LANCASTER CITY COUNCIL
Promoting City, Coast & Countryside

Lancaster City Council - Job Description & Person Specification

Job Title:	Land Management Advisor	**Grade:**	GGS 9	**Job Code:**	LCC954
Service/Team:	Environment & Place / National Landscape	**Role Type:** *Delete as appropriate	HYBRID	**Reports to:** *Title & LCC Code	National Landscape Officer LCC 125
Line Manages: *Title/s & LCC Code	n/a				

Job Overview

Overview

- To provide comprehensive support and advice to farmers and land managers in Arnside & Silverdale National Landscape to build support for and ensure development and delivery of projects which achieve nature recovery, landscape enhancement and community engagement, through the Arnside & Silverdale Landscape Connections project.

Direct Responsibilities

- To lead the successful delivery of the farmer/land manager engagement programme through Arnside & Silverdale Landscape Connections, developing and testing a variety of engagement styles and methods
- To provide a key point of contact between farmers and land managers and the National Landscape team and Landscape Connections partnership, building close positive and productive working relationships with the farming and land management community.
- To contribute to facilitation of a conservation grazing feasibility and options appraisal working closely in partnership with partner organisations, landowners and graziers.
- To lead on providing bespoke advice and guidance on conservation (air quality, soil quality, water quality, flood alleviation, biodiversity, nature recovery, cultural heritage); climate change, carbon storage and management; access and sustainable land management.
- To liaise with farmers and land managers, National Landscape and Landscape Connections staff, external partners, and consultants to build support for nature recovery, landscape enhancement and community engagement, and develop a range of projects to feasibility stage.
- To develop cluster groups and interest groups within the farming and land management community and deliver meetings, workshops knowledge-sharing events and activities. Explore opportunity to access Defra's Farmer Collaboration Fund.
- To support the development of nature-friendly farming and land management training programmes and apprenticeships.
- To help to ensure that action undertaken through Landscape Connections is consistent with the established purposes and complementary to the statutory purposes of the Arnside & Silverdale National Landscape.
- To provide both technical and administrative support for Landscape Connections, including arranging meetings; training, events and workshops; maintaining filing systems; assembling reports, preparing grant agreements, compiling information, data and maps, etc.
- To support project and programme-level evaluation, including reporting to Landscape Connections Board, Morecambe Bay Partnership, Arnside & Silverdale National Landscape Partnership, and external programme evaluators. Contribute to legacy, lessons learnt and forward planning for the programme.
- To assist with management and maintenance of property, vehicles, equipment, tools and machinery.
- To support the National Landscape Manager and other staff as a key member of the multidisciplinary National Landscape Team.

- To deal with enquiries and ensure excellent customer service at the National Landscape Office and Information Centre and to share responsibility for the National Landscape Office site security.
- To comply with the Council's Health and Safety policy and procedures, to carry out risk assessments, monitoring and appropriate training.
- To undertake other duties as required, consistent with the responsibility level of the post.

Primary Measurable Objectives

- Lead an effective engagement programme with farmers, landowners and land managers in Arnside & Silverdale National Landscape as part of Landscape Connections
- Provide a comprehensive support and advisory service to farmers and land managers, significantly improving engagement
- Build support for and develop a range of nature recovery, landscape enhancement and community engagement projects to feasibility stage, working with a range of partners
- Lead the monitoring, evaluation and administration of the farmer/landowner engagement programme
- Support the National Landscape and Landscape Connections partnerships

Staff Management Responsibilities

While there are no direct staff line management responsibilities the postholder will be required to lead and manage projects and to manage positive relationships with external parties such as contractors, partners and volunteers.

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Person Specification			
Knowledge & Educational Requirements	**Essential Criteria**	**Desirable Criteria**	**Assessed by: App Form, Interview, Certificate, Test, Other…**
Specialised Qualifications & Training	Educated to degree standard in a relevant (environment, ecology or land management) subject or can demonstrate equivalent career experience and knowledge		App Form, Interview, Certificate
Experience	Can demonstrate significant experience of successful working with farmers and land managers to achieve conservation objectives, including through agri-environment schemes, and delivery of grant support for activities including conservation, access or farm sustainability. An excellent understanding of and experience in land management and farming including good ecological knowledge and understanding	Practical experience of limestone grassland, woodland and wetland habitats – assessment, survey, restoration and management including good ecological field skills Extensive experience of developing and effectively supporting delivery of complex practical farm level / countryside management / habitat restoration projects	App Form, Interview
Job Related Skills, Knowledge & Abilities	A good knowledge and understanding of current countryside and landscape issues particularly in relation to National Landscapes	Knowledge of High Nature Value Farming, its opportunities and challenges. Knowledge of conservation grazing.	App Form, Interview

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	Ability to negotiate and build relationships with farmers, land managers and landowners to enable them to collaborate for nature conservation and ecosystem service outcomes. Knowledge of national and local policy initiatives for rural areas and socio- economic issues facing the farming community Knowledge of current agri-environment schemes and emerging opportunities Good level of knowledge about health and safety policies, procedures and legislation Good IT skills – Microsoft Word, Excel, PowerPoint Excellent project/ budget management and administrative skills	Knowledge of natural beauty conservation and protected area management Detailed knowledge of Arnside & Silverdale National Landscape and its Special Qualities Good ability to use GIS	
Personal Attributes Including Interpersonal & Communication Skills	Considerable tact, strong relationship building and negotiating skills. Ability to inspire trust and to facilitate collaboration – particularly amongst farmers and land managers. Articulate, and capable of making a positive impact on the area and its communities. A passion for farming/land management, nature, landscape, heritage	Ability to manage and maintain tools, vehicle, machinery, property Experience of letting and managing contracts	App Form, Interview

	An ability to effectively produce and present verbal and written reports and presentations of a detailed and complex nature Excellent communication skills (written and verbal) Excellent ability to deal with a broad range of people but particularly the farming community, local community, and partner organisations Self-confidence, reliability and self-reliance and the ability to work without close supervision, including lone working in remote locations Ability to represent the Arnside & Silverdale National Landscape Partnership at public and other meetings Enthusiasm for working as part of a small multi-disciplinary group or team Excellent organisational and administrative skills and ability to work to deadlines, including excellent attention to detail Experience of managing health and safety and writing risk assessments		
Special Requirements/Other	Full current UK driving licence		App Form, Interview

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Additional information
Lancaster City Council Specific Knowledge Once in post, demonstrate: Understanding, implementation and adherence to Lancaster City Council's policies and procedures. Understanding, implementation and adherence to Our Values. Understanding of the post holder's own and their team's contribution to the Council's Corporate Plan. General Statement The above duties and responsibilities do not include or define all tasks that may be required of you. Duties and responsibilities may vary without changing the general character or grade of the role. As a normal part of your job, you are expected to routinely undertake corporate activities on behalf of your Directorate, appropriate to grade of the role. Learning and Development You are expected to undertake any training and development appropriate to the current and future needs of the post. Health & Safety at Work All members of staff are responsible for fulfilling their health and safety roles and responsibilities, as outlined in the Job Description above. It is the employee's responsibility to ensure that they are familiar with the Council's health and safety policy, procedures, work instructions and relevant risk or other health and safety assessments pertinent to their work tasks, and that they carry out their work tasks in accordance with the significant findings of such. Equal Opportunities Lancaster City Council is an Equal Opportunities employer and has equal opportunities policies with which you are expected to comply at all times. The City Council condemns all forms of harassment and is actively seeking to promote a workplace where employees are treated with dignity, respect and without bias. Climate Emergency You will be expected to conduct your work activities in a way that demonstrates understanding of, and alignment with the requirements of delivering the Council's response to the Climate Emergency. Community Safety Section 17 of the Crime and Disorder Act requires local authorities to consider the community safety implications of all their activities. Officers of Lancaster City Council should have an awareness of community safety and consider any community safety implications within their own area of responsibility. Safeguarding Lancaster City Council delivers a range of services and activities that impact on the lives of children both directly and indirectly. Safeguarding children, ensuring their welfare, safety and health is of paramount importance. We are committed to providing safe and supportive services that will give children the opportunities to achieve their full potential.

Employee Signature:		**Print name:**		**Date:**	
Manager Signature:		**Print name:**		**Date:**	