**Job Description**

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| Job Details | |
| **Environment Manager** | |
| **Grade** | G12 |
| **Directorate** | Economy Infrastructure and Skills |
| **Service** | Culture, Rural and Safer Communities |
| **Grading Panel Date** | 20/09/2024 |
| **Job ID** | 70000838/G12/CAS |

**Our Vision**

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

**Our Outcomes**

We want everyone in Staffordshire to:  
• Have access to more good jobs and share the benefit of economic growth  
• Live in thriving and sustainable communities  
• Be healthier and more independent for longer

**Our Values**

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:   
• Ambitious – We are ambitious for our communities and the people of Staffordshire.  
• Courageous – We recognise our challenges and are prepared to make courageous decisions.  
• Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

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| About the Service |
| Environment & Countryside is responsible for the management of the Council's 5600 acre countryside estate, 4500 km of public rights of way and definitive map, and the provision of high quality environmental advice and data. The service promotes and supports the conservation of the county's natural and historic environment, including through environmental partnerships, hosting the Cannock Chase National Landscape and Staffordshire & Stoke Nature Recovery Partnerships. |

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| About the Role |
| The Environment Manager provides leadership and management of the Environment Team. This includes specialists in ecology, landscape, trees, historic environment and the hosted partnership teams for the Cannock Chase National Landscape and Staffordshire & Stoke Local Nature Recovery Strategy. The role leads the provision of technical advice and information on environmental management across the authority. It also leads development and input to partnerships and initiatives that support the conservation and recovery of Staffordshire's natural and historic environment |

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| Reporting Relationships | |
| Responsible to: | Head of Environment & Countryside |
| Responsible for: | County Environment Specialists (Archaeology and Ecology), National Landscape Team Leader, Nature Recovery Project Manager, Tree Strategy Manager, Arboricultural Officer |

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| Key Accountabilities |
| Support environmental outcomes by providing technical specialist advice and expertise, and lead and manage provision of high-quality environmental advice through a team of specialists to ensure the council is compliant with environmental policy and legislation. |
| Lead and oversee development and delivery of plans and strategies that support Staffordshire's environment. |
| Develop and coordinate responses to consultations by government bodies, local authorities and other organisations on environmental matters. |
| Ensure provision of effective and timely environmental advice and input to planning, countryside and other council functions via yourself and your team of specialists, ensuring that proposals comply with policy, legislation and best practice in environmental management. |
| Develop, deliver and review cost recovery opportunities for discretionary work to support the financial sustainability of the service. |
| Lead, develop and provide input to environmental initiatives and partnerships to conserve and enhance Staffordshire's environment. |
| Ensure management and availability of appropriate and up to date environmental data and evidence, and analyse, interpret and present information to support effective evidence-led decision-making. |
| Develop, implement, monitor and review policies, working practices and procedures to ensure the continuous improvement of the service. |
| Manage and mobilise staff, financial and other resources to ensure delivery of service priorities, including the effective deployment of volunteers within the service to support wider service outcomes. |
| Lead and manage a team of environmental specialists included hosted partnership staff to deliver environmental advice and management across a range of disciplines, and to develop and deliver statutory plans and strategies. |
| Develop effective working relationships with statutory agencies, elected members, non-government organisations and interest groups to increase awareness, understanding and collaboration in service delivery and outcomes. |
| Produce reports and information and present to committees, inquiries and other audiences as required to inform evidence-base decision-making. |
| Commission and manage contracts to support delivery of service outcomes, ensuring compliance with procurement regulations. |
| Support the wider leadership and management of Environment & Countryside as required. |

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| Other Information |
| This post is designated as a Casual car user. |
| No Political Restriction. |
| The post holder will need to meet the travel requirements of the role locally, regionally and nationally. |
| This role may be required to work evenings and weekends on occasion. Time off in lieu will be provided. |

**Professional Accountabilities**

The post holder is required to contribute to the achievement of the Council objectives through:  
  
**Financial Management**  
Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.   
  
**People Management**  
Engaging with People Management policies and processes.  
  
**Equalities**  
Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.  
  
**Climate Change**  
Delivering energy conservation practices in line with the Council’s climate change strategy.  
  
**Health and Safety**  
Ensuring a work environment that protects people’s health and safety and that promotes welfare, and which is in accordance with the Council’s Health & Safety policy.  
  
**Safeguarding**  
Commitment to safeguarding and promoting the welfare of vulnerable groups.  
  
The content of this Job Description and Person Specification will be reviewed on a regular basis.

**A = Assessed at Application**   
 **I = Assessed at Interview**   
 **T = Assessed through Test**

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| Person Specification | | |
| **Qualifications/Professional Membership** | | |
|  | A/I | Degree or equivalent technical experience in ecology, environmental management or a related discipline. |
| **Knowledge and Experience** | | |
|  | A/I/T | Significant knowledge and working understanding of environmental policy and practice relevant to England. |
|  | A/I/T | Detailed working knowledge and understanding of environmental legislation and national policy requirements. |
|  | A/I | Significant experience of land use planning including minerals and waste planning and large scale infrastructure. |
|  | A/I | Knowledge and understanding of survey, impact assessment and monitoring techniques. |
|  | A/I | Significant experience of working with external bodies including local authorities, government agencies and departments, non-government organisations, interest and user groups. |
|  | A/I | Significant experience of partnership working and leading initiatives. |
|  | A/I | Experience of leading and managing multi-disciplinary teams and managing staff performance, development and safe working practices. |
|  | A/I | Project management experience. |
|  | A/I | Experience of budget management, procurement practice and contract management. |
| **Skills** | | |
|  | A/I/T | Effective interpersonal skills and ability to understand, motivate, persuade and influence people. |
|  | A/I | Ability to manage complex programmes of work with the minimum supervision. |
|  | A/I | Effective IT skills including use of GIS. |
|  | A/I/T | Effective verbal and written communication skills with numeracy, literacy and interpretive skills. |
|  | A/I | Proven ability to plan and prioritise work to meet deadlines with an organised and adaptable approach. |
|  | A/I | Ability to develop and implement new ideas and ways of working. |

 If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

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| If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting Talent & Resourcing Team 01785 278300 |