

Job information pack

Landscape Management Assistant



About Friends of the Lake District

We are an independent charity and the only membership organisation dedicated to conserving and enhancing Cumbria's landscapes. We believe that the Lake District offers some of the most spectacular and precious landscapes in England, and that's why we take action to conserve and enhance the natural beauty, wildlife and cultural heritage of these landscapes for the benefit of local communities, visitors, wildlife and habitats. We've been standing up for the Cumbrian landscape since 1934, and in that time we've seen lots of change.

Our vision is for thriving Cumbrian landscapes for nature, for people, for ever

We will achieve that vision by campaigning for landscapes that are tranquil, rich in cultural heritage and environmentally healthy; By inspiring and mobilising people to work in partnership with us to protect and enhance these landscapes for generations to come; and through leading by example in demonstrating sustainability and conservation on the land that we look after.

Join our team

It's an exciting time to be joining the Friends of the Lake District team. Building on our long history, we are currently refreshing our strategy, are welcoming a new CEO, and have recently been gifted additional land holdings. The Landscape Management Assistant will have a rare opportunity to shape the future of these new sites, and our other land holdings, and contribute to landscape recovery work beyond our own land.

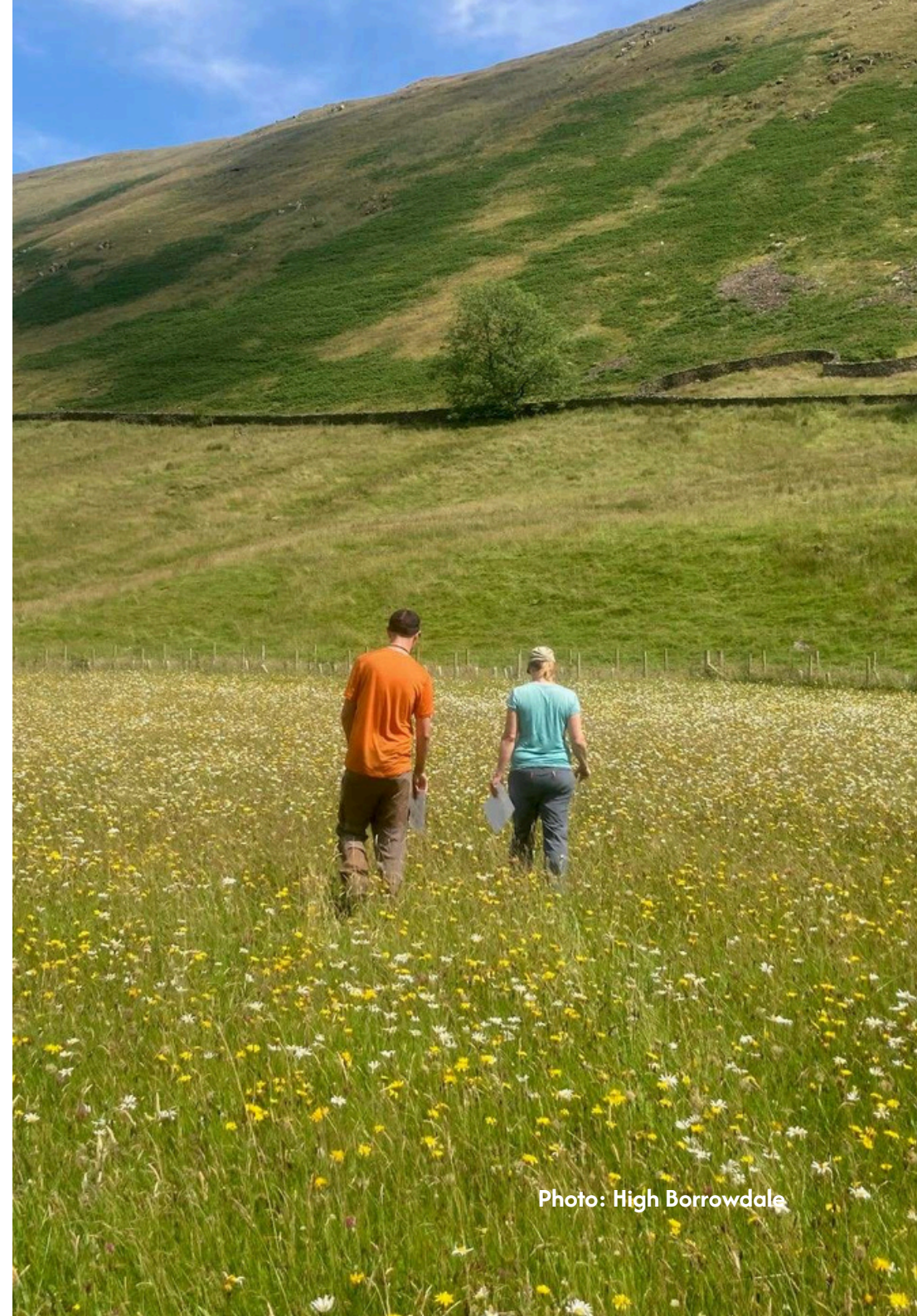


Photo: High Borrowdale

Our values

Impactful We are committed to ensuring that what we are doing is making a real difference both to the landscapes of Cumbria, and to the lives of the people who live, work and visit here. We take time to reflect on our work, admitting and learning from our mistakes so we can become more effective.

Collaborative We know that teamwork and partnership working are essential, and we foster good working relationships within our own charity and with other organisations. We collaborate in order to empower communities to take action.

Expert We draw on our expertise to make the case for protecting and enhancing Cumbrian landscapes, and we are generous about how we share it.

Positive We work with enthusiasm and passion for what we do and inspire others to do the same. We take pride in what we do and celebrate our successes as a team, recognising the efforts made by staff, trustees, volunteers, members and donors in order to deliver results.

Caring We look out for each other and encourage one another to maintain a healthy work life balance. We recognise the positive effects that being out in the landscape provide, and encourage everyone to understand and enjoy this wonderful resource. We are inclusive and actively seek opportunities to widen diversity among the people involved in our charity.

Photo: Make a stand on the
Sand to Save Roanhead



What about you?

You share our values. You're someone who strives to enhance our landscapes for people and nature, who inspires colleagues, volunteers, partners and the public. You have a passion for landscape management, and would relish the chance to use your knowledge and experience of nature conservation to work on Friends of the Lake District's varied land portfolio, as well as on landscape recovery activities more widely.

You're an excellent communicator and adept at building relationships, working in partnership with others, and collaboratively within organisations. You are self-motivated and proactive, and you'll be just as happy to be out doing practical work, often with our volunteers, as you are working with our Land Manager or with other colleagues to explore and deliver new ways in which our land and other land-based activities can help us achieve our vision and mission.

This is a rare opportunity for someone who strives to enhance our landscapes for people, nature and culture. Someone who inspires volunteers, partners and the public, who can think strategically, loves trialling new ideas, and likes variety – looking for new opportunities or filling in grant forms one day, and doing practical work with volunteers the next.

We're seeking someone to drive forward the management of our woodlands in particular, making them more resilient to deal with future challenges. This could be through established techniques or trialling new methods and thinking so you will be a person who likes creativity and flexibility.

Photo: Hedge planting volunteers



Role outline

Landscape Management Assistant

Salary: £27,846.71 FTE

Hours: Part-time (28 hrs per week).

Duration: Initial 23 month contract, with an ambition to extend subject to funding.

Overall purpose: To assist with the day-to-day management of Friends of the Lake District's land holdings, with a particular focus on our woodlands, and to work across the organisation on wider land management and landscape recovery activities.

Location: This will require significant work in the field across Cumbria, alongside a regular presence in our Kendal office.

Working Links

Internal: You will work closely with colleagues across the organisation including our Land Manager, the Planning and Policy Team, Campaigns and Engagement, Communications and Fundraising, as well as with our committed volunteers.

External: You will be working across the board with a range of other partners and organisations – this include neighbouring landowners and our graziers; volunteers and voluntary organisations, funding partners (NE, FC, FIPL , Landscape Recovery Schemes, etc), partner organisations (rivers trusts, Woodland Trust, Cumbria Wildlife Trust, Cumbria Farmer Network, NFU, CLA), statutory agencies and other bodies such as Universities.

Photo: Dam Mire Wood



Key responsibilities

- To assist with the day-to-day management of Friends of the Lake District's land holdings, with a particular focus on the woodland portfolio.
- To work across the organisation to help deliver work relating to land management and landscape recovery on land beyond our own land holdings.
- To identify opportunities for innovation and to test, develop and demonstrate good practice on our land.
- To put Friends of the Lake District's policies into practice, and then ensure that practice informs our thinking, our external advocacy and our campaigning positions.
- Assisting with strategic work to enhance landscapes, habitats and access, and build effective and collaborative working relationships with partners and volunteers.
- Input into property management plans, capital works programmes, budgets, etc to achieve more from our land for people, nature and climate change.
- Assisting with species, habitat and other surveys, site and risk assessments, monitoring plans.
- Working with the Land Manager to oversee contractors doing capital works and with colleagues to obtain relevant permissions for works.
- Planning and running workparties with volunteers.
- Helping to secure external funding for our land holdings, especially woodlands – both public funding (Countryside Stewardship, Sustainable Farming Incentive) and grant funding.
- Working with our communications and engagement teams to share and advocate for our work and involve volunteers, stakeholders and the public, in our land, including organising walks, talks, events, and promoting work via social media.
- To develop and manage land management related projects.
- Working on wider landscape and nature recovery issues and tasks within the organisation.

Person Specification

Essential

- You share our organisational values and have a passion for the Lake District and Cumbrian Landscapes.
- Knowledge of land/countryside management policy and practices. This will include a particular focus on woodlands, but also include nature conservation, cultural heritage and land use change.
- Experience of practical landscape conservation work.
- A desire to make a difference, show initiative, try new things, create and deliver projects.
- Experience of partnership and collaborative cross team working within organisations and externally with diverse partners, stakeholders and interested individuals.
- Experience of communicating to stakeholders, volunteers, members, the public – public speaking, social media, etc.
- Recognised qualifications (or equivalent experience) in relevant subject(s), such as countryside management, ecology, environmental science or agriculture.
- Ability to involve and inspire all kinds of people, sharing your knowledge and enthusiasm
- Ability to self-motivate and work within a team culture.
- Excellent written and oral communication skills, including face-to-face.
- Ability to work under pressure to meet tight deadlines.
- Strong organisational and time management skills, and ability to work autonomously.
- Confident with IT including Word, Excel, Powerpoint and Outlook.
- Ability to work flexible hours when required.
- A current driving licence and ability to travel independently.

Desirable

- Experience of working within the non-profit/charity sector.
- Experience of public funding such as Countryside Stewardship, Sustainable Farming Incentive, plus securing other grants.
- Experience of writing property management plans and risk assessments.
- Experience of working with farmers, landowners, and landscape management contractors.
- Experience of managing and employing external contractors, tendering processes, etc.
- Experience of training and managing volunteers.
- Experience of ecological field surveying.
- Project and budget management skills.
- Skills in GIS and databases to map, manage and display data.

This information is used to help identify suitable candidates and to ensure that all applicants are judged on fair and objective criteria, as are relevant to the post. We will be looking for applicants who can show that they meet these requirements. You should therefore use this information to help you put together a supporting statement to accompany your C.V. This information will be used as part of the shortlisting process.

Our commitment to you

We take training and development seriously and so we will work with you to develop your own personal development plan.

This post is offered at 28 hours per week. Salary: £27,846.71 FTE . Our annual leave is 25 days per year plus Bank Holidays pro-rata. In addition, you will receive 1 extra day's holiday per year of service up to a maximum of 5 days. Company sick leave increases over your time with us and begins with 1 week's full pay during your probation rising to 1 month's full pay and 2 months' half pay on completion of your probation and up to 6 months' full pay and 6 months' half pay after 6 years' service.

Flexi time. We operate a flexi time system to support work-life balance against the needs of the organisation.

Flexible working. Where possible and practical Friends of the Lake District will seek to support staff with flexible working arrangements. We recognise and respect that some people may need time off for religious observance.

Pension. Friends of the Lake District operates a pension scheme which complies with the requirement of an auto enrolment pension scheme and includes a 7% employer contribution.

Our approach to equality, diversity and inclusion

These are more than just words to us. We know that building a team that's equitable, diverse, and inclusive will make Friends of the Lake District a more effective organisation. We offer a welcoming and respectful environment where everyone feels valued and has the opportunity to thrive. We celebrate the unique perspectives and backgrounds that each individual brings, recognising that this diversity is essential to our collective success. We encourage applications from those with disabilities and from people who identify themselves as belonging to marginalised or minority groups.

We want our recruitment process to be as accessible as possible. If you need us to make an adjustment or provide additional support as you apply for a role, please get in touch with us to discuss how we can help.

How to apply

To apply for this role please send us a C.V. and cover letter explaining why you think you are the ideal candidate for this role. Please ensure you read and refer to the person specification when you do this.

Email: info@fld.org.uk

Post: Lorayne Wall

Friends of the Lake District

Murley Moss

Oxenholme Road

Kendal

Cumbria LA9 7SS

If you have any questions or would like to discuss this role further before applying, please contact jan.darrall@fld.org.uk.

www.friendsofthelakedistrict.org.uk

Photo: Little Asby Common

