- Ability to work outside of office hours if required.
- Full valid Driving Licence and own vehicle available for business use.
- Ability to carry and transport monitoring equipment

Key activities:

- To implement the Environmental Health policies of the Environmental Protection team and to carry out such day to day functions as may be allocated by the Environmental Protection Manager and/or Environmental Health Officer – Environmental Protection.
- Provide professional, technical, enforcement, and advisory services on behalf of the Council for matters relating to environmental protection.
- To assist as required in the formulation of policy and the development of service initiatives in respect of environmental protection issues.
- To carry out as directed by the Environmental Protection Manager and/or Environmental Health Officer – Environmental Protection, general investigations, investigate complaints in relation to relevant legislation.
- To ensure that the provisions of relevant Acts, Regulations, byelaws, codes of practice etc. relating to premises are enforced within agreed authority levels and that enforcement action is carried out in accordance with enforcement policy, departmental procedures and relevant public enforcement statements.
- To ensure as far as possible that all legal, statutory and other relevant provisions governing or affecting the administration of the environmental health functions of the Council are observed.
- To maintain adequate records (written and database), carry out research and prepare reports and undertake project work as directed to ensure that information is available on which decisions affecting the Team's activities can be made.
- To identify and comment on potential adverse environmental impact of applications submitted under Planning Acts, Building Regulations, Licensing Act 2003, etc. and to liaise with colleagues in the relevant sections about such applications and preparing proofs of evidence.
- To attend meetings and participate in working parties or working groups as directed.
- To carry out research and prepare reports as may be required.
- To prepare health education materials and assist in the organisation and promotion of projects.
- To transport, install and use work related equipment where required.
- To prepare evidence reports in respect of legal proceedings, appeals and public inquiries and to represent the Council in such matters as necessary.
- To have the ability to access domestic premises, business and work sites, other Local Authorities and Government Departments.
- The post holder may be required to move in limited spaces, to be able to walk up and down steps and low level ladders and to bend down to look at low level areas during inspection and investigations.
- Ability to competently deal with disagreeable, unpleasant or hazardous working environments, including difficult personalities.
- To participate in the Service's emergency response arrangements as directed.
- To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff in their development and training.
- To liaise with other council departments and external agencies and required.
- To participate in the Council's performance appraisal scheme
- To comply with employee Health & Safety at Work responsibilities.
- To comply with the Council's Equality and Diversity policy.
- To undertake inspections, investigations, visits or attend meetings outside of core office working hours where necessary or requested.
- Participation in the Council's 'out of hours' service is a requirement of the post.
- To carry out any other related duties as may be directed





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