

Brecon Beacons National Park Authority

Job Description

Director of Nature Recovery & Climate Change

Position: Director of Nature Recovery & Climate Change
Grade: CO
Accountable to: Chief Executive
Directorate: Decarbonisation
Portfolio: Biodiversity
Sustainable Agriculture
Maintenance and Development of the Park Landscape
Access & Rights of Way
Visitor Engagement
Education – Awareness, Inclusion & Opportunity
Warden Services

**Direct Line
Management of:
Dimensions:**

Financial

Gross 3.1m

Non-Financial

Circa 24 FTE Staff

Job Purpose:

To provide strategic leadership, clear organisational vision and long-term direction for the National Park Authority's Nature Recovery and Climate Change Directorate, ensuring operational effectiveness and more impactful outcomes, protecting and enhancing the special qualities and environment of the park whilst enabling the well-being of current and future generations.

To work holistically across the organisation as a member of the Senior Leadership Team (SLT) with a view to developing and achieving effective outcomes in relation to key themes including; climate change, equality and well-being, partnership continuity and development, conservation and volunteering.

To deliver the necessary strategic partnerships with other organisations with a view to achieving successful implementation of the National Park Authority's statutory purpose and the outcomes identified by the Government Work Programme, National Park Management Plan, the Corporate Plan and relevant projects.

Key Responsibilities:

1. Provide leadership for the National Park Authority on; Nature Recovery and Climate Change, maintenance of the park landscape, rights of way, education and warden services and visitor engagement, leading the respective teams in delivering key objectives aligned to the Government Forward Work Programme, National Park Management Plan (NPMP) and Corporate Plan.
2. Ensure that the National Park fulfils its statutory aims and undertakes its statutory functions achieving the optimum standards of outcomes and service delivery.

3. To lead the National Park Authority on Nature Recovery and Climate Change, providing clear strategic guidance to the SLT and National Park Authority (NPA) and partner organisation, also providing the strategic lead on the development and implementation of plans, policies, programmes and systems to achieve the Authority's aims.
4. In conjunction with the SLT ensure the highest standards of procedures and protocols are in place and adhered to deliver effective Corporate Governance and Member engagement.
5. Ensure effective monitoring, challenge and evaluation of the Directorate's performance against the NPMP / Corporate Plan driving high performance and outcome delivery across the Directorates teams.
6. Lead and promote the dissemination across the Directorate of the individual performance framework ensuring effectiveness, support, follow up and strategic alignment.
7. Strategic lead on ensuring effective resource management across the Directorate including, the adherence to processes and procedures that manage and safeguard public finances and assets entrusted to the National Park Authority, and that Financial and Human resources are effectively allocated, deployed and monitored to deliver identified outcomes and specified performance targets, consistently ensuring optimum value.
8. Lead on the maintenance, development and enhancement of positive and productive strategic and operational relationships with key partners to ensure the delivery of the Directorates aims.
9. To actively manage the Authorities own assets and development of a commercial strategy.
10. Represent the National Park Authority in respect of Nature and Climate Change to partners including; Welsh Government, National Resources Wales, Public Service Board, members of the public etc. ensuring partnership and commitment support.
11. To work collaboratively with the UK family of National Parks.
12. Lead, promote and encourage a culture of continuous improvement across the Directorate empowering all to contribute, develop and implement efficient and effective solutions in the short, medium and long term.
13. To be a member of the National Park Authority's SLT.
14. Contribute to and work holistically as the authority's SLT in developing, delivering and maintaining cross-cutting themes including;
 - Climate Change
 - Equality and Well-Being
 - Partnership Continuity and Development
 - Conservation
 - Volunteering
15. Lead and demonstrate effective communication and engagement as a member of the strategic leadership team.
16. Contribute to the development of change management and benefit realisation plans, ensuring

alignment between operational delivery, function development and strategy.

17. Ensure that the integrity and reputation of the National Park and the Authority is safeguarded and positively positioned at all times.

Performance

18. To deliver the relevant areas of the Government forward work programme, NPMP and Corporate Plan.
19. To be the Authority's lead and spokesperson for Nature Recovery and Climate Change ensuring the Authority's reputation is safeguarded at all times.
20. To represent the NPA externally at a strategic level on all areas concerning the Nature Recovery and Climate Change Directorate and to ensure effective relationships at all levels with strategic partners.
21. To ensure effective cross functional collaboration across the NPA in delivery of cross-cutting themes.
22. To work closely with SLT members and specifically the Programme / Portfolio Manager ensuring cohesiveness and clear accountability in respect of objective outcomes and delivery including projects.
23. To ensure effective management, communication and engagement of people and resources.
24. Such other duties as are commensurate with the objectives and grade of the post, as directed from time to time by the Chief Executive.

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Person Specification

Director of Nature Recovery and Climate Change

The successful candidate must be able to demonstrate evidence of the following criteria:

	Essential	Desirable
<u>Qualifications</u>		
Educated to degree level or equivalent in a relevant discipline.	√	
Membership of appropriate professional body or evidence of continuing professional development (CPD).		√
Management Qualification e.g. ILM Level 7		√
<u>Knowledge</u>		
Extensive knowledge and experience in the leadership and management of one of the major functional areas of Nature Recovery, Conservation, Climate Change and / or Land Management.	√	
Demonstrate a good understanding of the BBNPA's role in the park area, and the importance, as well as, the practical implications of working in partnership.	√	
Demonstrate a good appreciation of work and governance in the public sector, a good understanding of the private sector in rural areas and demonstrate awareness of the pressures and constraints across both sectors.		√
The ability to demonstrate objectivity in providing advice to other areas of the NPA and externally on a range of Nature and Climate Change issues.		√
<u>Experience</u>		
Experience of developing and implementing policy in any or more of the following subject areas; Conservation, Climate Change or Land Management.	√	
Demonstratable experience of effective community, partner and stakeholder engagement to work collaboratively in achieving aims and objectives.	√	
Experience of matrix / cross-functional working.	√	
Experience of successfully monitoring and evaluating performance and objective delivery.	√	
Experience of strategically leading teams and managing staff with a range of different specialisms and be able to nurture their future development	√	

within the organisation.		
Experience of strategic level multiple budget analysis and monitoring and entrepreneurial approach to new sources of revenue.	√	
Experience of working with elected members in a political environment.	√	
<u>Skills</u>		
Demonstratable, effective and strong strategic leadership.	√	
A proven innovative thinker, able to generate or seek through engagement new ways of working, improvement and approaches to problem solving.	√	
Capable of dealing tactfully and diplomatically with local communities, community groups and business interests.	√	
Able to demonstrate the capability of assessing complex policy issues and developing solutions.	√	
Political sensitivity with an ability to make progress in complex policy areas and a strong belief in the value of local democracy and accountability	√	
Good organisational skills and ability to work under pressure to tight deadlines.	√	
Ability to oversee large and complex projects in parallel and simultaneously.	√	
Excellent oral and written communication skills.	√	
Computer literate in the use of Microsoft Office software.	√	
Full driving licence	√	
Welsh Language Level 0	√	
<u>Personal Qualities</u>		
A strong authentic Leader who empowers others.	√	
Have the initiative, vision and drive to develop the role and the work of the Directorate alongside the evolution of the NPA, and to make a positive contribution to creating the culture and reputation of the whole organisation.	√	
Self-Confident and personable communication style.	√	
Open to robust challenge & able to respond calmly and professionally.	√	
Team player, ready to offer support and respond to ad hoc requests for help from colleagues.	√	
Flexible and able to attend occasional evening meetings	√	

To be a committed advocate of the park's values, purposes and objectives via public communication and engagement.	v	
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Welsh Language Requirement

Please note: If you do not meet the Welsh language Requirements specified, then the Authority offers a variety of learning options and staff support to help you meet these requirements during your employment with us.

