

Job Description

1 Job details

Job title:	Net Zero with Nature Programme Manager
Team:	Environment and Rural Economy
Directorate:	Environment and Rural Economy
Post number:	TBC
Hours per week:	37
Grade:	8
Base:	Town Hall, Lymington
Accountable to:	Head of Environment and Rural Economy
Responsible for:	Line management of New Forest Land Advice Service (approx. three staff), and supervision of contractors / volunteers
Budget Responsible Officer (BRO):	Yes – Approx £10k per annum
Car user:	Casual
Politically restricted:	No
Does this post involve working with children and/or vulnerable people?	No
Membership of professional body required:	Membership of professional institute e.g. CIEEM is desirable
Key liaisons: <ul style="list-style-type: none"> • New Forest National Park Authority (NPA) staff • NPA members • Partner organisations, particularly the Re:New Nature Partnership (a collaboration between public, private and 3rd sector, ENGO's, the NPA and NE) • Landowners, land managers and commoners • Local communities and interest groups • National agencies • Other UK National Parks 	

2 Role summary

- 2.1 This role is both programme lead for the Net Zero with Nature and Nature Recovery themes of the Partnership Plan and contributor to the wider strategic work of the NPA. As a guide this will be approximately a 70%-30% split. The main purposes of this post are to:
- Drive large-scale improvements for nature and resilience to climate change in the New Forest and beyond, by facilitating the implementation of nature-based solutions in the National Park and surrounding “Green Halo” area.
 - Maintain and develop a pipeline of projects that can deliver nature recovery in the National Park to showcase opportunities and underpin funding bids to public and private sources.

- Build partnerships across sectors to deliver a range of environmental enhancements from new business opportunities and markets, identifying and utilising appropriate funding mechanisms to do so.
- With partners, develop the work of the New Forest Land Advice Service and lead, manage and develop staff under direct line management.
- Contribute to England's National Parks' "Team Nature" approach to the creation of a Nature Recovery Service for each National Park, sharing knowledge, good practice, expertise and learning within protected landscapes.

2.2 The role will:

- Act as deputy to the Head of Environment and Rural Economy.
- Guide a team of specialist advisors from across the NPA to develop and implement projects for the conservation and enhancement of the National Park.

3 Main duties and responsibilities

Lead the Net Zero with Nature Programme

- 3.1 Advise landowners and land managers on the range of incentives and market-based mechanisms available to landowners in relation to Payments for Ecosystem Services and reduction in land use emissions e.g. relevant offsetting measures, trading and certification schemes, nature finance, Environmental Land Management schemes including the Farming in Protected Landscapes programme.
- 3.2 Develop and implement a pipeline of projects that will contribute to significant nature recovery in and beyond the New Forest National Park for the benefit of biodiversity and people.
- 3.3 Manage and develop the New Forest Land Advice Service as a one stop shop for advice, support and training to promote sustainable land management practices within the New Forest National Park and surrounds and develop commercial opportunities for the Service.
- 3.4 Promote the use of tools such as the natural capital baseline for the National Park and ecosystem service mapping to ensure that nature-based interventions maximise and enhance the natural assets of the National Park and the benefits that flow from them.
- 3.5 Contribute to the identification and collation of the evidence and monitoring needed to measure progress in the development of the nature recovery network.
- 3.6 Employ participatory approaches to engage stakeholders in, and foster support for, the emerging Re:New Nature Partnership and spatial approach to nature recovery in the National Park.

Strategy and policy

- 3.7 Contribute to the development of policies that improve the state of nature and reduce the impact of climate change on the natural environment of the National Park and beyond its boundaries.

- 3.8 Lead the response to national consultations which may influence decisions around land use change to reduce emissions and increase carbon sequestration.
- 3.9 Work with other National Parks and protected landscapes to develop projects and programmes that deliver landscape scale benefits e.g. Nature Recovery in English National Parks Case for Delivery.
- 3.10 Support and contribute to the work of the Green Halo Partnership.
- 3.11 Prepare and present reports to NPA Members to create a positive role for the NPA in nature and climate action.

4 Problem solving

- 4.1 Able to solve a wide range of problems relating to the integration of mitigating the impacts of climate change in land management, planning and development. These include devising solutions with creative approaches to complex conservation problems such as identifying opportunities for schemes that will reduce flood risk, improve water quality, sequester carbon, create wetland habitats and enhance biodiversity.
- 4.2 This will demand a flexible approach; the New Forest is a complex environment with a range of stakeholders holding sometimes competing priorities and subject to changes in legislation and national guidance. The ability to foster a collaborative approach amongst stakeholders is a key requirement.

5 Decision making

- 5.1 The post holder will have autonomy to set the direction for the nature and climate programmes with targets and objectives set in discussion with the line manager.
- 5.2 Required to make a wide range of decisions independently, in conjunction with colleagues and with outside agencies and the public. The work to be carried out is of a specialist nature and requires working with minimal support.
- 5.3 Decisions impacting on other colleagues and services are made in collaboration with the line manager and/or other senior managers. For example, agreement will be needed if a project requires a significant commitment of time from other colleagues.

6 Operational responsibility

- 6.1 Take responsibility for leading, planning, managing and monitoring delivery of the Net Zero with Nature programme. This will include line management of staff, including the New Forest Land Advice Service.
- 6.2 Provide advice across a range of policy areas including land management, land use planning and economic and community development.
- 6.3 Supervisory responsibility for contract staff and volunteers.
- 6.4 Occasional access to sensitive and confidential information requiring a clear understanding of why such information is not yet in the public domain.
- 6.5 Responsibility for safe storage of data relating to the job.
- 6.6 Occasional access to sensitive and confidential information requiring a clear understanding of why such information is not yet in the public domain.

- 6.7 Responsible for a Land Advice Service operational budget, approximately £10,000 per annum.

7 Communication

- 7.1 Skilled in communicating the issues of climate and nature in an accessible way to motivate a range of audiences to respond and act positively. This requires an open and engaging approach with the ability to create partnerships and collaborations to deliver positive outcomes.
- 7.2 Requires written skills using plain English in reports and correspondence to set out a clear, concise and logical approach to assist decision makers to reach appropriate conclusions.
- 7.3 Engagement will be split Internal 35% External 65% with the internal engagement vital to getting the best out of the wider team.
- 7.4 Requires a creative approach and the ability to present and explain complex issues to a non-specialist audience.

8 Working conditions

- 8.1 Works from an office base but required to undertake frequent site visits and frequent travel for meetings.
- 8.2 Requires occasional lone-working in relatively remote locations; woodlands, heathland and the coast. Risks are assessed and mitigated against in accordance with NPA policies.
- 8.3 Required to work outside normal office hours (e.g. regular evening meetings and occasional weekend work) in order to meet the needs of the job and specific project requirements.
- 8.4 The position may involve personal contact with people with differing views to the NPA's objectives.

9 General

- 9.1 The post holder must at all times carry out their responsibilities with due regard to NPA policy and procedures.
- 9.2 All staff have a responsibility to participate in the NPA Appraisal Scheme and to contribute to their own development, and the development of any staff they appraise or are responsible for.

10 Job description agreement

- 10.1 The above Job Description is not intended to be exhaustive; the duties and responsibilities may therefore vary over time according to the changing needs of the service.

**Job holder's
signature:** _____

Date _____

**Manager's
signature:** _____

Date _____

Person Specification

Net Zero with Nature Programme Manager

Criteria	Essential	Desirable	Assessed by
Education / qualifications			
A degree or post graduate qualification in a relevant discipline eg Ecology, Environmental Management, Rural surveying	Y		A
Membership of professional institute e.g. CIEEM, RICS		Y	A
Experience			
Demonstrable post qualification experience in delivering habitat restoration, nature-based solutions and land-based climate change adaptation programmes	Y		A / I
Experience of developing teams with multiple stakeholders to deliver results	Y		A/I
Knowledge			
Understanding of the range of incentives for land managers to deliver environmental benefits e.g. BNG, Carbon credits, ELM	Y		A / I
A thorough understanding of the natural capital approach, the assets of the National Park and the services they provide	Y		A / I / T
Knowledge of the planning system and how it can contribute to the development of nature networks		Y	A / I
Full working knowledge of relevant legislation		Y	A / I
Methods of effective public engagement and consultation		Y	A/I
Knowledge of National Parks, the New Forest and an understanding the pressures on and threats they face.		Y	A/I
Skills			
A high level of communication skills both oral and written	Y		I
IT literate using Microsoft applications, GIS and data analysis		Y	A / I
Ability to work under pressure, use own initiative and analytical judgement	Y		A / I
Ability to negotiate to achieve objectives	Y		I
Ability to prioritise conflicting tasks with competing deadlines	Y		I
Proven project management skills	Y		A / I
Impact and attributes			
An ability to analyse a range of situations, exercise judgment and use initiative where these are in conflict.	Y		I

Evidence assessed by key:

A = Application form

I = Interview

T= Testing / assessment / presentation