Job Description – Harvesting and Timber Marketing Manager (PB4)

Job summary

Lead our Harvesting and Timber Marketing function, overseeing the safe, sustainable and commercially effective delivery of timber harvesting and supply across the East Forest District.

This is a varied leadership role combining people management, operational delivery, commercial decision-making and partnership working. You will lead a specialist team and contractor network, helping them deliver a significant programme of work while balancing safety, environmental, customer and business priorities.

You will also be a key member of the wider Forestry and Land Management leadership team, helping shape our priorities and how we deliver them.

Coming from another sector?

You do not need to have spent your career in forestry. If you have led people, contractors and complex operational programmes in sectors such as construction, utilities, infrastructure, agriculture, logistics, manufacturing or another safety-critical industry, your experience could be highly relevant. We are looking for strong leadership and transferable skills, alongside the ability and willingness to develop your knowledge of forestry and timber.

Key responsibilities & accountabilities

Leadership and Management

- Lead, support and develop the Harvesting and Timber Marketing team, creating an inclusive, collaborative and high-performing working environment. Provide clear direction, empower people to make good decisions and build strong relationships with colleagues and contractors.
- Play an active role in the Forestry and Land Management leadership team and deputise for the Head of Land Management when required.

Operational Delivery

- Lead the planning and delivery of a substantial annual harvesting programme, ensuring work is well planned, safe, efficient and delivered to a high standard.
- Work with colleagues and contractors to manage priorities, resources, risks and changing operational demands. Ensure operations meet relevant industry and environmental standards, including UKWAS requirements.

Timber Marketing and Commercial Management

- Lead our approach to timber sales, marketing and supply, maintaining strong relationships with customers, processors and commercial partners.
- Use sound commercial judgement to secure good value from our timber while maintaining reliable supply and strong long-term customer relationships. Work through your team with District and Beat Foresters to coordinate the quality and continuity of timber coming to market.

Financial Management

- Take responsibility for significant income and expenditure budgets. Monitor performance, forecast income and costs, and use financial and operational information to make informed decisions and keep delivery on track.

Health, Safety and Environmental Management

- Provide visible leadership on health, safety and wellbeing. Create a culture where people take responsibility for managing risk and where operations meet legal, organisational and environmental requirements.

Stakeholder Engagement

- Build effective relationships with customers, contractors, colleagues, communities, regulators and industry partners. Represent Forestry England professionally and work collaboratively to resolve issues, identify opportunities and deliver successful outcomes.

Skills, knowledge & experience

Essential experience and skills

- Proven experience of leading complex operational programmes within forestry, land management or another operational, infrastructure or safety-critical environment.
- Strong people leadership and management experience, with the ability to develop teams, set clear priorities and deliver results through others.
- Experience of managing significant budgets, contracts and contractors, with responsibility for performance, value for money and successful delivery.
- Strong commercial awareness and judgement, with experience of working with customers, suppliers, contracts or supply chains.
- Ability to manage risk, competing priorities and changing operational demands while maintaining high standards of health, safety and environmental performance.
- Strong communication and relationship-management skills, with the ability to influence and work effectively with a wide range of stakeholders.
- Ability and willingness to quickly develop technical and sector knowledge and apply it to operational and commercial decision-making.

Desirable experience and knowledge

- Experience or knowledge of forestry, harvesting, timber marketing or other land-based operations.
- Knowledge of sustainable forest management and relevant standards, including UKWAS.
- Experience or knowledge of environmental management, conservation, engineering, contract management or supply-chain operations.

Qualifications

Essential

- Full UK driving licence, as the role requires regular travel between forest sites and other locations.
- Confident user of digital systems and standard workplace technology, with the ability to use information and data effectively to support operational and management decisions.

Desirable

- A relevant degree, professional qualification or equivalent experience in forestry, land management, operations, engineering, commercial management or another related discipline.
- Membership of the Institute of Chartered Foresters or another relevant professional body, or willingness to work towards appropriate professional membership.