



Cumbria Coastal Community Forest Director

£48,000 to £55,000 per annum plus up to 8% matching pension contribution

Full time, but open to flexible/joint working

West Cumbria

Cumbria Woodland's vision is for every woodland in Cumbria and beyond to thrive ecologically and economically for the benefit of all. We support cutting edge research, individual training, government-level strategy and multi-million-pound projects, working in conjunction with woodland owners, researchers, environmental experts, and corporate partners.

We have an exciting opportunity for a charismatic Community Forest Director to join us to represent the Organisation and effectively promote its aims. The postholder will be able to demonstrate their senior management experience with examples of strategy setting, leading, innovating, and inspiring.

We welcome applicants who have a proven track record of developing and implementing a diverse operations programme and if this was achieved in an environmental organisation, this would be preferable. Whilst not essential, experience in forestry/land management and experience in successfully leading a charity or similar organisation is advantageous.

Fundamental to this role is your passion for the natural environment and urban sustainability and your commercial and financial acumen which drives your ability to resource procurement from a range of funders.

Your specialist and continuing knowledge of relevant legislation, policy and practice will ensure you remain at forefront of the sector, with a wider appreciation of forestry issues and the impact they have on environmental, economic, and social development. An awareness and understanding of local authority and other public sector structures is key.

You will be a skilled negotiator with an ability to build and maintain partnerships and strong networks around you. You will be able to communicate with tact and diplomacy with a sensitivity for conflict management, whilst being a compelling public speaker.

You would be described you as a team player, interested in the ideas and opinions of others, understanding that to achieve a common purpose involves a collaborative approach. Working under pressure will be a skill which you thrive upon.

Experience of project management relating to people, finance and contract management are essential components of the role.

In addition, you will have strong computer skills including Microsoft Office and the ability to adapt to new systems. The role requires the postholder to have a driving licence with access to a vehicle in order to visit sites in line with the requirements of the role.

Woodland and conservation management principles dictate that a diversity of flora, fauna and age structure are inherently valuable to the sustainability and resilience of a woodland. We are working

to apply the same principles to our organisation. To this end, Cumbria Woodlands' culture values difference (e.g., age, neurodiversity, gender identity, race, nationality, sexual orientation, physical or mental ability, ethnicity, education and perspective) as a source of innovation, strength and creativity.

We recognise that to be engaged, all members of our team must feel included, respected, and valued, and we celebrate pride, passion and belonging. We have an equality, diversity and inclusion policy to support this, and we are committed to improving equality, diversity, and inclusion among our team, and eliminating unlawful discrimination.

Before evaluation for shortlisting, we will apply redaction of applicants' identifying information, including protected characteristics, such as name, age, gender, to reduce the effects of unconscious bias in the selection procedure. We will be applying positive action during recruitment to offer interviews to consenting candidates that meet the requirements of a position and declare a protected characteristic. We are doing this to improve equity for those groups that have been historically excluded from our sectors. Supplying information about protected characteristics in the context of your application is entirely optional.

Cumbria Woodlands is open to different types of flexible working options which may be considered on application. Currently, all our staff work on a remote basis with attendance at the office and other sites when required to do so as part of their duties.

Should you be interested in this role, please submit a full cv detailing your relevant skills and experience along with either a covering letter, a short piece to camera or illustration to Rebecca@solutionsforhr.co.uk

Cumbria Coastal Community Forest

Director – Person Specification

Skills and Personal Qualities

Essential

- A charismatic figurehead with strong leadership skills, strategic thinking, and determination.
- Strong advocacy skills, be the public and private face of the Cumbria Coastal Community Forest and effectively promote its aims.
- A skilful negotiator with good partnership working and networking skills.
- A confident public speaker with excellent written and oral communication skills.
- Strong project management skills including people, finance, and contract management.
- Collaborative team player with tact, diplomacy, and conflict resolution skills.
- Commitment to equal opportunities and environmental issues.
- Hard working with the ability to work well under pressure.
- Full UK driving licence.

Experience and Qualifications

Essential

- Proven track record of developing and implementing a diverse operations programme, preferably in an environmental organisation.
- Experience of successfully leading and managing change, and building strong, productive relationships, both internally and externally.
- Good track record of successful resource procurement from a range of funders.
- Keen interest in the natural environment and urban sustainability.
- Proven senior management experience, with an ability to set strategy, lead, innovate and inspire.

Desirable

- Experience in forestry/land management.
- Experience in successfully leading a charity or similar organisation.
- Relevant qualification or considerable work-based experience in a relevant environmental, charitable or related discipline.

Knowledge

Essential

- Commercial and financial acumen: Set and operate a budget and, increasingly develop appropriate activities that provide a surplus for the Organisation, with a good understanding of fundraising and business development.
- Understanding of advocacy and positioning to influence change and increase impact.
- Excellent computer skills including Microsoft Office with the ability to adapt to new systems.

Desirable

- Specialist knowledge of relevant legislation, policy and practice relating to environment, land management, community engagement and sustainability.
- Understanding of forestry issues and the role they play in wider environmental, economic and social development.
- A good understanding of local authority and other public sector structures.