

Recruitment Pack

Head of Forestry and Land
Services

Up to £50,000



The Opportunity

Overview

As a leading environmental regeneration charity, the Green Action Trust is a close partner of the Scottish Government and works hand in hand with many of Scotland's local authorities and public bodies, delivering large scale environmental regeneration projects, through a broad portfolio of services. We have a growing reputation as a professional service provider due to our end-to-end capability, from project conception to project completion.

This position is an out-standing opportunity for an experienced senior forester to join an experienced and motivated team at this exciting point in our development, helping us to deliver our ambitious goals for growth.

As Head of Forestry and Land Services, you will have the opportunity to shape and develop your team to deliver a diverse and innovative range of projects and commissions, whilst cultivating the professional forestry services across our existing and new customer bases. If you are looking to use your skills, knowledge and experience to make an impact we want to hear from you.

This role will suit a motivated, innovative and ambitious professional. As we grow, you will grow. You will share in our success.

Status	Full/Part Time
Hours	35 hours (FT)
Location	Hybrid
Salary	£40,000 - 50,000pa

Reports to

Derek Robertson (CEO)

Direct reports

Forestry Team

Key relationships

Internal

Leadership Team, Management Team, Design Team, Development Officers, Sub-contractors

External

Partners, Local Authorities, NDPB's Scottish Government, Land Owners, Local Communities



Role Description

The Role

Reporting to the Chief Executive, the Head of Forestry and Land Services (HFLS) will lead on the expansion of the forestry and land based services portfolio. The role will have specific responsibility for the operational management and development of the Trust's work with public agencies, land owners and local communities.

The Trust has responsibility for delivering the Central Scotland Green Network, one of the largest green space programmes in Europe. As a National Development in NPF4, it is core to our business activity and with secure backing from Scottish Government, the HFLS will have the opportunity to work on meaningful interventions, in partnership with our stakeholders, that contribute towards the overall ambition of the CSGN.

In this senior management and client-facing role, the HFLS will build productive and sustaining relationships with clients, partners and public agencies, to deepen our impact, scale and reach across Scotland. A key objective of the Trust is to raise its profile as a high quality professional services organisation that manages innovation and change in the environment, and the HFLS will have a pivotal role in that.

The HFLS will work with the Trust's Foresters and Development Officers to plan, design and manage a portfolio of improvement projects, contributing to our high quality forestry, biodiversity and land management services to meet the needs of clients, end-users and the community engaged in our projects.

You will have the opportunity to support our bidding process for new business and project opportunities, ensuring that we present as a highly competent, professional, innovative and competitive organisation.

With sound forestry and land management skills, you will adopt a pro-active approach to oversee, lead and develop the forestry and land management team.

About You

You will be ready and looking for the opportunity to take your skills, knowledge and experience to the next level in forestry and land management, senior management and business development. You will want to take your motivation and inspiration, and invest it in an organisation that is as ambitious as you are. You will thrive on leading others and will operate as an exemplar within your field.

You will have experience in identifying and developing opportunities for training new and existing personnel on forestry and land management skills to ensure that the Trust's operational team have the necessary skills to deliver its remit. You will be a qualified Forester with five years post qualifying experience.

Key Responsibilities

- Lead on the delivery of the Forestry and Land Management programme of work, managing the day-to-day forestry and land management operations of the Trust
- Oversee and develop the forestry and land services programme of work including contract management using various mechanisms including SBCC, JCT, ICE.
- Commission external suppliers as required to support service delivery including forestry and woodland management planning
- Develop, lead and project manage new initiatives relating to environmental regeneration, including those involving local communities
- Identify and develop opportunities for training new and existing staff on environmental and forestry skills, and ensure that the Trust's operational team has the necessary skills to deliver its remit
- Liaise with identified key stakeholders to help develop new opportunities and raise the profile of the Trust as a high quality, professional services organisation for appropriate partnerships
- Represent the Trust in relevant networks, fora and stakeholder groups, acting as a key contact for external stakeholders
- Develop new opportunities, delivery mechanisms, and sources of funding for the Trust and drive through into successful outcomes
- Identify the appropriate levels of financial, physical and human resources to underpin the strategic and operational plans, and liaise with the Chief Executive to identify how best to source and deploy the resources provided
- Be a member of the Trust's management team and help drive forward the organisation to achieve its vision and goals.





Forestry Commission Scotland
Coimisean na Coilltearachd Alba

Bishop Loch

Local Nature Reserve

Experience

- Experience of successful management of large projects, preferably in a land management, environmental research or forestry setting
- Experience and evidence of successful delivery of major multi-agency and multi-sector projects
- Experience of developing and implementing funding plans to support project delivery
- Experience of intersectoral partnership working and creating momentum to deliver environmental projects (Desirable)
- Proven ability to generate 'added value' and leverage resources from a range of funders (Desirable)
- Experience of advocacy and consensus-building (Desirable)

Qualifications

- Degree level qualification or equivalent education, in a relevant subject area.
- A qualification in forestry or a related subject OR demonstrable experience (minimum of 5 years) or working in a related field and level of responsibility and delivering successful outcomes.
- Membership of the Institute of Chartered Foresters.

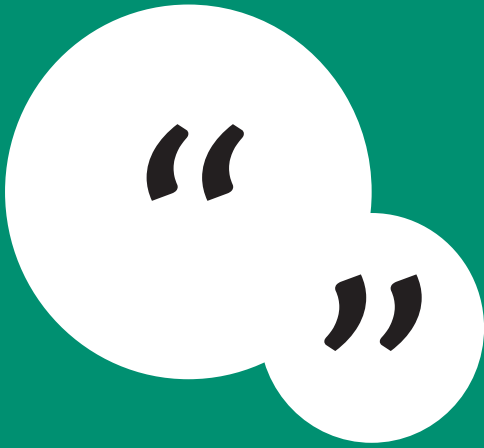
Knowledge & Skills

- Knowledge of the relevant Scottish Government policies and strategies relating to forestry and land management, biodiversity, sustainability, community empowerment and the green economy
- A well-developed understanding of major challenges and opportunities linked to climate, biodiversity and health and wellbeing
- Highly developed interpersonal skills necessary to build and maintain effective working relationships with a wide range of colleagues in academia, business and industry
- Excellent project management skills
- Excellent initiative, negotiation, persuasion and problem-solving skills and the ability to develop and implement solutions
- Financially and ICT literate - proficient in the use of GIS essential
- Ability to work towards, and deliver agreed outputs within defined timescales
- Understanding of complex business requirements
- Ability to work analyse and provide reports from data
- An ability to shape and reconcile conflicting agendas and to concentrate and focus resources on strategic priorities (Desirable)

A photograph of a green-handled shovel with a wooden shaft standing upright in a grassy field. Next to the shovel is a young tree with green leaves, supported by a wooden stake. A blue ribbon is tied around the stake, and a small white tag is attached. The background shows a clear blue sky and a distant horizon. The image is framed by a green border.

Working for us

What makes
us different



Sustainable development is at the core of the Trust's Vision and Mission and the work that we undertake across Scotland.

We are looking forward to continuing our commitment to the United Nations Sustainable Development Goals and supporting action that will address the climate challenges that lie ahead of us.

**Michael Roe,
Chair**

Our purpose

The Trust provides bespoke solutions to support action on climate change, biodiversity loss and environmental inequality linked to national policy across a range of sectors.

Our ambitions, plans and actions are intended to bring real change to the environment, economy and people of Scotland. Our principal aim is to add value, and through delivery, create change. We are a collaborative organisation that seeks to be inclusive, trusted and open with our partners, stakeholders and staff. We are also ambitious about taking our expertise, knowledge and skills to communities and partners right across Scotland.

Our vision

An environmentally just and climate resilient Scotland where communities flourish and the economy prospers.

Our mission

Our ambition is to enable and deliver an environment which: adapts to our future climate; enhances and restores nature and biodiversity; fosters healthy lifestyles and wellbeing; and supports a sustainable economy. We will achieve this by influencing our partners, and by working collaboratively to deliver projects and services that build equitable, resilient communities and a greener country.



Green Action Trust has been working towards this for almost 40 years, but it has never been more critical than now.

By 2025, the Green Action Trust aims to be regarded as the nation's leading environmental regeneration charity and go-to-organisation working with, and for, the Scottish Government, many of our public sector agencies, the private sector (where appropriate), local communities and environmental organisations from across Scotland.



About us

Green Action Trust is an environmental regeneration charity with almost 40 years' experience in creating, caring for and inspiring others with natural green spaces.

We work with a range of private, public and third sector partners across Scotland to turn ideas into tangible change to build more sustainable communities and greener places.

We plan, collaborate and deliver positive actions across the country to achieve Scotland's climate change ambitions as well as identify and deliver opportunities for improving green spaces in both urban and rural settings.

We are specifically responsible for the delivery of the Central Scotland Green Network, the largest green infrastructure project in Europe.

Our work includes:

- Climate change action
- Environmental and urban regeneration
- Green infrastructure development and delivery
- Green active travel
- Productive use of vacant and derelict land
- Woodland creation and management
- Other habitat creation and management
- Community green-space development



Green Action Trust employs a highly skilled and professional team, working with a significant range of contractors and suppliers.

If you think you have the skills and experience and can match our visions and aspirations we'd love for you to join us.



Our Offer To You

The Green Action Trust believes its employees should be well rewarded for the work they do. We offer a variety of benefits and rewards to support our employees including:



*Non-contractual benefits are subject to periodic review and change to meet organisational and employee needs.

Our Culture

Green Action Trust is a friendly, positive and collaborative place. People are at the heart of what we do.

You will be joining a small but motivated team who are passionate about making a difference to climate sustainability, biodiversity, environmental impacts and health and wellbeing through engaging more people and making a positive impact.

Your Impact

As a small organisation, all our staff have a big impact. Each role is essential and the value and contribution of every staff members can be felt on a day-to-day basis.



"It's great to be able to focus on delivering projects on the ground and really feel like I am making a difference to the environment and local communities. Working for the Trust is very different than working for local government – in a good way! Being part of a small organisation means it's easier to make decisions and get things done. Working with colleagues whose goals are the same as mine and are focused on finding solutions and thinking outside the box is a refreshing workplace to be part of."

Louisa Maddison
Development Officer



"Working as a forester for the Green Action Trust is a refreshing and interesting role, the projects we take on are often unique, the likes of which you'd not easily find within the private sector. As a dynamic team working closely with development officers we take a key role in projects from their earliest conceptual stage all the way to delivery and maintenance; having this level of longer-term oversight of a project is one of the attractive and atypical elements of our role relative to the wider forestry industry. Finally, and most importantly, working as part of a close-knit organisation, unified on the goals of positive outcomes for the environment and people has always been a personal priority of where I choose to work – and the Green Action Trust certainly fulfil that brief."

Ned Rundell
Senior Forrester



"I am a postgraduate and have worked in the private sector, though recently started my career in forestry. I have found the trust to be a nurturing environment, supplying high quality comprehensive training. The level of support and one to one guidance you receive while in a training position is unparallel from my experience. There is a wide range of skilled individuals with experienced knowledge, as a trainee this has been particularly beneficial. Absorbing information beyond your own sector and personal skill set allows for a more in depth understanding, ultimately allowing you to take on more complex challenges. I have thoroughly enjoyed my time with the trust and highly recommend seeking an opportunity to join the team".

Harry Sowry
Trainee Forester

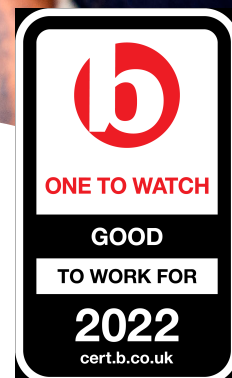
"This is an exciting time for the Trust, and for employment in the environmental sector, more generally. We recognise that more needs to be done across Scotland to support all sectors take the necessary steps towards Net Zero and there is no doubt the Trust is ideally placed to contribute."

Derek Robertson
Chief Executive Officer



Our values

We are a value-led organisation, committed to being a **Trusted Leader** in our field of work, through our **Collaborative** and **Ambitious** approach and being **Influential** in order to make a positive impact.



Equality, Diversity & Inclusion

Green Action Trust strives to be a diverse and inclusive place where we can all be ourselves and we are committed to equality of opportunity for all staff.

Individuals are encouraged to apply regardless of age, disability, gender, sexual orientation, race or ethnicity, religion or belief

In order to monitor the effectiveness of our policy, all applicants are asked to complete an Equal Opportunities form which can be found at: <https://www.surveymonkey.co.uk/r/GAT-EqualOpps> or via the QR code:



Contact us



/green-action-trust



@greenactionT

www.greenactiontrust.org

+44 (0) 1501 824786

contact@greenactiontrust.org

Hillhouse ridge
Shottskirk Road
Shotts
Lanarkshire
ML7 4JS

Further Information:

We encourage applicants to get in touch for an informal discussion around the role with the Chief Executive. To arrange this please email rebecca.robertson@greenactiontrust.org

To apply:

Please submit with a covering letter explaining why you are suitable and what attracts you to this role, a recent CV and document detailing how you meet the relevant criteria. This should be submitted online at:

<https://hr.breathehr.com/v/head-of-forestry-and-land-services-30436>

Closing date:

10:00pm Monday 31 July 2023

Interview date:

Tuesday 8th August 2023



Positive change through environmental regeneration

t: 01501 822015

a: Hillhouse ridge, Shottskirk Road, Shotts, Lanarkshire ML7 4JS

w: greenactiontrust.org