

Job description - Head of Land Management (PB3)

Job summary

Your role will be to inspire, lead and direct the Land Management Team, working collaboratively with other teams and functions to deliver the Forest District Business Plan and District Strategy. You will champion improvement in our health & safety culture, work to maintain our UKWAS accreditation, encourage effective and efficient delivery of programmes, champion innovation, and climate change adaptation and resilience.

Key responsibilities & accountabilities

Leadership & Management

- Exemplary leadership - provide a clear sense of direction and accountability for the Land Management team: lead and inspire the team to work in synergy to deliver excellent results aligned with the District Strategy and wider organisational objectives
- Deliver & Collaborate - lead the team to deliver significant and complex forestry programmes, collaborating and innovating with others in order to embed shared delivery of goals and Key Performance Indicators in demanding and busy environments
- Culture - Champion a safety-first culture and ensure H&S policy compliance. Promote a positive and inclusive culture in the Land Management team and actively foster cross-functional collaboration and support.
- Compliance - ensure compliance with organisational guidance and procedures and communicate the importance of working safely, to manage risk across operations for staff, contractors, and customers.
- Innovate & Improve - embed a culture of continuous improvement, promoting learning and development opportunities amongst the team as well as wider network of partners, contractors, and volunteers

Strategic Responsibility

- Direction - constantly develop the strategic direction for Land Management for the district, ensuring that it is consistent with emerging national priorities, with specific reference to the future availability of timber volume, species diversification and resilience to forest pests and diseases
- Communicate - communicate our strategy and the value of our work to colleagues, customers, and other stakeholders
- Delivery - Implementation of the agreed plans is through the wider team of 12 beat foresters, supported by the area ecologists, area civil engineers and operations managers

Management of Resources

- Business Planning - build, own, review and regularly update the FLM Business plan and investment pipeline. Oversee the Land Management annual delivery plan production
- BP & Delivery Performance Monitoring -, accurately construct, monitor, reforecast and report on budgets throughout the year, including the district timber marketing plan. Monitor and report on outputs / outcomes against the plans

- Budget Management - ensure efficient use of resources by budget oversight, financial modelling and cost control

Stakeholder Engagement, Representation and Communications

- Internal - role model cross functional working with district and wider Forestry England colleagues to optimise delivery and efficiency
- External - maintain professional and productive relationships with stakeholders across the full range of land management interests
- Engage - proactively and respond constructively to existing and prospective customers. Ensure our marketing approach generates the best possible outcome for sales of timber, venison, and other products
- Promote - South District's work and the value of land management to colleagues, customers & other stakeholders

Location-specific information (optional)

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Skills, knowledge & experience

Essential professional and technical experience

- A proven track record in leading teams of staff & managing contractors, customer and other stakeholder relations is essential for this post
- Experience of planning and delivering sustainable land management (including open habitats) programmes
- Successfully integrating a collaborative approach to team working
- Experience of building and managing budgets, financial monitoring, and cost control
- Experienced in maintaining and improving approaches to health and safety and environmental protection.
- Skilled in relationship building and a strong communicator.

Desirable professional and technical experience

- Professional level experience in sustainable forest management, wildlife management, conservation management, forest engineering, contract negotiation and built heritage management

Qualifications

Essential

- Higher National Diploma (or higher qualification) in Forestry or a closely related discipline

Desirable

- Chartered Forester or member of the Institute of Chartered Foresters, or be working towards chartered status.
- Project Management qualification