

Job description - Head of land management (PB3)

Job summary

As Head of Land Management, you will lead and direct the Land Management Team, working collaboratively with other teams and functions to deliver the wider Forest District Business Plan and District Strategy. You will champion improvement in our health & safety culture, maintain our FSC accreditation to encourage effective and efficient delivery of programmes, championing innovation, and climate change adaptation and resilience.

Key responsibilities & accountabilities

Leadership Responsibility

- 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
- 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
- promote a positive and inclusive culture in the Land Management 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 wider network of partners, contractors, and volunteers

Strategic Responsibility

- 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 our strategy and the value of our work to colleagues, customers, and other stakeholders
- 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

- lead district team, efficiently manage resources to enable effective delivery of the district delivery plan and BAU operations
- own, review and regularly update the FLM Business plan and investment pipeline, accurately construct, monitor, reforecast and report on budgets throughout the year, based on LTC plans and the district marketing plan

Stakeholder Engagement, Representation and Communications

- 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

- stimulate a climate of competition for our products and present the highest standards of professionalism when representing Forestry England in the marketplace

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 as well as successfully integrating a collaborative approach to team working
- experience of budget management, financial monitoring, and cost control
- commitment to maintaining and improving approaches to health and safety and environmental protection.
- strong communication and coaching skills.

Desirable professional and technical experience

- working knowledge of wildlife management, conservation management, forest engineering, contract negotiation and built heritage management

Qualifications

Essential

- the successful applicant will have a Higher National Diploma (or higher qualification) in Forestry or closely related discipline

Desirable

- chartered Forester or member of the Institute of Chartered Foresters, or be working towards chartered status