

FORESTRY AND LAND SCOTLAND

Planning Manager

Salary: £43,395 - £47,245 (Pay review pending)

Job reference: REQ0445

Location: Inverness or Golspie

Contract type: Permanent

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



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.

About the team

The North Region team manage and care for public land stretching from the Isle of Skye to the woodlands in and around Inverness in the east, and includes the native woodlands of Speyside and the vast restored peatlands in the north. The work we do is diverse and can be challenging, and the Planning and Environment team, which is where this post sits, is responsible for:

- Preparing long term plans that set out how we will manage the land to meet a wide range of objectives.
- Identifying and coordinating the programmes of work that deliver our plans and look ahead to making sure we are resourced to meet our objectives.
- Restoring extensive areas of peatland and native woodland, alongside other habitat restoration and species diversity objectives.
- Liaising and coordinating our negotiations with renewables and infrastructure developers, and with various regulatory bodies, including Scottish Forestry.
- Working with all other teams to ensure that we plan to support silvicultural diversity; efficient roading and access; and tackle climate change challenges across the region – from managing steep ground to diversifying species.

Our colleagues are experts in their field. We get to work outdoors, we're knowledgeable about modern forestry and wider land management, and committed to managing land to adapt to climate change, secure carbon, improve biodiversity and create great places for the people of Scotland.

What you will do

There are two Planning Manager roles in the Region. Between you, you will share the following responsibilities:

- Oversee the preparation of our ten year land management plans aiming to make the most of the land that we manage to achieve a wide range of objectives.
- Oversee the wide ranging programmes of work that efficiently deliver these plans and turn them into reality.
- Establish and support how we integrate renewables and projects across the estate.

- Lead the identification and implementation of management to support biodiversity, habitat and species priorities across North Region.
- Lead and support a motivated team.

You will directly manage up to 8 staff across the land management planning, renewables liaison, programming, survey and environment teams. You will encourage the team to work collaboratively and supportively with colleagues.

You'll need to oversee multiple projects simultaneously; maintain momentum to ensure we achieve objectives resolving issues as they arise; and look ahead and prioritise to make sure we are focused on the most important issues at any one time.

You will also have a say in the future direction of the Region, as a member of the Region's Leadership Team, and use your strategic knowledge of plans and programmes to inform how we can efficiently deliver FLS and Scottish Government objectives.

Main duties

Lead, manage, support and develop staff

- Line manage your team, and support others, identifying opportunities to develop skills and work experience, while supporting both team and individual wellbeing.
- Optimise the effectiveness of your team, encourage collaborative working, facilitation and innovation and help them prioritise tasks and problem solve.
- Recruit and contribute to the retention of staff, making sure roles are clear, manageable and rewarding.

Oversee land management planning or work programmes

- Oversee and support the preparation of Land Management Plans that set out where, when and how we can most effectively adapt to climate change, secure timber supplies, support habitat restoration and manage land to benefit communities.
- Work with others across all functions to develop and improve work programmes to deliver our Land Management Plans, including: clear felling and tree restocking; forest thinning and management of natural regeneration; peatland and native woodland restoration; steep ground management; and integrate a range of environment and recreation management programmes of work.
- Engage with regional and national teams to identify, scope and set out priorities for habitat and species conservation and enhancement, and adapting our land to meet biodiversity objectives.
- Oversee engagement with other teams and external stakeholders, including communities and regulatory bodies, developers and utilities companies, or partners in landscape scale projects, and provide strategic guidance as required within your area of responsibility.

Contribute to Regional leadership

- Be an effective member of the Regional Leadership Team by helping to develop strategic appreciation of the challenges and opportunities within the region.
- Use your strategic understanding of direction of travel in land management plans, environmental priorities or developing work programmes to inform and shape the Region's five year business plan.
- Contribute to wider FLS working groups and initiatives and work with external partners to deliver Scottish Government objectives.

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 element in your application and/or during your interview and/or assessment.

Experience

Essential:

- A sound understanding of land or forest management.
- Ability to prioritise and implement strategic objectives, at a national or regional level.
- Demonstrable experience of engaging, collaborating and negotiating with other teams, stakeholders and/or developers or partners to take forward initiatives.
- Demonstrable experience of an ability to appraise situations quickly and resolve practical problems, ensuring buy in from others as necessary.
- Experience of successfully managing and motivating a busy team.

Desirable:

- Experience of strategic planning, land use planning or forest plans.
- A sound understanding of the renewables and utilities industries.
- Familiarity with one or all of the UK Forest Standards; the Forest Regulatory Environment; the town and country planning process and construction project management.

Technical

Essential:

- A qualification in forestry, land management or planning equivalent to HND or degree level.

Desirable:

- Knowledge and application of GIS mapping tools.
- Chartered Professional membership of ICF, RTPI, RICS or other relevant professional body (or a commitment to obtain Professional Member status within 2 years of appointment).

Behaviours

Behaviour 1 and Lead Criteria: Leadership

Behaviour 2: Seeing the Big Picture

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 accept applications from people with a provisional licence with an expectation that a full licence will be obtained within 6 months from the start date of employment.

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.

What we offer you

If successful, you will be entitled to a wide range of benefits.

Additional information

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

Further information

If you have any questions about this post, please email:

Doug.mitchell@forestryandland.gov.scot

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

Candidates should be chartered or working towards chartered status.

Closing date: 13 November 2022 at 11.55pm.

Apply link:

https://ce0452li.webitrent.com/ce0452li_webrecruitment/wrd/run/ETREC107GF.open?VACANCY_ID=2838353wjS&WVID=9738092dCa&LANG=USA



e icf@charteredforesters.org
t 0131 240 1425
w www.charteredforesters.org
59 George Street, Edinburgh EH2 2JG
Incorporated by Royal Charter 1982

The Institute of Chartered Foresters provides this distribution service.