

Job Description - Establishment Manager (PB4)

Job summary

As Establishment Manager you will report to the Head of Forestry, Timber and Woodland Creation as part of the operational delivery team where you will work alongside the Timber Harvesting, Marketing Manager, and Woodland Creation Manager. You will also work closely with the Planning, Environment and Heritage and Civil Engineering managers within the team led by the Head of Operational Support and Nature Recovery. You will lead and direct the Establishment Team, including the tractor fleet engaged on ground prep operations, and, with them, will work to support the Beat Foresters in achieving restock targets.

You will work collaboratively with other teams and functions to deliver the wider Forest District Business Plan and District Strategy, championing improvement in our health & safety culture ensuring that forest operations are managed in line with industry's best standards and maintaining compliance with UKFS and UKWAS. You will promote silvicultural innovation, taking into account nature recovery goals, climate change adaptation and resilience.

Key responsibilities & accountabilities

Leadership Responsibility

Provide a clear sense of direction and accountability for the Establishment Team and work in support of Beat Foresters providing leadership, guidance and inspiration. Line manage PB5s across the Forestry, Timber and Woodland Creation Team as required. Promote a positive and inclusive culture in the team and actively foster cross functional

Collaboration and Support

Ensure compliance with organisational guidance and procedures and communicate the importance of working safely, to manage risk across operations for staff, contractors, and customers embed a culture of continuous improvement, promoting learning and development opportunities amongst the team as well as a wider network of partners, contractors, and volunteers

Strategic Responsibility

Develop silvicultural strategies to meet organisational objectives and recognising the challenges of changing weather patterns and increasing threats from pests and diseases. Communicate our strategy and the value of our work to colleagues, customers, and other stakeholders

Management of Resources

Work closely with the District Head of Finance to manage budgets responsibly and efficiently monitoring spend across the Beats and Establishment Team and reallocating resources as priorities change. Support the beat teams to enable effective delivery of Sustainable Land Management programmes, projects and business as usual operations by efficient management of resources support the preparation of the annual business plan, reforecasting and reporting on budgets and key performance indicators throughout the year leadership of the team of beat foresters.

Stakeholder Engagement, Representation and Communications

Work collaboratively with colleagues across the district and wider organisation and maintain professional and productive relationships with stakeholders across all beat and project interests.

Skills, knowledge & experience

Essential professional and technical experience

- A proven track record in leading teams of staff & managing contractors, customer and other stakeholder relations
- Experience of planning and delivering crop establishment operations in line with industry standards, as well as successfully integrating a collaborative approach to team working
- Experience of budget management, financial monitoring, and cost control
- A skilled problem solver, who is open to innovation
- Knowledge of Forest Resilience and the role that low impact silvicultural systems have to play

Qualifications

Essential

- A degree or further education in forestry or related land-based discipline or equivalent professional/technical expertise attained through relevant work experience

