

Field Team Manager (Yorkshire)

Forestry Commission

Apply before 11:55 pm on Sunday 13th August 2023



Reference number

301704

Salary

£35,870 - £38,842

New entrants to the civil service will be expected to start on the minimum of the pay-band.

A Civil Service Pension with an average employer contribution of 27%

Job grade

Higher Executive Officer

Pay Band 4

Contract type

Permanent

Business area

FC - Forest Services - The Forestry Commission are the Government's forestry experts, and our role is to protect, improve, expand and connect England's trees, woodlands and forestry sector.

Type of role

Environment and Sustainability

Operational Delivery

Working pattern

Flexible working, Full-time

Number of jobs available

1

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Location

Yorkshire and the Humber

About the job

Job summary

The Forestry Commission are the government's forestry experts and we work to protect, improve and expand England's woods and forests. This is done by providing policy advice to government and leading delivery through regulation, incentives and protecting tree health.

Field Managers coordinate and lead the area's Woodland Officers to expand, protect, improve and connect woodlands across the area. They also ensure the effective use of Forestry Commission incentives and regulations.

Job description

The Field Team Manager role, as part of Forest Services, is responsible for leading a team of Woodland Officers based in their geographical area and for ensuring the effective coordination of our incentives and regulatory activities.

Field Team Managers play a critical role in delivering a step change in our woodland creation levels, and in supporting the woodland management activity across the area. This includes working closely with Natural England, Environment Agency, Rural Payments Agency, Forestry England and the Forestry Commission Admin Hubs.

The role available is in **Yorkshire** - The post will be based in the Defra Office (Foss House) York with regular travel required across the area. The geographic focus of the work will be in Yorkshire with the opportunity to work flexibly from home where this meets business needs (regular attendance at Foss House will be required). The posts report to the Partnership and Expertise Manager (Sam Cooper) who is based in Foss House.

Responsibilities

Team working and Managing People – Provide leadership and support to the Woodland Officers to ensure the effective delivery of our incentives and regulatory The Field Manager will undertake recruitment and induction of Woodland Officers and their development.

England Tree Planting Programme – Play a key role in supporting the operational delivery of the England Tree Planting Programme to deliver the Governments ambitious woodland creation ambitions. This includes work to help promote the opportunities of the wider programme and working with delivery partners.

Manage Tree Health and forestry regulation – Respond to tree health issues and ensure the effective delivery of our regulatory requirements . Work with Plant Health Forestry colleagues to respond to pest and diseases. Ensure our regulatory work meets the UK Forestry Standard and is completed within the required timescales.

Manage Incentives – Oversee the delivery of incentives across the area through supporting Woodland Officers and partners by building positive working relationships to ensure the effective promotion and delivery of our grants. This includes seeking support from technical specialists to process complex cases and influencing the evolution of new initiatives to best deliver government forestry policy.

Engaging with stakeholders and Partnership Working - Work with the area's promotion and engagement team to identify the partnerships to engage in order to deliver appropriate sector support. Developing and maintaining good working relationships with advisers and stakeholders.

Vision and Culture – Support the overall work of the team to ensure the effective delivery of our vision and culture ambition and to help lead on the development of a proactive H&S culture. Play an active role in the wider work of the team including supporting Management and Area Team Meetings.

Person specification

Experience

Essential:

Experience or relevant working knowledge of Incentives and Regulations for land based schemes, such as Countryside Stewardship;

Significant knowledge of forestry and silviculture, including having a clear understanding of the UK Forestry Standard;

Confident interpersonal and communication skills with experience of presenting to a range of audiences, both verbally and written;

Experience of stakeholder management - building strong business relationships and collaborative working to deliver mutually beneficial results;

Demonstrate ability to manage a team to deliver results to an agreed standard;

Proactively deal with complex and contentious issues relating to people and delivery of project.

Desirable:

Experience of managing people and demonstrate ability to manage a widely distributed team to deliver results to an agreed standard;

Practical woodland management experience of both deciduous and coniferous woodland;

Experience of delivering forestry incentives and regulations.

Professional and Technical Expertise

Essential:

Degree/Higher Diploma in forestry/land management/countryside management/ environment management and/or significant related experience in partnership working centred on; land management / tree and forestry issues;

Competent and effective IT user with experience of MS Office 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.

Desirable:

Membership of a relevant professional institute (e.g. Institute of Chartered Foresters);

Evidence of having undertaken appropriate management development training and supporting

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.

Behaviours

We'll assess you against these behaviours during the selection process:

Working Together

Delivering at Pace

Managing a Quality Service

Technical skills

We'll assess you against these technical skills during the selection process:

Significant knowledge of forestry and silviculture, including having a clear understanding of the UK Forestry Standard

Benefits

Alongside your salary of £35,870, Forestry Commission contributes £9,685 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

- 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), plus 10.5 bank holidays/privilege days (pro rata).
- Ability to buy or sell 5 days annual leave.
- 3 days volunteering per year (pro rata).

Things you need to know

Selection process details

This vacancy is using [Success Profiles \(opens in a new window\)](#), and will assess your Behaviours, Strengths, Experience and Technical skills.

As part of the application process you will be asked to complete a CV and 750 word personal statement. Further details around what this will entail are listed on the application form.

1. A CV setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.
2. A personal statement – in no more than 750 word please provide details of how you meet the relevant skills and experience as set out in the person specification and your preferred location.

Applications will be sifted week commencing 7th August. This date is subject to change.

Interviews will be held on the 15th August. This date is subject to change.

We will be conducting online interviews with the use of Microsoft Teams or equivalent online communication methods. Candidates would therefore require access to a computer and internet at interview stage. At interview you will be assessed on Experience, Behaviours, Strengths and Technical Skills.

Further Information

A reserve list may be held for a period of 12 months from which further appointments can be made.

Any move to Forestry Commission from another employer will mean you can no longer access childcare vouchers. This includes moves between government departments. You may however be eligible for other government schemes, including Tax Free Childcare. Determine your eligibility at <https://www.childcarechoices.gov.uk>

If successful and transferring from another Government Department a criminal record check may be carried out.

In order to process applications without delay, we will be sending a Criminal Record Check to Disclosure and Barring Service on your behalf.

However, we recognise in exceptional circumstances some candidates will want to send their completed forms direct. If you will be doing this, please advise Government Recruitment Service of your intention by emailing Pre-EmploymentChecks.grs@cabinetoffice.gov.uk stating the job reference number in the subject heading.

New entrants are expected to join on the minimum of the pay band.

This role is full time only. Applicants who wish to work an alternative pattern are welcome to apply however your preferred working pattern may not be available and you should discuss this with the vacancy holder before applying.

Reasonable Adjustment

If a person with disabilities is put at a substantial disadvantage compared to a non-disabled person, we have a duty to make reasonable changes to our processes.

If you need a change to be made so that you can make your application, you should:

Contact Government Recruitment Service via FCERecruitment.grs@cabinetoffice.gov.uk as soon as possible before the closing date to discuss your needs.

Complete the 'Assistance required' section in the 'Additional requirements' page of your application form to tell us what changes or help you might need further on in the recruitment process. For instance, you may need wheelchair access at interview, or if you're deaf, a Language Service Professional.

If you are experiencing accessibility problems with any attachments on this advert, please contact the email address in the 'Contact point for applicants' section.

Feedback will only be provided if you attend an interview or assessment.

Security

Successful candidates must undergo a criminal record check.

People working with government assets must complete [baseline personnel security standard \(opens in new window\)](#) checks.

Nationality requirements

This job is broadly open to the following groups:

UK nationals

nationals of Commonwealth countries who have the right to work in the UK

nationals of the Republic of Ireland

nationals from the EU, EEA or Switzerland with settled or pre-settled status or who apply for either status by the deadline of the [European Union Settlement Scheme \(EUSS\) \(opens in a new window\)](#)

relevant EU, EEA, Swiss or Turkish nationals working in the Civil Service

relevant EU, EEA, Swiss or Turkish nationals who have built up the right to work in the Civil Service

certain family members of the relevant EU, EEA, Swiss or Turkish nationals

[Further information on nationality requirements \(opens in a new window\)](#)

Working for the Civil Service

The [Civil Service Code \(opens in a new window\)](#) sets out the standards of behaviour expected of civil servants.

We recruit by merit on the basis of fair and open competition, as outlined in the Civil Service Commission's [recruitment principles \(opens in a new window\)](#).

The Civil Service embraces diversity and promotes equal opportunities. As such, we run a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria.

The Civil Service also offers a Redeployment Interview Scheme to civil servants who are at risk of redundancy, and who meet the minimum requirements for the advertised vacancy.

Apply and further information

This vacancy is part of the [Great Place to Work for Veterans \(opens in a new window\)](#) initiative.

The Civil Service welcomes applications from people who have recently left prison or have an unspent conviction. [Read more about prison leaver recruitment \(opens in new window\)](#).

Once this job has closed, the job advert will no longer be available. You may want to save a copy for your records.

Contact point for applicants

Job contact :

Name : Mark Outhwaite

Email : mark.outhwaite@forestrycommission.gov.uk

Telephone : 07585 307377

Recruitment team

Email : fcerecruitment.grs@cabinetoffice.gov.uk

Further information

Our recruitment process is underpinned by the principle of appointment on the basis of fair and open competition and appointment on merit, as outlined in the Civil Service Commissioners' Recruitment Principles. If you feel your application has not been treated in accordance with these principles and you wish to make a complaint, you should in the first instance contact FCE by email: englandhr.services@forestryengland.uk. If you are not satisfied with the response you receive, you can contact the Civil Service Commission, which regulates all Civil Service recruitment.

