

Field Manager

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Company: UK Civil Service

Location: United Kingdom

Category: other-general

Job summary

The Forestry Commission are the government's forestry experts and we work to protect, improve and expand England's woods and forests. This is done by providing policy advice to government and leading delivery through regulation, incentives and protecting tree health.

Field Managers coordinate and lead the area's Woodland Officers, Woodland Creation Officers and Regulations and Incentives Support Officers to expand, protect, improve and connect woodlands across the area. They also ensure the effective use of Forestry Commission incentives and regulations.

Job description

The Field Team Manager role, as part of Forest Services, is responsible for leading a team of Woodland Officers, Woodland Creation Officers and Regulations and Incentives Support Officers based in their geographical area and for ensuring the effective coordination of our incentives and regulatory activities.

Field Team Managers play a critical role in delivering a step change in our woodland creation levels, and in supporting the woodland management activity across the area. This includes working closely with Natural England, Environment Agency, Rural Payments Agency, Forestry England and the Forestry Commission Operational Delivery Hubs.

The successful candidate will be based from either the Bullers Hill office near Exeter or the National Office in Bristol and will be expected to undertake site visits and team support across their designated area, focused on the team you will manage. Once established

there will be the opportunity to work flexibly from home where this meets business needs (regular attendance at area offices will be required).

Responsibilities

Team working and Managing People ♦ Provide leadership and support to the Woodland Officers, Woodland Creation Officers and Regulations and Incentives Support Officers ♦ to ensure the effective delivery of our incentives and regulations. The Field Manager will undertake recruitment and induction of Team members and their development.

England Tree Planting Programme ♦ Play a key role in supporting the operational delivery of the England Tree Planting Programme to deliver the Government's ambitious woodland creation ambitions. This includes work to help promote the opportunities of the wider programme and working with delivery partners.

Manage Tree Health and forestry regulation ♦ Respond to tree health issues and ensure the effective delivery of our regulatory requirements. Work with Plant Health Forestry colleagues to respond to pest and diseases. Ensure our regulatory work meets the UK Forestry Standard and is completed within the required timescales.

Manage Incentives ♦ Oversee the delivery of incentives across the area through supporting Woodland Officers, Woodland Creation Officers and Regulations and Incentives Support Officers ♦ and partners by building positive working relationships to ensure the effective promotion and delivery of our grants. This includes seeking support from technical specialists to process complex cases and influencing the evolution of new initiatives to best deliver government forestry policy.

Engaging with stakeholders and Partnership Working - Work with the area's promotion and engagement team to identify the partnerships to engage in order to deliver appropriate sector support. Developing and maintaining good working relationships with advisers and stakeholders.

Vision and Culture ♦ Support the overall work of the team to ensure the effective delivery of our vision and culture ambition and to help lead on the development of a proactive H&S culture. Play an active role in the wider work of the team including supporting Management and Area Team Meetings.

Person specification

Experience

Essential:

Experience or relevant working knowledge of Incentives and Regulations for land based schemes, such as Countryside Stewardship;

Significant knowledge of forestry and silviculture, including having a clear understanding of the UK Forestry Standard;

Confident interpersonal and communication skills with experience of presenting to a range of audiences, both verbally and written;

Experience of stakeholder management - building strong business relationships and collaborative working to deliver mutually beneficial results;

Ability to manage a team to deliver results to an agreed standard;

Proactively deal with complex and contentious issues relating to people and delivery of projects.

Desirable:

Experience of managing people and demonstrate ability to manage a widely distributed team to deliver results to an agreed standard;

Practical woodland management experience of both deciduous and coniferous woodland;

Experience of delivering forestry incentives and regulations.

Professional and Technical Expertise

Essential:

Degree/Higher Diploma in forestry/land management/countryside management/ environment management and/or significant related experience in partnership working centred on; land management / tree and forestry issues;

Competent and effective IT user with experience of MS Office and associated communication tools (MS Teams).

Please clearly demonstrate how the above applies to you throughout your application. Failure

to do so will mean that your application is automatically sifted out.

Desirable:

Membership of a relevant professional institute (Institute of Chartered Foresters);

Evidence of having undertaken appropriate management development training / support.

Behaviours

We'll assess you against these behaviours during the selection process:

Making Effective Decisions

Developing Self and Others

Working Together

Communicating and Influencing

Technical skills

We'll assess you against these technical skills during the selection process:

Significant knowledge of forestry and silviculture, including having a clear understanding of the UK Forestry Standard.

Benefits

Alongside your salary of £37,485, Forestry Commission contributes £10,859 towards you being a member of the Civil Service Defined Benefit Pension scheme.

A Civil Service pension.

A range of family friendly benefits

An environment with flexible working options

Learning and development tailored to your role

A culture which promotes a diverse and inclusive work environment

A range of wellbeing benefits including discounted Civil Service Healthcare, access to an Employee Assistance Programme 24/7, Bike to Work Scheme, plus many more

25 days annual leave, with 1 additional day for each years' service up to 5 years (pro rata), plus bank holidays/privilege days (pro rata).

Ability to buy or sell 5 days annual leave.

3 days volunteering per year (pro rata).

We aim to provide a great place to work, whichever location you work from. Blended working forms part of our flexible and inclusive approach to future ways of working. It is an informal arrangement which gives you the option to work some of the week from home, and some of the week from our Forestry Commission workplaces, subject to role requirements, business needs, and regular review. Informal blended working arrangements will be available as agreed with the line manager.

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