

Northumberland County Council

JOB DESCRIPTION

Post Title: Nature Recovery and Farm Advisory Officer		Director/Service/Sector: Planning/Conservation/NCAONB		Office Use	
Band: 7		Workplace: Greenwell Lane, Alnwick		JE ref: 3823	
Responsible to: AONB Officer		Date: 26/05/2021		Manager Level: Band 9	
<p>Job Purpose: Working as part of the AONB Partnership staff team to conserve and enhance the special qualities of the Northumberland Coast AONB, leading on cross-team biodiversity work with specific responsibility for the development and implementation of the AONB Nature Recovery Plan and Farming in Protected Landscapes Scheme. The postholder will work with Defra and its agencies, farmers and landowners and local communities to implement the AONB Management Plan</p>					
Resource	Staff	Project staff, apprentices, graduate trainees, student placements and volunteers			
	Finance	Large-scale project funding up to £2m			
	Physical	Use of fleet vehicles and survey/monitoring equipment			
	Clients	Farmers and landowners, Defra agencies, volunteers, local people, visitors, Parish Councillors, elected members			
<p>Duties and key result areas:</p> <ol style="list-style-type: none"> 1. To lead on all aspects of the team's work relating to biodiversity and to provide strategic input to biodiversity work locally, regionally and nationally on behalf of the Partnership 2. Develop and implement a 10-year Nature Recovery Plan for the AONB and integrate it into future AONB Management Plans and others plans 3. To lead on the team's role in providing advice to farmers and landowners to develop and support applications to the Farming in Protected Landscapes (FiPL) Scheme and agri-environment schemes and To provide a first point of contact between the AONB Partnership and potential applicants to the FiPL programme. 4. To support the work of the FiPL Local Assessment Panel, including the provision of summary reports and recommendations on applications. 5. To lead on the team's GIS work, providing cross-team advice and support 6. To advise on the development of projects that recover and enhance biodiversity, mitigate climate change and reconnect people with nature in the AONB with a wide range of partners 7. To lead on the team's input into regional and national projects and species work including shorebirds, seabirds and coastal grasslands. 8. To provide advice, guidance and support on biodiversity and land/countryside management on behalf of the AONB Partnership 9. To provide input to the team's work in the planning system on matters relating to biodiversity conservation 10. To lead on work on evidence and data relating to nature recovery 11. To manage staff, trainees, students and volunteers as required and undertake annual appraisals with staff 12. To maintain up-to-date knowledge of wildlife and countryside management issues, legislation and working practices to be able to advise and guide the AONB Partnership, partners the media and local communities 13. To contribute to and support the work of the AONB Partnership and staff team 					

The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.

Work Arrangements

Transport requirements:	Travel to work sites, area offices, meetings or other venues throughout the County and region and further afield on occasion.
Working patterns:	May include weekends and evenings. A split of office and outdoor, site-based work.
Working conditions:	Both indoors in an office environment and working outdoors in all weathers and remote locations for prolonged periods

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PERSON SPECIFICATION

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Essential	Desirable		Assesses by
Qualifications and Knowledge			
<ul style="list-style-type: none"> • A degree in conservation, ecology, agriculture, environmental management or related subject and/or significant work experience in the subject area. • Knowledge of nature conservation, agriculture and countryside policy and practice especially relating to the coast • Knowledge of coastal habitats and species • Competent in the use of GIS applications (ArcGIS/QGIS) 			
Experience			
<ul style="list-style-type: none"> • Experience of biodiversity conservation at a practical and strategic level • Dealing with a broad range of people and at a senior level, but particularly rural communities and their representative organisations. • Collaborative working with stakeholders to deliver biodiversity objectives • Practical application of a range of countryside management and biodiversity techniques 		<ul style="list-style-type: none"> • Community engagement and consultation • Experience of working in a designated landscape • Providing advice to farmers and landowners 	
Skills and competencies			
<ul style="list-style-type: none"> • Creative and imaginative approach to problem-solving • Excellent written and verbal communication skills and the ability to interact with a broad audience, including members, senior officers, parish councillors, farmers and landowners, and use a wide variety of media. • Ability to remain calm and logical in difficult and challenging situations • Ability to work as part of a team but also to work with limited supervision, managing their own workload and using their initiative to an appropriate degree. • Species identification skills • Competent in the use of Office 365 and other IT packages • Full driving licence and access to own vehicle 			
Physical, mental, emotional and environmental demands			

A, I, R, T

A, I

A, I, T

<ul style="list-style-type: none"> Public consultation could result in potential conflict as a result of competing interests Working outdoors (two or three days per week) in challenging environments and weather conditions. Lengthy periods of concentration required. 		A, I
Motivation		
<ul style="list-style-type: none"> Highly motivated to conserve and enhance the special qualities of the Northumberland Coast AONB particularly the natural environment Motivated to share nature with others 	A personal interest and commitment to the management coastal protected areas	I
Other		
Full driving licence Access to a car than can be used for work purpose		A

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits