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| **Job Description** | |
| **Post title** | Tees Swale Farming & Nature Officer |
| **JE Reference No** | N8711 |
| **Grade** | 10 |
| **Service** | Neighbourhoods & Climate Change |
| **Service Area** | Environment – North Pennines AONB Partnership |
| **Reporting to** | Tees Swale Programme Manager |
| **Location** | Your normal place of work will be AONB Office, Stanhope (or Yorkshire Dales National Park Authority Office, Bainbridge) but you may be required to work at any Council workplace within County Durham. |
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| **DBS** | This post **is not** subject to a disclosure. |
| **Flexitime** | This post **is** eligible for flexitime. |
| **Politically restricted** | This post **is not** designated as a politically restricted post in accordance with the requirements of Section 1(5) of the Local Government and Housing Act 1989 and by regulations made from time to time by the Secretary of State. |

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| **Description of role** |

To support the delivery of the ‘Tees-Swale – *naturally connected’* programme on behalf of the North Pennines AONB Partnership and the Yorkshire Dales National Park Authority.

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| **Duties and responsibilities** |

* To lead on elements of the project relating to farmer and land manager engagement and conservation of the natural environment within a specific geography in the programme area, delivering agreed projects and developing new works.
* To supervise contractors appointed to undertake specific development projects within the officer’s main areas of responsibility.
* To identify, develop and support High Nature Value (HNV) farmer clusters.
* To hold detailed discussions with farmers to identify habitat and farm management priorities.
* To facilitate negotiations with other key players (agency staff, landowners, conservation organisations) to agree locations, techniques and long-term management of habitat improvement work.
* To develop fully costed proposals for habitat management and restoration works.
* To work with farmers and partners to identify potential HNV farming champions.
* To identify and cost training needs for farmers, conservationists and contractors.
* To identify farming partners for on-farm public engagement activities and work with them to develop a programme of activities and engagement.
* In association with the Programme Manager, develop a monitoring strategy for nature improvement works.
* To establish and maintain close links with programme partners.
* To ensure appropriate expenditure on elements of the programme within the post holder’s remit.
* To report, as required, to relevant bodies of the North Pennines AONB Partnership, its partner authorities and the Yorkshire Dales Authority and its partners on issues and action in the North Pennines AONB and the Yorkshire Dales for which the post holder is taking the lead.
* To help to ensure that action undertaken within the AONB is consistent with and complementary to the purpose of AONB designation/UNESCO Geopark status.
* To help to ensure that action undertaken within the National Park is consistent with and complementary to the purpose of National Park designation.
* To undertake other duties as required, consistent with the responsibility level of the post, as directed by the Project Manager.

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| **Organisational responsibilities** |

* **Values and behaviours**

To demonstrate and be a role model for the council’s values and behaviours to promote and encourage positive behaviours, enhancing the quality and integrity of the services we provide.

* **Smarter working, transformation and design principles**

To seek new and innovative ideas to work smarter, irrespective of job role, and to be creative, innovative and empowered. Understand the operational impact of transformational change and service design principles to support new ways of working and to meet customer needs.

* **Communication**

To communicate effectively with our customers, managers, peers and partners and to work collaboratively to provide the best possible public service. Communication between teams, services and partner organisations is imperative in providing the best possible service to our public.

* **Health, Safety and Wellbeing**

To take responsibility for health, safety and wellbeing in accordance with the council’s Health and Safety policy and procedures.

* **Equality and diversity**

To promote a society that gives everyone an equal chance to learn, work and live, free from discrimination and prejudice and ensure our commitment is put into practice. All employees are responsible for eliminating unfair and unlawful discrimination in everything that they do.

* **Confidentiality**

To work in a way that does not divulge personal and/or confidential information and follow the council’s policies and procedures in relation to data protection and security of information.

* **Climate Change**

To contribute to our corporate responsibility in relation to climate change by considering and limiting the carbon impact of activities during the course of your work, wherever possible.

* **Performance management**

To promote a culture whereby performance management is ingrained and the highest of standards and performance are achieved by all. Contribute to the council’s Performance and Development Review processes to ensure continuous learning and improvement and to increase organisational performance.

* **Quality assurance (for applicable posts)**

To set, monitor and evaluate standards at individual, team and service level so that the highest standards of service are delivered and maintained. Use data, where appropriate, to enhance the quality of service provision and support decision making processes.

* **Management and leadership (for applicable posts)**

To provide vision and leadership to inspire and empower all employees so they can reach their full potential and contribute to the council’s values and behaviours. Managers and leaders must engage in personal development to ensure they are equipped to lead transformational change; always searching for better ways to do things differently to meet organisational changes and service priorities.

* **Financial management (for applicable posts)**

To manage a designated budget, ensuring that the service achieves value for money in all circumstances through the monitoring of expenditure and the early identification of any financial irregularity.

*The above is not exhaustive and the post holder will be expected to undertake any duties which may reasonably fall within the level of responsibility and the competence of the post as directed by your manager.*

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| Person specification | | |
|  | Essential | Desirable |
| Qualifications | * Degree or equivalent level qualification | * Degree in an environment, ecology or land management related subject |
| Experience | Significant experience of:   * Successful working on multi-partner project/s relating to the conservation of natural beauty, with an emphasis on upland land management. * Successful working with farmers and land managers to achieve conservation objectives, including through agri-environment schemes. * Practical experience of upland habitats and their restoration and management. * Managing contractors. * Project and budget management. * Writing detailed and accessible reports. * IT software packages such as Excel and Word and GIS | * Upland hill farming. * Upland habitat survey and assessment. * Dealing with a broad range of people, but particularly the North Pennines and/or the Yorkshire Dales community and their representative organisations. * Significant direct experience of protected landscapes and their management. * Experience of identifying training opportunities * The implementation and monitoring of management plans and programmes of work. * Knowledge of national and local policy initiatives for rural areas and socio- economic issues facing the uplands. |
| Skills & Knowledge | * Ability to negotiate and build relationships with farmers, land managers and landowners to enable them to collaborate for nature conservation and ecosystem service outcomes. * Ability to communicate effectively both orally and in writing and to articulate and win support for habitat management and the integrated management of the AONB and the Yorkshire Dales, particularly with farmers. * Ability to develop strong partnerships and co-operation between organisations and between conservationists and land managers. * Ability to represent the AONB Partnership and Yorkshire Dales NPA at public and other meetings. * Knowledge of current agri-environment schemes and emerging opportunities through ELM. * Knowledge of High Nature Value Farming, its opportunities and challenges. * Knowledge of characteristic habitats and species of the northern Pennines. * Knowledge of natural beauty conservation, rural issues, farming challenges - particularly those affecting the uplands - and protected area management. | * Knowledge of upland hill farming systems. * Knowledge of the needs of the community and environment in the North Pennines and/or the Yorkshire Dales. |
| Personal Qualities | * Considerable tact, strong relationship building and negotiating skills. * Ability to inspire trust and to facilitate collaboration – particularly amongst farmers. * Articulate, presentable, pleasant and capable of making a positive impact on the area and its communities. * Ability to work using own initiative, to generate ideas and to motivate others * An organised approach to work and a capability to work under pressure of deadlines and a heavy workload. * Ability to develop ideas and present them persuasively * Self-confidence, reliability and self-reliance and the ability to work without close supervision. * Ability to meet the transport requirements of the post. * Willingness to work outside normal office hours on occasions. | * A personal commitment to and interest in the North Pennines and the Yorkshire Dales, natural capital and the future of hill farming communities |