



Nene Park



SENIOR TREE OFFICER RECRUITMENT PACK

Park Management Team

You will be part of the 20-person Park Management Team who undertake the day-to-day maintenance of the Trusts estate, with special responsibility for planning and execution of tree related works, both directly and with contractors.

Location

This role is based at our head offices in Ferry Meadows – Ham Farm House, Ham Lane, Peterborough, PE2 5UU and involves working anywhere across the Trust's estate.

Working Hours

This is a full-time position, working 37.5 hours a week, with some weekend and evening work.

Salary

£35,353 - £37,121 per annum subject to experience.
All of our salaries are externally benchmarked.

Hello from the CEO

Thank you for the interest you have shown in the post of Senior Tree Officer at Nene Park Trust.

This role is key to supporting our Park Management Team's ongoing annual work programme, with particular responsibility for delivering the practical management of trees and woodlands across the Trust's 1200 hectare estate.

Nene Park Trust is the registered charity which looks after Nene Park in its entirety. Established in 1988 to ensure that the Park would be managed and protected forever, the Trust looks after all maintenance, coordination of the Park's activity programme and administration of commercial properties in the Park.

Our vision is to be the region's favourite park, providing a permanent haven for heritage and wildlife and a wide choice of recreational activities for the people of Peterborough and the wider community.

Our plans are big and bold! This is an exciting time for Nene Park Trust. In 2017, we worked with partners and communities in Peterborough to develop an ambitious Nene Park Master Plan. This Plan demonstrates how we are addressing a wide range of challenges and opportunities for the Park and the communities it serves. The Plan links to our ten-year Business Strategy 'Doing More with More', which accordingly informs our five-year Business and Action Plan for the Trust. Both our Master Plan and strategy are available to read on our website at www.nenepark.org.uk/strategy-and-policies.

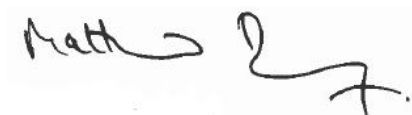
Our inclusive recruitment promise

We believe that opportunities are born from diversity. Each individual that is employed by the Trust brings their own perspective through their unique life and work experience that may go beyond the details included in our job descriptions and recruitment packs. That's why we value and welcome applications from diverse groups in terms of race, religion, gender, sexual orientation, age or disability. If this role, and the work that we deliver, excites you, and if you think you would be a great fit, then we would love to hear from you!

Our recruitment process is designed to be inclusive. As such, we have adopted a range of inclusive working practices including anonymised application scoring and ensuring we have diverse interview panels. We understand that there are many barriers when it comes to applying for jobs and if you feel there is anything preventing you from applying for this one, whether that be disability, money, internet access, childcare arrangements or anything else, please get in touch so we can support you through the application process.

In this pack you will find more information about this position and how to apply if you're interested. I wish you success with your application.

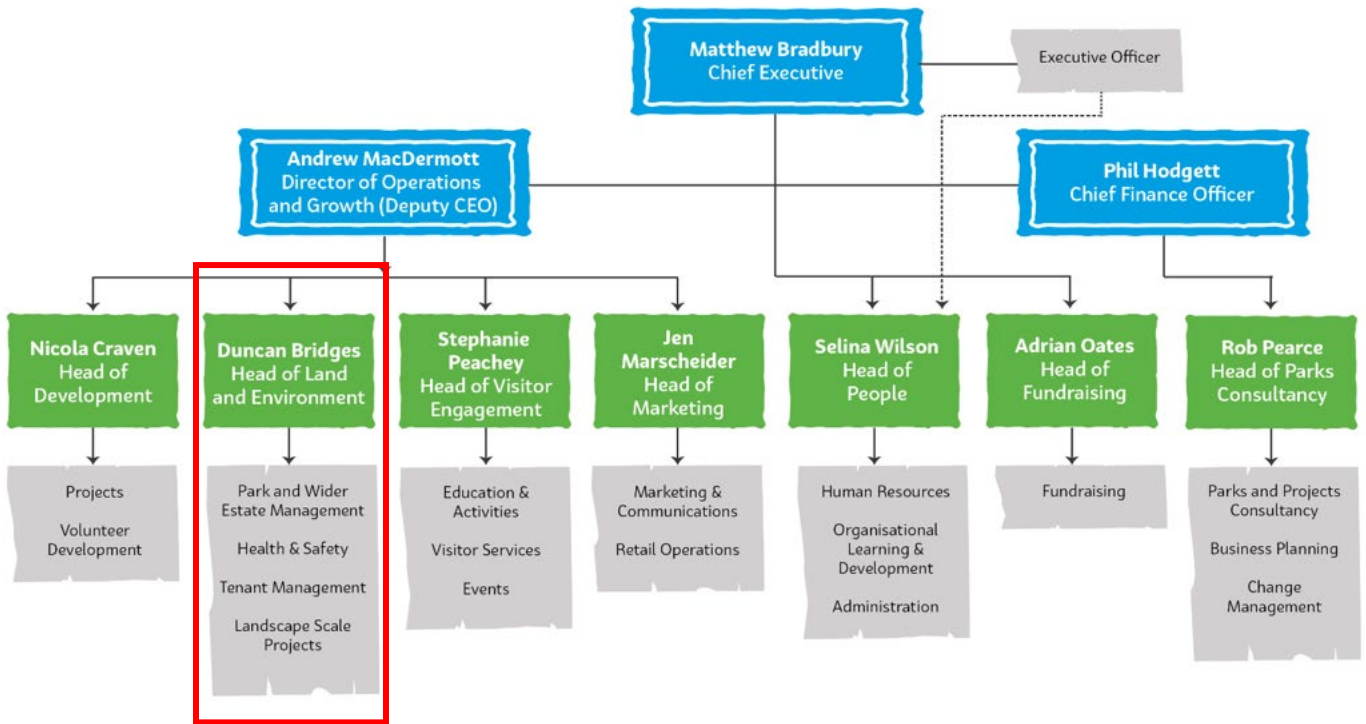
Yours faithfully,



Matthew Bradbury
Chief Executive
Nene Park Trust



The Trust



The role

Senior Tree Officer

You will be part of a team that carries out the general running and maintenance of the Trusts estate, with particular responsibility for delivering all tree related works - whether for safety reasons, as part of our Woodland Management Plan, or in response to arboricultural diseases . You will support the Park Management Team in this respect and be responsible for other staff or contractors engaged in tree works, in addition to undertaking them directly yourself.

The Trusts estate covers over 1200 hectares of which 85ha is in blocks of woodland, but with many individual trees scattered throughout the rest of the Park and Rural Estate - including pollards, coppice areas, veteran trees and high landscape value specimens.

This is very much a practical role, with the post holder directly involved in all aspects of forestry operations on the ground, as well as planning for and dealing with contractors on site.

Your experience

Experience of dealing with practical tree and woodland management is a key requirement for the post, with the post holder playing a key role in the planning and execution of woodland management work tasks across the Trusts holding. You should be familiar with traditional woodland management practices (pollarding and coppicing) as well as plantation woodland management, tree safety surveys, tree disease monitoring and control.

Practical arboriculture skills. You will be part of the in-house staff team dealing directly with tree operations as they arise and throughout the year, with special emphasis in the winter months. As such you will need to have a good degree of practical experience as well as appropriate current qualifications for both on and off-ground arboriculture works, disease recognition and an understanding of timber processing.

Staff and contractor supervision skills. The post holder reports to the Park Manager and will take the lead in supervising small staff teams engaged in forestry operation as well as having direct line management responsibility for the Trusts Tree Officer/Ranger. You will need to have strong communication skills amongst your fellow colleagues as well as project and contractor management experience.

Wider countryside and estate management skills. While the role carries particular responsibility for tree related works, these are seasonal in nature and outside those periods you will support the rest of the Park Management team. The post holder should have knowledge of a range of practical estate management tasks, such as fencing, grassland management and public access as well as be able to support a daily Duty Ranger service as part of a team rota.

Job description

| | |
|---|----------------------------|
| Job title: | Senior Tree Officer |
| Reporting to: | Park Manager |
| General purpose: | |
| <p>Responsible for delivering the Trusts Woodland Management Plan, tree safety and the long-term conservation and enhancement of trees across Nene Park Trust's expanding estate, you will oversee day-to-day management of a wide range of arboriculture work and operational activity. As well as playing a key part in the review and delivery of the Trust's tree and woodland management plan, helping conserve and improve the Trust's existing assets, but also plan for the future, in light of a changing climate and the Trust's desire to enhance Nene Park for people and for wildlife, as well as reducing its carbon footprint.</p> <p>You will provide specialist arboriculture expertise to the Trust, leading and coordinating arboricultural operations, tree surveys and tree related safety inspections. As well as carrying out and supervising tree works internally, you will be responsible for overseeing tree works carried out by the Trust's specialist external tree contractors.</p> <p>You will also form a core part of the wider Ranger Team, helping carry out wider Ranger duties within the Park. This will including being part of the Duty Ranger rota, helping ensure the Park is well-managed and maintained, conserving its important heritage and ensuring it provides a welcoming environment for Park visitors.</p> | |
| Key deliverables: | |
| <ul style="list-style-type: none">• To be responsible for the updating, development and implementation of the Trust's Tree and Woodland Management Plan and all associated operational activity.• To support the Trust in providing specialist tree and arboriculture knowledge and expertise.• To lead and coordinate arboricultural operations within the Park, particularly during the winter work programme, in liaison with the Senior Ranger (Landscape), Conservation Manager, Park Manager and Head of Land and Environment.• To directly carry out tree surgery and tree felling operations to a high standard, following all relevant health & safety procedures to ensure the safety of the public and staff.• To lead and supervise the Tree Officer and other Park Management Team staff engaged directly in tree related work.• In coordination with Park Management Team managers, to organize and oversee works carried out by the Trust's external tree contractors.• Working alongside the Park Manager, Conservation Manager and Health Safety Manager, arboriculture contractors and consultants as required to lead on tree survey and annual tree safety inspections and associated recommended works.• To work with wider Trust staff teams on the future development of the Trust's tree stock, including opportunities for increasing woodland productivity, carbon capture, timber sales, woodland ecology and responding/adapting to tree diseases, pests and climate change.• To support fundraising and income generation opportunities linked to these activities.• To carry out safety checks and maintenance on climbing equipment and machinery at the specified intervals.• To respond to general park management / maintenance priorities as they arise.• To support the Trust's expanding apprenticeship programme, by providing appropriate apprentice support and management.• Work alongside contractors, staff and volunteers on other tasks as required.• Undertake the Duty Ranger role on a rota basis, including weekend working, where required.• To liaise with the public and support a welcoming atmosphere in the Park for visitors.• To ensure all tasks are carried out in a safe manner.• To work with wider Trust teams on Park-related activities and events as required. | |

Personal Specification

Requirements - experience:

Essential:

- At least 5 years first-hand experience of practical work in woodland and aerial arboreal operations.
- A successful track record demonstrating experience in the management of a living tree collection, woodland or forest.
- Proven practical experience of undertaking or supervising arboricultural operations, where good quality tree care has been achieved safely and efficiently, working to best practice and in line with professional standards of the arboricultural industry.
- Experience of supervision of contractor operations, including health and safety requirements when working on a public site.
- Proven practical experience or supervision of working at height, with a chainsaw from a rope and harness and Mobile Elevated Work Platform (MEWP).
- To be able to efficiently carry out an aerial rescue safely and administer first aid if necessary.
- Working knowledge of the Industry Code of Practice - Tree work at height.
- Good experience of tree safety inspections and tree risk management.
- A sound understanding and working knowledge of current tree pest and disease issues.
- Experience of day-to-day checking of equipment in line with Lifting Operations and Lifting Equipment Regulations (LOLER) 1998.
- Experience of managing practical projects.
- Proficient IT user of Microsoft applications including Outlook, Word and Excel.

Desirable:

- Experience in contract management.
- Wider experience of landscape/ horticultural/ conservation management.
- Experience of leading/ working with volunteers, apprentices and/ or the general public.
- Understanding and experience of the Woodland Carbon Code and or other climate initiatives in relation to woodland creation and management.

Requirements - qualifications:

Essential:

- Relevant qualification(s) in arboriculture or forestry including tree safety inspection.
- N.P.T.C. / C&G or equivalent chainsaw certificates for off-ground work – Eg:
 - Tree climbing and aerial rescue
 - Chainsaw use from rope and harness,
 - Branch Removal and crown reduction, Aerial Tree Pruning, Aerial Tree Rigging,
 - Use of Chainsaw from MEWP
- Full Driving License including towing trailers.

Desirable:

- Other relevant chainsaw certificates – windblown and large trees, etc.
- Other relevant forestry machine, equipment and skills training certificates – eg winch, forwarder, skidder, tractor.
- Competence with general machinery and equipment including routine maintenance.

Requirements – personal characteristics:

- Ability to make positive contributions to the team, supporting colleagues in their work.
- Ability to work as part of a team but must be self-motivated and willing to take the lead in their area of specialism.
- Ability to manage own time and workload effectively.
- Ability to remain calm and self-controlled under pressure.
- Positive, enthusiastic and customer-focused approach.
- Ability to work safely in a high risk environment.

- Ability to communicate effectively and confidently with diverse groups of people.

Other points:

- Ability to walk, cycle or drive in and around the Park to perform duties.
- Flexible working across a seven day week.
- Daily physically demanding work including tree climbing, manual handling and lifting.
- Daily operation of power tools and equipment.
- Frequent working outdoors in all weathers.

Why join us?

At Nene Park Trust, we recognise that the high level of service we deliver is dependent upon our excellent staff team and as such, we want to recognise employee's commitments to the Trust through an extensive rewards package. Here are just a few of the things we offer:

Pension Scheme - The Trust provides a generous pension scheme for those eligible. Exceeding the Government's minimum requirements, we contribute 10% of employees' gross salaries directly into their pension pots. An employee's minimum contribution level is 3%, though employees may choose to contribute more.

Employee Discounts and Free Parking – All employees are entitled to free parking at our sites as well as employee discount at our cafes, restaurants and shops.

Learning and Development - With plenty of learning and development opportunities available throughout the year, the Trust is keen to provide all employees with the skills and learning they need to successfully deliver their roles and develop their careers at the Trust.

Life Insurance - The Trust provides life insurance cover of five times' annual salary in the event of death in service.

Health Care - The Trust provides access to its comprehensive health care plan with Westfield Health which includes a 24/7 doctors' advice line, cash back for a variety of services including optical and dental and numerous therapy treatments.

Health and Wellbeing - The Trust has a number of appointed Health and Wellbeing Champions, all of which are Mental Health First Aid trained, and implement and deliver a wide range of initiatives to support employee health and wellbeing throughout the year.

Additional Information

Nene Park Trust are proud to have Investors in People (IIP) Gold Level accreditation. This means that as a result of our leadership and management practices and the way in which we support, empower and encourage learning amongst our employees, we can proudly say that we are part of the top 2% of organisations that have reached IIP Gold status!

Notice Period - Eight weeks by either party after satisfactory completion of the probationary period.

Holidays The Trust provides a total of 33 days' annual leave (pro-rata for part-time staff), which includes Bank Holidays.



INVESTORS IN PEOPLE
We invest in people Gold



Applications

If you are interested in applying then please submit your application using the forms provided on our website: www.nenepark.org.uk/vacancies to the contact details below. Forms must be sent by 12.00 noon on Monday 11th November. If you require a printed copy of an application form please contact us using the details below.

The information you provide on your form will be used to support the scoring process and will determine if you are successful for interview.

Our contact details

Nene Park Trust, Ham Farm House, Ham Lane, Peterborough PE2 5UU

T 01733 234193

E recruitment@neneparktrust.org.uk

Shortlisted applicants will be contacted by Friday 15th November and invited for interview on Wednesday 20th November. Interviews will be held at Ham Lane House, Ham Lane Peterborough PE2 5UU.

An offer will be made to the successful candidate shortly after the interview date. Candidates should note that any offer of employment made by Nene Park Trust will be subject to satisfactory written references. You must also be able to demonstrate that you have the right to work in the UK and that you have the qualifications listed in your application.

Nene Park Trust is committed to the safeguarding and welfare of its employees, volunteers and visitors. Our safeguarding policy is issued to all new staff as part of our induction process and has been created to ensure that all individuals coming into contact with the Trust are safe and free from harm and therefore, where appropriate, we ask our employees complete a Disclosure and Barring Service (DBS) check. This position will require an enhanced DBS check, which you will be asked to complete upon acceptance of a job offer. Candidates should note that any offer of employment made by Nene Park Trust is subject to a satisfactory DBS check

You are always advised not to resign from your present employment until any offer of employment has been confirmed.

Further Information

For an informal discussion about this role please contact either Duncan Bridges, Head of Land and Environment or Greg Higby, Park Manager on 01733 234193

If you require any further information about our recruitment processes, or would like to discuss your access needs, such as wheelchair access or hearing support, please state this in your application form, or email recruitment@neneparktrust.org.uk and we will do our best to support you.