Forest Management (FM) and Stewardship Supervisor

Pay Band: Pay Band 6a/CS AO  
Location: Selkirk, Glentress and Castle Douglas  
Contract Type: Permanent  
Number of Posts: 3  
Closing date: Monday 11 July - Applications will be accepted until 11:55 pm on the closing date.

Working Pattern: This is a full-time vacancy, based on a 37-hour week.

We’re a flexible employer and encourage applicants who wish to work a flexible working pattern to apply - all requests will be considered.

Nationality Requirements
It’s essential you have the right to work in the UK before applying to work with us, as we’re currently unable to offer sponsorship.

You’ll also need to meet the requirements of the Civil Service Nationality Rules.

Disability Confident Scheme
If you apply under the Disability Confident Scheme, you’ll be invited for an interview so long as you meet any elements of ‘Experience’ or ‘Technical’ marked as essential and can demonstrate the relevant Behaviours set out in the Success Profile.

Further Information
If you have any questions about this post, about the recruitment process, or require any adjustments, please email HR@forestryandland.gov.scot

About the team
Would you like to shape the future of Scotland’s forests and land?

We’re looking for someone to help manage and care for the nation’s forests and land in southern Scotland. You would be joining the team that manages the south of Scotland and will be responsible for the forests around either Selkirk, Glentress & Castle Douglas.

We live and work in some spectacular landscapes in southern Scotland, often with great access to outdoor activities, but never that far from major towns either. See more about where we live and work.

Our business is to manage 9% of Scotland on behalf of current and future generations– and it’s not just forests, it’s coasts, mountains, farmland, peatlands, varied habitats and recreation sites.

Our vision is for Scotland to have more forests and woodlands, that are sustainably managed and better integrated with other land uses. We want these to provide a resilient, adaptable resource, with high natural capital value, that support a strong economy, a thriving environment and healthy and flourishing communities. More information about what we’re trying to do and how we’re trying to do it can be found in our newly published Corporate Plan.
What you will do
You will work closely with others to ensure the forests under your care are sustainably managed, according to United Kingdom Woodland Assurance Standards (UKWAS). You will supervise a wide range of operational works within the local area, specialising in either Forest Management and Stewardship or Harvesting and Marketing depending on the role you are offered.

The role of a work site supervisor is very much field oriented – supervising our own teams of staff and contractors in the field to ensure they are both safe and effective. There is an element of office work to ensure record keeping and planning, but the role is most suited to people who are not just capable of being outdoors, but who actively enjoy it and want to be out in the woods and the hills of Scotland.

The three jobs being advertised are:
1. FM & Stewardship Supervisor based in Selkirk.
2. FM & Stewardship Supervisor with lead on Stewardship (recreation) based in Glentress.
3. FM & Stewardship Supervisor based in Castle Douglas.

Main Duties
• Work with the Forester and wider team to plan and execute safe and sustainable forest operations across your work area.
• Look after ongoing forest operations, ensuring regular communication with direct teams, contractors and merchants.
• Provide a key point of contact for your Forester, team and contractors to communicate effectively with each other.
• Ensure good records are kept of site visits, audits and stock control.
• Help to manage the impact of visitors in select locations.

The role can be physically demanding at times, requiring you to regularly walk over and mark out sites on steep and/or uneven ground with exposed harvesting residues.

Success Profile
The Success Profile below set outs the essential and desirable elements that make up the vacant position - you’ll be expected to demonstrate these elements in your application and/or during your interview and/or assessment.

Candidates should be Chartered or working towards Chartered status.

Experience
Essential:
• Experience of forest or land management-based operations.
• Experience of supervising people.
• Experience of using IT software including Microsoft office.

Desirable:
• Experience and understanding of land based health and safety practices.
• Experience of operations involving machinery, tractors and chainsaws.
• Experience of supervising contractors.
• Experience of GIS and using handheld GPS devices.
• Map reading skills.
Technical Desirable:
- Qualification in Forestry or Land Management at HND / HNC level.
- Trailer towing certificate or ability to attain within 6 months.

Behaviours
On the application form you’ll find four free text boxes to provide your behaviour responses. Please note, you’re only required to provide evidence against the below behaviours on your application.

Behaviour 1 and Lead Criteria: Making Effective Decisions
Behaviour 2: Managing a Quality Service
Behaviour 3: Communicating and Influencing
Behaviour 4: Working Together

Driving licence
This role requires you to have a full UK driving licence, however, we are willing to consider any proposals that would allow you to do the job by other means.

Travel
As this role involves working with colleagues across the region, there will be regular travel involved which may include overnight stays away from home on some occasions.

What we offer you
If successful, you will be entitled to a wide range of benefits, the detail of which can be found here

Additional information
We believe it’s important to create an inclusive and supportive work culture, and we welcome applications from everyone, regardless of background.

It’s important you complete the entire application form (where relevant) in sufficient detail – this will give you the best chance of being invited for interview and/or assessment. Where a vacancy attracts a higher number of applications, only ‘Behaviour 1 - lead criteria’ will be assessed at sift stage. However, it is still important that you complete the entire application form in sufficient detail, as there is no way of knowing that a vacancy will have a high number of applications.

Please state in the first line of your response whether you have any preference for either of the roles being advertised. If you are invited to interview, we will want to discuss with you which role you think you are most suited for.

Concerns about our recruitment
If you believe the Civil Service Recruitment Principles have been breached, you can submit a complaint to the Head of People and Organisational Development - they will assess compliance with the Principles but will not review the decision(s) of the recruitment panel.

Apply link:
https://ce0452li.webitrent.com/ce0452li_webrecruitment/wrd/run/ETREC107GF.open?VACANCY_ID=3235423SVI&WVID=9738092dCa&LANG=USA