

Nature Recovery Advisors x 5

Location

We are recruiting this job in 5 areas - Southeast & London, Southwest, East & East Midlands, Yorkshire & Northeast and Northwest & West Midlands.

About the job

Job summary

Never has there been a more important time for trees and forests to help tackle the climate emergency and provide a much-needed sanctuary for people and wildlife. The Government has committed to establishing a Nature Recovery Network to improve, extend and connect wildlife-rich habitat, and introduced a range of incentives to recover nature for wildlife, climate and people.

Local Nature Recovery Strategies (LNRS) are a new statutory system of spatial planning for nature introduced under the Environment Act 2021. They have been specifically designed to ensure environmental funding streams work together in a coherent way to deliver for wildlife and for wider environmental outcomes including climate mitigation, flood management and access.

The Forestry Commission has a critical part to play in delivering this landmark initiative. We are seeking highly motivated and highly collaborative individuals with skills and experience in nature conservation and sustainable forest management, and who are passionate about nature and nature-based solutions, to work as Nature Recovery Advisors within our Area teams.

Nature Recovery Advisors will **support the roll out of Local Nature Strategies** with between 7 and 11 LNRSs within their Area. If successful, you will work with Responsible Authorities, alongside staff from Natural England and the Environment Agency, to **provide knowledge and advice**, data and other evidence to ensure that the Strategies deliver Government commitments for woodland, wildlife and other environmental benefits. You will champion the role of sustainable woodland management and creation, and work with colleagues to ensure statutory protections are maintained. You will build strong partnerships within your national and Area teams, within Defra, with the Responsible Authorities and with external stakeholders and delivery partnerships.

You will also support the **establishment and delivery of landscape scale pilot projects delivering nature-based solutions under the UK Government's Shared Outcomes Fund**. You will provide advice, data and evidence to support effective delivery, champion the role of woodlands and work to connect projects with local ecosystem markets to ensure their long-term sustainability. You will ensure alignment with other work of the Commission in the Area and link them with the staff who can help them with their requirements in relation to regulations and incentives.

As Local Nature Recovery Strategies develop, you will have the opportunity to work with those same partners and initiate **wider action for nature recovery**.

You will work alongside colleagues in the Area team to deliver this in a flexible and collaborative manner. As a Nature Recovery Advisor for the Forestry Commission, you will be an excellent ambassador for woodlands and forestry as a critical part of supporting and expanding a sustainable, wildlife-rich Nature Recovery Network and embedding nature recovery within forestry activities.

There has never been a more inspiring time to be involved in forestry. The government's commitment to, and society's interest in, increasing England's tree cover and improving woodlands for wildlife has never been greater. The Forestry Commission, including its agencies Forest Research and Forestry England, and the forestry sector, have exciting and diverse roles to play in this. Nature Recovery Advisors will be pivotal to finding local solutions to combat biodiversity

loss and climate change, to improving silvicultural practice, to encouraging sustainable domestic timber supply and to resolving other key environmental issues.

The role will be based in one of the Area Team or Partner offices (see [Office access and opening times - Forestry Commission - GOV.UK \(www.gov.uk\)](#)) with flexibility for some optional blended working (see details below). Please be aware that this role can only be worked in the UK and not overseas. We are advertising one role, however there may be scope to offer an additional role on the basis of funding.

Job description

The Nature Recovery Advisors will be responsible for:

Ensuring outcomes for woodland and trees are effectively integrated into LNRSs, by:

- Championing the role of trees and woodlands in nature recovery across the region, leading to the expansion, protection, improvement and connection of woodlands
- Negotiating outcomes for trees and woodland, challenging the views and advice of others, including senior advisors and managers as required, and using the latest evidence
- Supporting Responsible Authorities and statutory partners, responding to their requests by providing knowledge, advice, data and other evidence (including case studies), involving Area Team members as required
- Providing content for the emerging strategies, and reviewing them in order to identify opportunities and pitfalls for woodlands
- Ensuring alignment with other key local strategies and initiatives with a spatial planning or prioritisation component for woodland, including Tree and Woodland Strategies, Climate Action/Net Zero plans, Green Infrastructure strategies and Biodiversity Net Gain
- Working proactively with woodland stakeholders to agree priorities for woodlands and trees
- Identifying potential tensions between different environmental and planning outcomes, or where deforestation is proposed, and seek strategic solutions (zoning, prioritisation, offsetting) that can be delivered at LNRS scale

Working with other Area Team members to translate opportunities for nature recovery into action on the ground, by:

- Contributing to the Area team pipeline for large scale projects, including woodland creation and management and species recovery, aligning FC funding with funding from non-FC sources
- Developing and delivering communication and information, designed to inform wider teams about LNRS and the wider nature recovery agenda, working with the local learning programme manager as appropriate
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Overseeing the development and management of Shared Outcome Fund projects (and other large-scale projects delivering multiple outcomes) in your area, by:

- Championing the role of trees and woodlands, supported by evidence and high quality advice
- Aligning projects with other nature recovery work across the region
- Connecting projects to other delivery mechanisms and to existing and emerging incentives and markets, including ecosystem markets
- Contributing expert advice, data and evidence to the Nature Based Solutions for Climate Change pilot projects
- Summarising and disseminating research from the Nature Based Solutions for Climate Change pilot projects in your area and influence work related to ecosystem market development
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Supporting the national team in provision of advice, guidance and review of progress for LNRS and nature recovery, by

- Reporting to national teams on progress, critical success factors (against FC outcomes), expenditure, risks and issues
- Contributing to the development of national guidance to support LNRSs or nature recovery more broadly

You will be expected to work closely with FC Area Team Advisors and may also be asked to support other partnership or delivery activities within the teams and to support outcomes for nature and nature-based solutions. The role will focus initially on supporting the development of LNRS, but as these become established, you will shift towards the partnership and delivery elements of the role. There may be opportunities to develop line management responsibilities.

You will be an excellent ambassador for woodlands and forestry, and an active listener. You will work in a highly collaborative manner, within your team, FC, the wider Defra family and with external stakeholders.

You will also be capable of absorbing and understanding a substantial volume of evidence and analysis, in order to engage in policy discussions and give sound advice.

You will be able to work from home or your parent office (see note on blended working below), with frequent travel to face-to-face meetings with LNRS teams, and occasional overnight stays for example, for national meetings. A full driving licence is strongly preferred, although alternative arrangements may be considered in exceptional circumstances.

PERSON SPECIFICATION

Essential Criteria

Knowledge, skills and qualifications

- *Degree-level qualification (Level 6 or above) in nature conservation, environmental management, forestry, land management or similar OR a related qualification at Level 4 or above with significant experience of successfully working at a strategic level to demonstrate critical thinking and problem solving*
- *Knowledge of the woodland management, nature conservation issues and relevant stakeholders or partners in your geographic Area*
- *Evidence of working at a senior and strategic level to influence, and if necessary, challenge decisions about land management*
- *Ability to prioritise effectively, maintain their own level of specialist knowledge and proactively bring people together to solve problems*
- *The ability to provide written or verbal briefs following analysis of complex issues*
- *Competent and effective IT user with experience of MS Office and also including remote working and associated communication tools (e.g. MS Teams)*

Please clearly demonstrate how the above applies to you throughout your application. Failure to do so will mean that your application is automatically sifted out.

Experience

- *At least two years' experience of working on land management in a strategic or advisory role*
- *A track record of establishing and managing successful working relationships and networks with a range of internal and external stakeholders, to influence others and deliver shared outcomes*
- *Excellent interpersonal and communication skills with experience of presenting to a range of audiences, both verbally and written*

Desirable Criteria

Knowledge, skills and qualifications

- *Qualifications and/or experience in both nature conservation AND forestry*

- *Professional membership, or working towards membership, of the Institute of Chartered Foresters (MICFor), TCPI, CIEEM or other relevant chartered body*
- *Good understanding of nature recovery principles, nature-based solutions recent policy developments and how they relate to woodland*
- *Knowledge of natural capital or ecosystem accounting*

Experience

- *Experience of integrating forestry and biodiversity issues*
- *Experience of training provision.*
- *Experience of handling and analysing data*
- *Line management experience*

Benefits

- A Civil Service pension
- A range of family friendly benefits
- An environment with flexible working options
- Learning and development tailored to your role
- A culture which promotes a diverse and inclusive work environment
- A range of wellbeing benefits including discounted Civil Service Healthcare, access to an Employee Assistance Programme 24/7, Bike to Work Scheme, plus many more.
- 25 days annual leave, with 1 additional day for each years' service up to 5 years (pro rata)
- Ability to buy or sell 5 days annual leave
- 3 days volunteering per year (pro rata)

Please go onto our Civil Services Jobs Board to apply for the role and to view the other adverts for the four other areas!

Salary £35,870 - £38,842

To apply, please visit [here](#).

Closing date: Apply before 11:55 pm on Sunday 8th January 2023



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