

A red squirrel is perched on a weathered tree stump, facing right. Its bushy tail is raised and slightly curved. The background is a soft-focus field of purple heather under a hazy sky.

ROLE PROFILE

**Head of Estate and
Programmes - North**

GROW WITH US



**WOODLAND
TRUST**

OUR VISION

We're creating a world where woods and trees thrive for people and nature.



RESTORE

We restore the ecological condition of existing native woods and trees, to increase resilience and create conditions for nature and people to thrive.



PROTECT

We protect ancient, veteran and valuable woods and trees, to stop the loss of irreplaceable habitat and carbon stores, preserving the UK's natural heritage.



CREATE

We create quality native woods and get native trees growing to benefit nature, climate and people into the future.



WOODLAND
TRUST

OUR ORGANISATIONAL NATURE

Our Organisational Nature is at the heart of how we work together. It helps us understand what it means to be part of the Woodland Trust and empowers us to make an impact every day. Our people embody these ways of working, inspiring and enabling each of us to play a part in achieving our vision.

A greener, healthier future for our planet starts right here with you.



Grow Together

We are a team that grows together, made up of unique roles and expertise. We communicate effectively, forging partnerships inside and out, building understanding and trust, valuing differences and recognising each other.



Explore

We know exploration is important, it's how we come up with the best ideas. We won't always get it right but learn and share as we go. We are bold about who we are and encourage healthy challenge.



Focus

We create clarity and stay focused, ready to adapt when we need to. We are empowered to take the time to reflect so that we can develop and work smarter.



Make it Count

We need to create a lasting positive impact. We keep the big picture in mind, harnessing passion and inspiring others to connect with us as we aim to make a genuine difference.

JOB DESCRIPTION

Job Title: Head of Estate and Programmes - North

Job Code: WT1081

Salary: £55,500 - £57,500 per annum

Contract: Full Time (37.5 hours per week), permanent

Reports to: Regional Director - North

Department: Operations

Team: North Region

Location: Homeworker

This is a homebased role; the role involves regular travel across Northern England. Occasional visits to our Head Office in Grantham and overnight stays would be required. You would be expected to live within reasonable travelling distance of this area.

WHAT YOU'LL DO

Main purpose of the job

The Head of Estate and Programmes will lead the Trust's estate team and related programmes of work in North England. They will take a strategic overview, identifying and shaping new initiatives to ensure that the estate and associated programmes are developed and managed to the highest professional standards and in accordance with the Woodland Trust's management approach, policies and standards.

They will shape the development of major new acquisitions and other priority programmes as required; and identify, build and nurture strategic partnerships in support of the Trust's work in the North. This role will manage a large team of professional estate managers, site managers and associated employees and be a member of the North Management Team, guiding and supporting the development and delivery of the Trust's growing estate programme in North England.

Key Responsibilities:

- Lead the management of the Trust's woodland estate across the North and ensure that it is managed to the highest professional standards and in accordance with the Woodland Trust's management approach, policies and standards. This includes ensuring compliance with UKWAS standards.
- Lead and shape the approach to any new major estate-based programmes, promoting partnership working internally and externally and ensuring the Trust's priorities and objectives are delivered in line with our values.
- Direct a portfolio of complex, cross-functional projects and programmes to deliver strategic outcomes across the North.
- Manage a team of professional site managers, project and programme staff and ensure they remain motivated and able to carry out their roles efficiently and effectively.

WHAT YOU'LL DO

- Oversee, plan, and monitor the financial management of the estate budget (currently circa £4m per year) to ensure it is managed effectively in line with WT's standards and ensure value for supporters' money.
- Responsible for Health and Safety of the Trust's estate work in the North.
- Take a strategic overview to shape the North's estate plan, to support the development and delivery of the Trust's workplan across the North ensuring maximum impact in line with our UK strategy.
- Act as the senior ambassador of our estate work in the North, leading external engagement to represent the Trust professionally, promoting our work externally at high level to partners, funders, stakeholders and the public.
- Grow and share knowledge from internal and external sources and enable these to be successfully implemented in North operations.

WHAT YOU'LL DO

- Identify, develop and nurture strategic partnerships, built from our estate, that will aid the delivery of the Trust's vision across the North, particularly in the fields of conservation, forestry, land-use management and farming, taking a landscape-scale approach.
- Support the work of the regional external affairs teams, particularly in relation to forestry and land management.
- Represent the North at senior level within the Woodland Trust, supporting the development of UK-wide initiatives and fostering effective working relationships with colleagues across the UK.

WE WANT YOU TO:

GROW TOGETHER

- **Be a leader** – taking responsibility for inspiring, mobilising and supporting others to deliver on our strategic goals.
- **Collaborate with purpose** – collaborating effectively with others where it will add value and result in clear and positive impact.

EXPLORE

- **Create meaningful change** – being willing and able to shake things up and bring about change where needed for the good of the cause.
- **Evolve and continuously improve** – having the courage to question previously held beliefs and seeks out opportunities to continuously improve the way we work.

FOCUS

- **Prioritise for impact** – building visions/ strategies/plans that have a clear purpose, set of outcomes, monitoring and evaluation and activity that is prioritised based on the impact they will have.
- **Take effective decisions** – balancing considered, evidence-informed decision taking and quick, decisive action depending on the situation.

MAKE IT COUNT

- **Deliver results** – getting work done in a way that is environmentally, financially and ethically sustainable, is considerate of people's wellbeing and always considerate of the broader impact.
- **Inspire and influence** – connecting people with what we do, inspiring and influencing them to stand with us for the benefit of the cause.

PERSON SPECIFICATION

		Essential/Desirable (E/D)	Where
You'll have experience	In forestry and land management with extensive experience of native woodland management.	E	Application/interview
	Managing complex multi-disciplinary projects and programmes.	E	Application/interview
	Leading, managing, developing and inspiring a team.	E	Application/interview
	Managing, monitoring and reporting on large, complex budgets.	E	Application/interview
	In procurement and contract management.	E	Application/interview
	Of commercial operations, achieving organisational objectives while delivering value for money.	E	Application/interview
	In partnership development to deliver strategic impact	E	Application/interview
	In stakeholder engagement at senior level, including with funders, government agencies, landowners and diverse interest groups.	E	Application/interview
	Communicating effectively with a wide range of audiences both verbally and in writing and at senior level.	E	Application/interview
	Working with fundraisers to develop successful funding bids.	D	Application/interview
	Developing, negotiating and managing legal agreements.	D	Application/interview

PERSON SPECIFICATION

		Essential/Desirable (E/D)	Where
You'll need to know	Confident with relevant IT tools including MS Office and GIS.	E	Application/interview
	A full driving licence and able to travel across a wide area with occasional overnight stays.	E	Application/interview
	How to prioritise for impact and manage a complex workload.	E	Application/interview
	Principles of effective project management	E	Application/interview
	(North) England's land use and policy context.	E	Application/interview
	About key stakeholder organisations and networks in the conservation and land use sector, especially across the North	E	Application/interview
	About the running of large estates and about ancient woodland management	D	Application/interview

PERSON SPECIFICATION

			Essential/Desirable (E/D)	Where
You'll have a desire to	Grow together	Be a leader Collaborate with purpose	E	Interview
	Explore	Create meaningful change Evolve and continuously improve	E	Interview
	Focus	Prioritise for impact Take effective decisions	E	Interview
	Make it count	Deliver results Inspire and influence	E	Interview
You'll be qualified in	Educated to HND / degree level or similar in forestry or a related field.		E	Application/certificate
	A member – or working towards membership of - the Institute of Chartered Foresters		D	Application/certificate
You'll be subject to	Right to work check, standard reference check		E	Pre-employment check/certificate