**Sussex & Kent NNR Reserve Manager**

**(Short Term Appointments) x2**

Natural England

**Apply before 11:55pm Sunday 31st October 2021**



**Salary**

£22,418

**Grade**

Adviser

**Contract type**

Short term appointment until March 2022 with possibility of extension.

**Type of role**

Environment and Sustainability

**Working pattern**

Full-time, Job share, Part-time

**Number of posts**

2

**Location**

South East

These positions are based in Natural England’s Sussex & Kent Area Team.

Position 1 is based in East Sussex.

Position 2 is based in Kent.

**Job description**

We are the Government's statutory advisor for the natural environment, playing a part delivering the Government's 25 Year Environment Plan. This describes an ambitious vision, bringing new opportunities to protect and enhance, and to achieve real outcomes for the environment.

At Natural England, we love what we do. We're here to make sure people and nature can thrive. A healthy natural environment is fundamental to our wellbeing, prosperity and happiness - that's why we collaborate with scientists, lawyers, project managers and experts to implement environmental policy and shape decisions.

We work with a wide range of partners, stakeholders and customers on a huge range of projects, from influencing construction, advising farmers and landowners how they can manage their land in a sustainable way for the benefit of the environment, gathering and analysing environmental data, and carrying out vital statutory duties. Across the country, we're helping nature to support people and our planet.

Natural England staff are inclusive, motivated and ambitious to achieve results for our environment, for everyone. We welcome and encourage applications from all communities and we operate a guaranteed interview scheme for disabled applicants who meet the minimum requirements for the role.

Wherever possible Natural England accommodates requests for both full-time and part-time hours and other flexible working patterns to help employees achieve a good work/Life balance and maintain their health and wellbeing.

From induction to ongoing learning and development, everyone in Natural England is supported to develop their skills and capabilities. Where appropriate there will be offers of training under our apprenticeship schemes.

See more about the work of Natural England at:

[www.gov.uk/government/organisations/natural-england](http://www.gov.uk/government/organisations/natural-england)

**The Team**

We are seeking two motivated and passionate Temporary Reserve Managers to work as part of either our East Sussex National Nature Reserve (NNR) group, or at our Kent Stodmarsh NNR.

You will be working alongside our existing Reserve Managers (RM) and Senior Reserve Managers (SRM). You will be line managed by our Sussex & Kent NNR Team Leader, with functional management provided at a local level through group coordinators.

The roles are based within Natural England’s Sussex & Kent Area team. The team draws on a range of tools including land management advice, planning advice, engagement with stakeholders and direct management of our own land, to progress our nature recovery ambitions and deliver environmental outcomes.

**The role requires the following attributes:**

* Practical Land management skills and experience relevant to nature reserve management.
* Strong partnership skills, experience of working with partners and other stakeholders including local communities and interest groups
* An understanding of ecology and conservation management.
* An understanding of SSSI condition and Biodiversity targets and an awareness of how the NNRs contribute to these.

**Role description**

* Work alongside the existing reserve managers to support their busy and ambitious work programmes.
* Maintain all NNR estate assets so they are safe and operational e.g. site infrastructure, fencing, machinery, vehicles and buildings.
* Manage and supervise contractors and volunteers.
* Undertake NE's H&S responsibilities, co-ordinating with H&S lead undertake required tree safety, built infrastructure, machinery maintenance, vehicle checks etc. and undertake timely H&S reporting.
* Provide assistance in managing our livestock and ensuring basic welfare standards are met.
* Manage the day to day spend of allocated NNR budgets, maximise income from NNR operations and ensure adherence to Natural England finance & procurement requirements.
* Undertake survey and monitoring as required by the NNR management plan.

**How to apply:**

We will assess you against the three competencies below during the selection process. Write a repose to each of the competencies making sure you do not exceed 250 words. When completing your responses, where indicated, you should present relevant examples using the STAR format. Providing evidence for what you did, how you did it and the outcomes of that work.

STAR stands for:

• Situation

• Task

• Action

• Result

More information on the use of STAR is available here: [The STAR method | National Careers Service](https://nationalcareers.service.gov.uk/careers-advice/interview-advice/the-star-method)

Your responses to the competencies, a covering letter including references and a CV if you already have one, should be sent to the recruiting manager by 11.55pm 31st October 2021. Please ensure you indicate which of the two posts you are applying for.

**Competencies**

Please provide statements below describing your skills and experience relevant to each of the stated competencies.

Each answer **should not exceed 250** words.

**Technical and specialist knowledge**

(Your response to this section does **not** need to follow a STAR format)

**The following requirements are essential:**

* Knowledge of ecological ﬁeld skills including ability to identify key species of the reserves
* Background in practical land management techniques, particularly on one or more of the following: heathland, grassland, woodland and wetland
* Maintenance of reserve fabric (access routes, stock control measures and signage tree safety works.)
* Experience in direct delivery of conservation land management.
* Knowledge of livestock management techniques.
* Understanding of relevant Health and Safety policies and ensuring their practical application at all times.
* Full driving license & ability to drive 4x4 oﬀ road. (Appropriate certiﬁcation for these will be required)
* Competent IT skills.

**The following requirements are desirable:**

* Qualiﬁcation and/or work experience in countryside management, forestry, agriculture, environmental science or similar; Experience in supervising contractors.
* Experience in managing volunteers and leading groups.
* Background in public engagement and interpreting reserves and wildlife in inspiring ways.
* Survey and monitoring experience for plants, invertebrates, birds and mammals.
* An understanding of SSSI condition.
* Experience of working with and looking after grazing livestock.
* Experience of operating a tractor unit with various attachments including front-end loader, mower, ﬂail.
* Outdoor First Aid or First Aid at Work.
* NPTC Chainsaw cross cutting/maintenance + small tree felling; Pesticide (PA1a, PA6a); NPTC brushcutter; Appropriate certiﬁcation for these will be required.

**Creating resilient landscapes & seas**

(Please use a STAR format when responding to this competency)

Description: Recognise, identify and interpret environmental features on NNRs.

Understand and apply appropriate management techniques to maintain or enhance the condition of sites.

**Working safely**

(Please use a STAR format when responding to this competency)

Description: Understand the duty of care owed to all visitors, contractors or others on our NNR's, and adhere to appropriate legislation and Natural England policies and procedures.

Apply risk assessment and safe working practices to everything you do

**Additional Experience and Skills**

Do you have any additional experience and skills relevant to this post?

Please provide details (**limited to 250 words**)

(Your response to this section does **not** need to follow a STAR format)

**Contacts:**

Neil Irvine (Recruiting manager)

email: [Neil.irvine@naturalengland.org.uk](mailto:Neil.irvine@naturalengland.org.uk)

phone: 07900 405020

Alternative contact: Rob Carver

Email: [Rob.carver@naturalengland.org.uk](mailto:Rob.carver@naturalengland.org.uk)

Phone: 07709 855702

**Security**

Successful candidates must pass a disclosure and barring security check.

People working with government assets must complete basic personnel security standard checks.

**Nationality requirements**

This job is broadly open to the following groups:

UK nationals, nationals of Commonwealth countries who have the right to work in the UK, nationals of the Republic of Ireland, nationals from the EU, EEA or Switzerland with settled or pre-settled status or who apply for either status by the deadline of the European Union Settlement Scheme (EUSS), relevant EU, EEA, Swiss or Turkish nationals working in the Civil Service relevant EU, EEA, Swiss or Turkish nationals who have built up the right to work in the Civil Service certain family members of the relevant EU, EEA, Swiss or Turkish nationals.

**Working for the Civil Service**

The Civil Service Code sets out the standards of behaviour expected of civil servants.

[The Civil Service code - GOV.UK (www.gov.uk)](https://www.gov.uk/government/publications/civil-service-code/the-civil-service-code)

We recruit by merit on the basis of fair and open competition, as outlined in the Civil Service Commission’s recruitment principles.

The Civil Service embraces diversity and promotes equal opportunities. As such, we run a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria.