



Job description - Head of Forestry & Timber (PB3)

Job summary

You will direct timber trading and forest management activities in Yorkshire, inspiring and leading the Sustainable Forestry Team to deliver Forestry England's Business Plan and Strategy. This requires close collaboration with other teams in Yorkshire and nationally, to ensure a resilient, productive and financially sustainable forestry estate, with high quality environmental outcomes and increased natural capital value. 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 clear leadership, accountability and direction in Yorkshire, in respect to UKWAS compliance, forestry operations, timber marketing and sales. Deliver excellent results aligned with the Business Plan, Strategy and wider organisational objectives. This includes leadership of the Sustainable Forestry Team and line management of three operational managers.
- deliver & collaborate - Lead the team to work collaboratively across Yorkshire Teams and with the National Operations team, to deliver significant and complex forestry programmes. Embed shared delivery of goals and Key Performance Indicators in demanding and busy environments.
- culture - Champion a positive and inclusive culture. Actively foster cross-team collaboration. Support and empower staff to take responsibility and make decisions through trust and delegated authority.
- health and safety - Champion a safety-first culture and ensure H&S policy compliance.
- 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 - Be a role model for innovation, measured risk taking and openness to change. 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 Sustainable Forestry in Yorkshire, 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.

Forestry and silviculture

- accountability - For implementing the agreed plans, which require the coordinated input of staff with diverse skill sets, including but not limited to forestry.
- deliver a quality service - Ensure all forestry operations are integrated, efficient and cost effective through preparation of rigorous plans based on effective use of high-quality data, effective procurement and the application of professional forestry and land management knowledge.
- forests for the Future - Deliver the long-term changes in forestry practice necessary to ensure a resilient and highly productive multipurpose forestry estate that delivers for people, nature and the economy.

Management of Resources

- business plan and delivery performance monitoring - Own, review and regularly update the Forestry Business plan and investment pipeline, accurately construct, monitor, reforecast and report on budgets throughout the year, based on the production plan, timber marketing plan and Long-Term Contracts.
- budget management - ensure efficient use of resources, by budget oversight, financial modelling and cost control, to enable effective delivery of the district delivery plan and BAU operations.
- contract management - Ensure robust management of forestry contracts within Yorkshire to protect Forestry England's position and uphold legal positions, ensuring decisions and dealings are even-handed, sustainable and fairly applied to all customers.

Stakeholder Engagement, Representation and Communications

- internal - role model collaborative colleagues across Forestry England 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 - Forestry England's work in Yorkshire to colleagues, customers & other stakeholders.

Location-specific information

The post will initially be based at Forestry England's Yorkshire Office in Pickering. It will move to the Dalby Forest Office in autumn 2027. Regular travel around Forestry England's estate in Yorkshire will be required. There will be occasional trips outside of Yorkshire for Forestry England-wide meetings, which may require an overnight stay.

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 translating strategy into plans that deliver commercial forestry programmes, with significant income generation.
- 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 and contract negotiation
- familiarity with the breadth of forestry operations and the technical aspects of timber measurement, yield modelling and operational site planning.
- experience of delivering externally funded projects.

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.