

## Job Description - Head of Nature Recovery Programme Delivery (PB2)

### Job summary

#### Purpose of the job

To provide leadership, governance and delivery oversight for Forestry England's Nature Recovery Programme, ensuring successful implementation of priority nature recovery outcomes across the nation's forests.

#### Background

Forestry England manages more land and trees than any other organisation in the country. For over a century, we have shaped and cared for England's forests for people, nature, and climate.

Forestry England have bold ambitions to be a leading force for nature recovery. Our progress is real and measurable: FSC certified since 1999, WWF's 'Gift to the Earth' award in 2001, and commitments to restore all our ancient woodlands in 2007 and 11,000 hectares of open habitats in 2013. In 2022 we launched our first [Biodiversity Plan](#) with a clear goal to make the nation's forests [the most valuable places for wildlife to thrive and expand in England](#).

The Nature Recovery Programme is currently being delivered through four Defra funded programmes:

- Protected Sites
- Nature Networks
- PAWS
- Forest Wilding

Explore our work to see how we're putting nature recovery at the heart of England's forests:

- [White-tailed eagle reintroduction](#)
- [Nightjar Conservation](#)
- [Creating Wilder Forests](#)

#### The role

The Head of Nature Recovery Programme Delivery will lead the delivery of Forestry England's Nature Recovery Programme, ensuring that strategic ambitions are translated into effective programmes, projects and workstreams that deliver measurable environmental outcomes. This role will be ultimately accountable for the delivery of the programme.

The postholder will provide leadership across programme management, governance, assurance, planning, performance and resource management, ensuring that delivery remains aligned to organisational priorities and achieves agreed outcomes, milestones and benefits. They will build and lead a high-performing programme delivery function, developing capability across programme management disciplines and embedding consistent approaches to planning, reporting, assurance and continuous improvement.

Working closely with senior leaders, programme sponsors, programme managers, delivery teams and external partners, the role will establish and maintain effective programme governance arrangements, oversee programme planning and financial performance, and ensure that risks, dependencies and issues are effectively managed.

## Working together

The Head of Nature Recovery Programme Delivery will report to the Director of Funded Programmes and work closely with them to ensure alignment of Nature Recovery Programme into the wider funded programmes portfolio.

The postholder will work closely with the programme managers for the four sub programmes. They will also work in close partnership with the existing Head of Nature Recovery who provides strategic leadership, defines programme outcomes, leads partnerships, drives organisational change and shapes the long-term direction of the Nature Recovery Plan. Together, the two roles provide complementary leadership across strategy and implementation, ensuring that nature recovery priorities are effectively planned, resourced, governed and delivered, with clear accountability for both outcomes and execution.

## Key responsibilities & accountabilities

### Programme Leadership & Delivery

- Lead delivery of the Nature Recovery Strategic Programme.
- Ensure delivery of agreed outputs, milestones and benefits.
- Translate strategic objectives into deliverable programmes, projects and workstreams.
- Monitor performance and take action to address delivery challenges.

### Programme Governance & Assurance

- Establish and maintain programme governance and assurance arrangements.
- Own the Programme Management Plan and delivery framework.
- Manage programme risks, issues, dependencies and change control.
- Provide programme reporting and performance information to governance boards and senior leaders.

### Programme Design & Management

- Oversee programme plans, deliverable and implementation schedules.
- Coordinate delivery across projects and workstreams.
- Manage interdependencies and ensure alignment across programme activities.
- Monitor progress and support the realisation of programme benefits.

### People & Resource Management

- Lead programme workforce planning and recruitment.
- Line manage Programme Managers and support the development of delivery capability.
- Ensure resources are effectively allocated to support programme priorities.

### Financial & Commercial Management

- Work with finance colleagues to manage programme budgets, forecasts and financial performance.
- Ensure effective financial controls and value for money.
- Support funding delivery, grant management and financial reporting requirements.

### Operational Improvement

- Improve programme management processes, systems and controls.
- Establish effective management information and reporting arrangements.
- Embed lessons learned and continuous improvement into programme delivery.

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

## Skills, knowledge & experience

### Essential professional and technical experience

- Significant experience leading complex programmes or portfolios, delivering outcomes through multiple projects and stakeholders.
- Strong programme management expertise, including planning, governance, risk and performance management.
- Proven ability to lead and develop multidisciplinary teams and manage resources effectively.
- Experience managing substantial budgets and ensuring robust financial control.
- Excellent communication, influencing and stakeholder management skills, with the ability to translate strategic objectives into delivery plans.

### Desirable professional and technical experience

- Experience delivering large-scale environmental, conservation or land management programmes.
- Understanding of nature recovery, biodiversity conservation and environmental policy.

## Qualifications

### Desirable

- Professional programme or project management qualification (e.g. MSP, APM, or equivalent).
- Membership of a relevant professional body.

## Additional Information

The duties of this post require the applicant to sometimes travel to remote locations that are not accessible by public transport. You will therefore need to hold a full and current driving license that enables you to drive in the UK. We are willing to consider any proposals put forward by applicants that would allow them to do the job by other means.

This post will involve dealing with contacts across England, and travel with overnight stays. The use of Microsoft Teams video software is encouraged to reduce travel; however the postholder will be expected to regularly travel in accordance with the needs of the business and the demands of the post. It is expected that if the successful applicant is new to Forestry England they will be embedded within a [Forestry England office](#) for part of the working week during an induction period. The duties of this post require the applicant to have a full current driving licence that enables them to drive in the UK. Forestry England is willing to consider any reasonable adjustments and/or proposals put forward by an applicant that would allow them to do this work by other means.

An induction period will be tailored to the skills and experience of the successful candidate.