



Woodland Creation Technical Officer

Reference: REQ0357

Pay Band: Pay Band 4/CS HEO

Salary: £36,698 - £39,522

Location: Scotland

Contract Type: Permanent

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 interview/assessment, 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, please email Lindsay.Bisset@forestry.gov.scot

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

We're looking for an experienced, enthusiastic Woodland Creation Technical Officer to join our national Operational Delivery team.

We work in a team environment that provides advice and expertise to our Scottish Forestry colleagues and clients. We work across Scotland supporting staff on woodland creation, regulations and the UK Forestry Standard.

About the team

Scottish Forestry is the Scottish Government agency responsible for the regulation of forestry activity, forestry policy, and grant incentives. We aim to protect and expand Scotland's forests and woodlands and increase their value to society and the environment.

The Scottish government is committed to creating 18,000 hectares of woodland a year across Scotland by 2024/25. Last year Scotland created over 10,000 hectares of new woodlands but the

new target represents a near doubling of planting rates in Scotland and will make an essential contribution to meeting the net-zero by 2045 ambitions, as well as to government's wider economic and

environmental targets. This was supported by the announcement in the 2020 Programme for Government of an additional £100 million for supporting the creation of new woodlands.

Scottish Forestry will lead the delivery of these ambitious tree planting targets.

The key mechanisms for achieving this are through the effective implementation of forestry regulations, delivery of forestry grants and the provision of high-quality policy support and advice to Scottish Ministers.

Scottish Forestry currently deals with over 400 applications for approval for woodland creation projects each year and this is expected to rise significantly over the next few years. Scottish Forestry also manages the Forestry Grant Scheme which receives around 1000 applications per year, has an annual budget of over £71 million and is the main funding mechanism for the Scottish Government's woodland creation target.

This post is based in the Woodland Creation & Regulations Case Support team that forms part of Operational Delivery and will report to the Woodland Creation & Case Support Manager. The Case Support team works very closely with Scottish Forestry's five Conservancy teams and provides support for complex forestry cases, manages the procedures for delivery of woodland creation approval process, Environmental Impact Assessment (EIA) and felling regulations, and monitors and provides support on the UKFS Compliance Procedure.

Although based in the Case Support team some of the work of this post will be related to complex woodland creation cases handled by Conservancy teams. Therefore, you will be expected to work regionally within Scotland assisting and working directly with two or more Conservancies. Regular travel will be required.

What you will do

You will work with Conservancies to support the end-to-end processes associated with Woodland Creation, playing a key role in providing technical advice, training and ongoing support and development to Woodland Officers. You will have responsibility for complex case assessments providing regulatory advice and assistance for reasoned conclusions, complex consent responses, complaints and appeals and support Conservancy staff in this area to build experience.

You will work within the Operational Delivery teams and other National Office teams to provide support and advice and improve procedures and guidance to help deliver against our key work areas.

This post can be based throughout Scotland and can be home based most of the time. We are prepared to consider and negotiate a range of working locations and arrangements. However, we would expect you to be able to travel to at least one of our regional Conservancy offices and National Office as required.

This is a full-time post (37 hours per week), however applications from people wishing to work an alternative working pattern will be considered.

We are a flexible employer and encourage applicants who wish to work full time, part time or other flexible working patterns to apply.

We strongly believe in an inclusive and supportive work culture. We welcome applications from everyone regardless of background. We are currently under-represented by women; therefore, we encourage applications from females.

Applicants claiming a guaranteed interview will be invited for further assessment should they meet the minimum essential criteria listed below.

For more information about applying for a role and working at Scottish Forestry, please visit

<https://forestry.gov.scot/internal/working-with-us>

Main Duties

Working across multiple Conservancies, provide technical and process assistance and advice to Conservancy teams on all aspects of Woodland Creation casework.

- Work directly with Woodland Officers to support them on complex cases including reviewing and responding to Environmental Impact Assessments.
- Assist and support all aspects of woodland creation, from due diligence to appeals.
- Provide support and training to Conservancy staff
- Provide mentoring and training to less experienced staff on processes and technical aspects; Contribute to development of training modules.

Contribute to the wider work of the Operational Delivery team and other National Office teams, working across all Conservancies.

- Create, update and amend guidance.
- Take part in support visits and audits.
- Investigate and respond to complaints and disputes.

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.

Experience

Essential:

- Experience and knowledge of woodland creation, associated silvicultural practices and practical delivery on the ground.
- Experience in a role providing advice, technical support, training or directly managing woodland creation and or other forest management operations.

Desirable:

- Experience of grants and regulations approval processes or providing advice on complex cases.
- Experience managing, assessing, or writing Environmental Impact Assessments.
- Member of the Institute of Chartered Foresters (or equivalent for environmental disciplines).

Technical

Essential:

- Be educated to degree level, with a degree in forestry, ecology or similar discipline; or have significant relevant experience in UK forest practice.
- Be a competent user of MS Office packages.

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. This means that if less than four behaviours are noted, you can leave the relevant free text(s) box blank on your application.

Behaviour 1 and Lead Criteria: Making Effective Decisions

Behaviour 2: Communicating and Influencing

Behaviour 3: Working Together

Behaviour 4: Delivering at Pace

Candidates should be Chartered or working towards Chartered status.

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 Scotland, there will be regular travel involved which may include overnight stays away from home.

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.

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.

Closing date: 7 August 2022 at 11.55pm.

Apply link:

https://ce0452li.webitrent.com/ce0452li_webrecruitment/wrd/run/ETREC107GF.open?VACANCY_ID=7323393eu6&WVID=9738092dCa&LANG=USA



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