

Job Description - Deputy North England Director (PB2)

Job summary

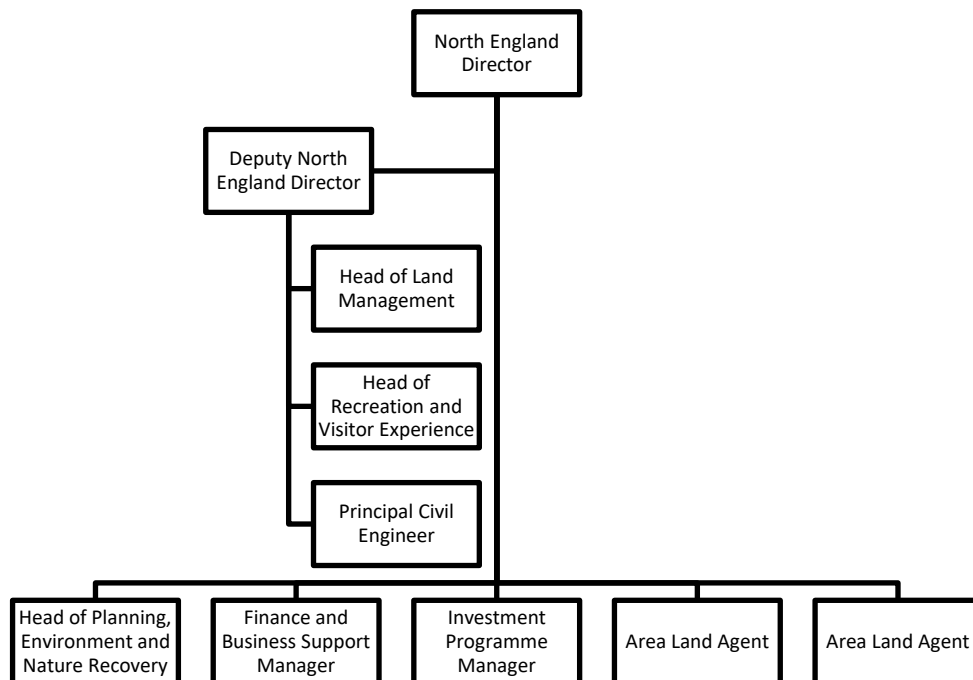
As **Deputy North England Director**, you will provide strategic and operational leadership in support of the North England Director, helping to lead all aspects of Forestry England's business across the North England Forest District.

You will be responsible for overseeing the leadership of **day-to-day delivery of forestry and land management, civil engineering and recreation operations**, supported by Heads of Function and their teams, while also contributing fully to the wider strategic leadership of the District. You will play a key role in ensuring that complex and interdependent programmes of work are planned, prioritised and coordinated effectively, supporting innovation, continuous improvement and change to improve delivery, resilience and value for money.

You will lead the translation of Forestry England's national strategy, *Growing the Future*, into effective, integrated and sustainable local delivery through the development of the District business plan.

You will act as deputy to the North England Director when required, representing Forestry England with partners and stakeholders, and coordinating input to major programmes and projects of regional and national significance.

North England Forest District Senior Leadership team structure:



Key responsibilities & accountabilities

Strategic leadership

- Be accountable and provide strategic leadership across forestry and land management, civil engineering, and recreation operations, ensuring delivery aligns with national priorities and the District Business Plan.
- Translate national strategy, business plans and performance targets into clear operational priorities and delivery programmes.
- Actively promote a “one team” culture, working across all district and national functions to improve integration, efficiency and outcomes.

Leadership, people & culture

- Provide visible leadership, coaching and support to senior staff and managers, particularly those leading Land Management, Recreation and Visitor Experience, and Civil Engineering.
- Create and sustain a strongly positive health, safety and wellbeing culture, ensuring compliance and continuous improvement.
- Champion equality, diversity and inclusion, fostering an inclusive, supportive and high-performing working environment.
- Lead workforce planning for operational teams, building capability, succession and resilience for the long term.
- Provide leadership in emergency response, business continuity and contingency planning, ensuring the District has readiness to manage incidents; in line with national policy.

Business planning & programme leadership

- Working closely with the Director and Finance Manager, coordinate the five-year business planning cycle, ensuring the District leadership team is sighted on future opportunities, risks, constraints and resource implications.
- Champion and lead a programme management approach in the planning of operations and infrastructure development; aligning forest planning, planting, harvesting, civil engineering, recreation investment and land management programmes over both annual and multi-year timescales.
- Work closely with teams to ensure operational programmes are realistic, affordable and deliverable.
- Drive efficiency in the planning for and use of the vehicle and machinery fleet across the district.

Performance, commercial & operational improvement

- Deliver strong operational performance while ensuring professionalism across teams and demonstrating excellence across the estate through accreditations (e.g. UK Woodland Assurance Standard, VisitEngland quality assessment at Forest Centres).
- Achieve strong commercial and financial outcomes, improving the district’s net position and being accountable to the North England Director for budgets, contracts, suppliers and commercial relationships within areas of oversight. This includes ensuring procurement and contract management compliance with organisation policies.
- Lead a culture of continuous improvement, driving innovation, modernisation, and improved systems, processes and ways of working.

Deputy & external representation

- Act as deputy to the North England Director when required, including chairing meetings and representing Forestry England externally.
- Build and maintain effective relationships with key stakeholders, partners and customers.
- Coordinate Forestry England’s input into significant regional and national plans and projects affecting Forestry England’s forests in the north and, occasionally, across England.

And any other tasks, reasonably requested by your line manager.

Location-specific Information

Skills, knowledge & experience

Essential professional and technical experience

- Substantial applied experience working as a leader in UK forestry and land management;
- Experience of successfully leading and managing a large, geographically dispersed, multi-disciplinary team;
- Experience of positive relationship building with customers and stakeholders;
- Experience of planning and efficiently delivering large operational programmes.
- Delivering strong commercial outcomes
- Managing contracts, budgets and supplier relationships and performance;

Desirable professional and technical experience

- Building capacity and resilience in changing teams;
- Leading innovation and change;

Qualifications

- HND or Bachelor's Degree in Forestry or Land Management related subject
- Full current UK Driving licence;

Desirable

- Masters Degree in Forestry or Land Management related subject;
- Institute of Chartered Foresters membership or other relevant professional membership in the field of Forestry or land management
- Business administration or management qualification
- A programme or project management qualification