Forestry England

Job description - Wildlife Manager (South West) (PB5)

Job summary

Our vision is that the nation's forests will provide the most valuable places for wildlife to thrive and expand in England.

You will plan and implement safe and professional wildlife management programmes to protect tree crops and improve ecosystems. You will provide leadership and technical support in the district and through national networks.

You will have the opportunity to work with experienced colleagues, passionate about their contribution to sustainable forestry, conservation and the organisation's overarching strategy. You will help to connect everyone with the nation's forests, caring for them for people to enjoy, wildlife to flourish and business to grow.

You can expect to spend time outdoors, working remotely and you will be expected to manage your own time to maximise efficiency and effectiveness.

You will work closely with our existing Wildlife Manager with a focus on Wildlife management in the South West.

Key responsibilities & accountabilities

Manage people:

- manage the wildlife ranger team in the South West, to meet our high professional standards.
- provide technical support in the district and through national networks.
- lead by example to promote a positive and inclusive culture, and actively promote collaboration and support across the district and with stakeholders.
- demonstrate Forestry England's organisational values and behaviours and make sure your team does too.
- drive improvement in the wildlife team, promoting learning and development opportunities.

Manage resources:

- buy and distribute goods and equipment (including restricted items) in line with Forestry England policy.
- arrange and supervise a range of contracts.

Manage stakeholders:

- work with deer officer and other external organisations towards effective landscape-scale mammal management.
- represent Forestry England at deer management group and squirrel control group meetings.
- contribute to the day-to-day operation of the district as part of the management team.
- work with foresters and district ecologists to make sure work programmes are delivered effectively and efficiently.
- advise and support the estates team with sporting tenancies and sporting retained rights.
- manage deer control licence holders and contractors to achieve deer management plan targets.
- help to develop national policy at the request of the lead wildlife manager.
- liaise with the police and neighbours on wildlife crime or as directed by the forest management director.

Manage health and safety:

- manage health and safety involving firearms and the wildlife management operations.
- provide leadership to promote a positive safety culture and plan infrastructure to minimise risk during wildlife management operations.

- control authorising, using, inspecting, and recording firearms and ammunition by the wildlife ranger team, making sure Forestry England complies with legislation and internal policies.
- make sure that district 's deer larders comply with Forestry England policies, food hygiene regulations, and the British Quality Wild Venison standard.
- draft and review risk assessments covering wildlife management activities.
- take overall responsibility for rifle zero and practise areas in the south west of the district and the safety of all activities on these sites.
- issue and review all firearms cards, maintain the district's firearm database, and update the national data base as required.
- issue guidance for safely using equipment and firearms, including managing the wildlife ranger training programmes.
- monitor ranger and keeper performance including accompanied stalks, and high seat inspections.
- promote reporting tick bites and using mandated deterrents.

Crop and habitat protection:

- create and deliver data-led culling plans based upon population censuses and damage/ impact assessments to minimise damage to growing crops and habitats.
- maintain wildlife management strategies to comply with UK Woodland Assurance Standard (UKWAS) and Forestry England policies.
- contract deer culling resource where and when needed to effectively deliver culling plans.

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

Location-specific information

West England Forest District is responsible for over 37,000 Hectares of the nation's forests in the west and south-west of England and extends from the Shropshire Hills south to the majestic oak and beech woods of Savernake Forest in Wiltshire and south-west to Idless Woods near Truro in Cornwall.

The District is managed from the District Office at Coleford, in the Forest of Dean, with front line delivery achieved through remotely located forest beat teams and recreation hub teams that look after the forests and woods on a day to day basis.

The postholder will be based in our forest office at Haldon Forest Park, Exeter, Devon (other Forestry England office locations within the district may be considered). A blended working pattern can be agreed, with a minimum attendance at an office of 2-days per week.

If the successful applicant is new to Forestry England then they will need to be embedded within a Forestry England office for a significant proportion of the working week during an induction period.

The postholder will be expected to travel to different office and depot locations as well as remotely located woods & forests to support the remotely located delivery teams as may be required; and to attend national meetings and training events. This will most likely require travel by car, and thus a current driving licence is seen as a requirement of the role although candidates may put forward a proposal that satisfies the business need to travel without recourse to driving.

Skills, knowledge & experience

Essential professional and technical experience

Current or relevant experience in wildlife management including:

- detailed understanding of the legislation for wildlife management.
- experience in delivering large wildlife management programmes.
- carcase handling and larder management.
- impact and census monitoring techniques.

- experience in planning wildlife management infrastructure.
- understanding the legislative framework for using firearms.
- experience in conservation/wildlife projects.
- experience of working with partners, stakeholders and landowners.

Desirable professional and technical experience

- experience of line managing staff, and supervising contractors.
- experience of data management and data-driven decision making.

Qualifications

Essential

- 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.
- current police firearms certificate.
- relevant deer management qualification
- full UK driving license.

Desirable

- deer management qualification – assessor.
- range conducting officers' certificate.
- Awareness of CDM and FISA standards.
- forestry First Aid +F, this can also be obtained once employed with Forestry England.
- membership of a relevant professional body.