



Woodland Creation Officer

Pay Band: Pay Band 5/CS EO

Location: Flexible with regular travel to the Hamilton office

Contract Type: Permanent

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, set out in the Success Profile.

Further Information

If you have any questions about this post, please email stewart.snape@forestry.gov.scot

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

About the team

Central Conservancy is responsible for promoting and regulating all aspects of woodland management within the region and provides advice and support on areas of Scottish Government policy and delivery. This includes the delivery of the Scottish Forestry (SF) Strategy and the Central Scotland Green Network (CSGN).

What you will do

You'll help to deliver Scotland's Climate Change Action plan targets by actively promoting and supporting new woodland creation within the Conservancy area. You will work with a wide range of stakeholders and landowners to develop and progress opportunities for woodland expansion in line with the Scotland's Forestry Strategy and Regional Forestry Strategies.

You'll play a pivotal part in investigating and identifying new and innovative mechanisms to encourage woodland creation and actively promote Scottish Rural Development Programme (SRDP) woodland creation grants to industry professionals and the land-based sector.

Main Duties

- To act as Project Manager for the Central Scotland Woodland Creation Programme, overseeing the delivery of key project milestones and working closely with the CSGN Woodland Expansion Steering Group.
- Provide initial on-site pre-application support and advice to farmers, landowners and their agents on woodland creation options, site suitability and potential grant availability.
- Work in partnership with colleagues, key forestry agents and organisations operating within the Conservancy area to promote and offer guidance on the Forestry Grant Scheme and support the development of new publicity materials.
- Act as contact for the delivery of the Woodland Creation milestones contained within the CSGN Development Plan 2025 (DP25) Action Plan.
- Carry out tendering, contract and Budget Monitoring duties relating to the delivery of Farm Diversification Studies.
- Represent SF at a number of annual Agricultural Shows, farm walk and talk events and other woodland creation focused seminars providing Forestry Grant Scheme advice and guidance as required.
- Develop new and innovative promotional campaigns and associated materials to promote woodland creation to stakeholders.

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 how you meet the Experience and Technical criteria at application and/or interview stage. Any Behaviours will be assessed at interview stage.

Experience

Essential:

- Knowledge and experience in the establishment of new woodland on farmland and the practicalities involved in successful forest establishment on a range of lowland and upland farmland sites.
- Experience of successfully engaging with farmers, landowners/agents/managers to create new woodlands.
- Experience of delivering presentations and report writing.

Desirable:

- Familiarity with Ecological Impact Assessment regulations.
- Knowledge and experience of the Forestry Grant Scheme.
- Competent in the use of Microsoft applications or have the ability to rapidly acquire them.

Technical

Essential:

- A forestry degree, Higher National Diploma or equivalent forestry qualification or alternatively, a well-proven and documented track record in a related subject would be considered.
- You will be a Professional member of the Institute of Chartered Foresters (ICF) or be willing to work towards professional membership.

Behaviours

Behaviour 1 and Lead Criteria: Communicating and Influencing

Behaviour 2: Making Effective Decisions

Behaviour 3: Working Together

Behaviour 4: Managing a Quality Service

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 Central 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: 2 October 2022.

Apply link:

https://ce0452li.webitrent.com/ce0452li_webrecruitment/wrd/run/ETREC107GF.open?VACANCY_ID=4204593q6l&WVID=9738092dCa&LANG=USA



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