

Job description - Wildlife Manager (PB5ops)

Job summary

You will provide joint leadership of the District's wildlife team, working closely with one other Wildlife Manager to provide high-quality wildlife management operations in line with industry best practice and Forestry England policy. You will collaborate with Beats and other District functions to contribute to the wider Forest District operations.

Through inclusive leadership and teamwork, you will support high performance from of the District's wildlife team, with a strong focus on nature conservation and delivering increasing cull targets. You will champion a positive health and safety culture and ensure the proper management of firearms and production of venison.

Key responsibilities & accountabilities

Leadership Responsibility:

- provide collaborative leadership for the wildlife team to protect crops, habitats, and vulnerable species from wildlife impacts, including coordinating large and increasing cull programmes
- work with Beat Foresters, District Foresters, and specialist leads to deliver effective deer management, maintain and operate deer larders, and ensure carcasses are presented to required standards
- lead the delivery of wildlife management programmes and projects
- promote an inclusive, supportive team culture and encourage collaboration across District teams embedding Forestry England's organisational values and behaviours
- ensure compliance with guidance and procedures and support a proactive approach to safety across all operations
- promote learning and development within the team to support continuous improvement
- when required, provide continuity by deputising for the District Forester on matters relating to wildlife management

Operational Responsibility:

- develop the District Wildlife Management Plan, ensuring effective communication with other functions
- deliver the operational elements of the District's Wildlife Management plan, including the deer cull and the management of other mammals to protect crops, habitats and vulnerable species
- oversee venison production to British Quality Wild Venison Standards
- support the maintenance and operation of deer larders
- manage District firearms and ammunition in line with policy and best practice
- lead the design and delivery of conservation-related projects as needed
- produce successful applications for out-of-season and night shooting licenses as required

Management of Resources:

- lead and support the wildlife team, contractors, and volunteers, ensuring clear roles and expectations, and actively manage performance against agreed objectives and indicators
- manage team budgets and resources efficiently to support the effective delivery of core wildlife management operations, projects, and larder facilities

- prepare and monitor the wildlife management business plan; report on budgets and Key Performance Indicators (KPIs) throughout the year

Stakeholder Engagement, Representation and Communications:

- build and maintain constructive relationships with stakeholders across the business and beyond
- work collaboratively across the District and represent Forestry England with professionalism, engaging positively with current and potential customers and partners

Location-specific information

The role is based at King's House, Lyndhurst, SO43 7NH.

Skills, knowledge & experience

Essential professional and technical experience

- experience of leading and supporting a team, with the ability to promote collaboration and meet agreed standards
- proven track record in planning and delivering significant wildlife management operations, with a strong understanding of health and safety and compliance, particularly regarding firearms and venison production
- experience in managing budgets and contracts effectively
- hold a higher-level deer stalking certificate
- a qualification in wildlife or conservation land management, such as a BTEC National Diploma, a BTEC HND or a BSc degree or significant and equivalent experience in a wildlife or conservation land management role
- hold a current Firearms Certificate
- a full UK drivers' license
- competent IT user with experience in MS Office suite of applications