

Job Description

Natural Environment Team Leader

Main purpose of the role

Role Structure	Role Details
Directorate:	Economy & Environment
Grade:	HC10
Location:	Plough Lane
Responsible to:	Head of Environment, Climate Emergency & Waste

- To lead the Council's natural environment services, ensuring the protection, enhancement, and sustainable management of Herefordshire's biodiversity, ecological networks, and environmental resilience.
- This role supports the Council's Climate and Ecological Emergency commitments and plays a central role in delivering the Local Nature Recovery Strategy (LNRS), which aims to reverse biodiversity decline and restore ecological balance across the county.

Key Duties and Responsibilities	Frequency of Task
<ul style="list-style-type: none"> • Responsible for leading a team of ecologists and environmental professionals to deliver biodiversity and ecological services across Herefordshire. 	<ul style="list-style-type: none"> • Ongoing
<ul style="list-style-type: none"> • Lead the development and implementation of the Local Nature Recovery Strategy (LNRS), including: <ul style="list-style-type: none"> ○ Coordinating the creation of a local habitat map and opportunity map. ○ Identifying biodiversity priorities and practical measures for recovery. ○ Engaging with stakeholders including Natural England, the Environment Agency, Forestry Commission, AONBs, landowners, and local communities. 	<ul style="list-style-type: none"> • Ongoing
<ul style="list-style-type: none"> • Ensure compliance with environmental legislation, governance, and best practice, including the Environment Act 2021 and Biodiversity Duty. 	<ul style="list-style-type: none"> • Ongoing
<ul style="list-style-type: none"> • To lead on the Council's natural environmental priorities within the corporate delivery plan. 	<ul style="list-style-type: none"> •



Key Duties and Responsibilities	Frequency of Task
<ul style="list-style-type: none"> Act as the Council's technical lead on ecology, biodiversity net gain, and nature recovery strategies, ensuring alignment with the Environment Act 2021 and national policy. 	<ul style="list-style-type: none"> Ongoing
<ul style="list-style-type: none"> Provide expert advice to planning policy and development management teams to mitigate the impact of development on the natural environment. 	<ul style="list-style-type: none"> As required
<ul style="list-style-type: none"> To represent the Council on environmental related matters at appeal and with media enquiries. 	<ul style="list-style-type: none"> As required
<ul style="list-style-type: none"> Develop and deliver innovative projects to enhance biodiversity and ecological resilience, including habitat restoration, wetland creation, and species protection. 	<ul style="list-style-type: none"> Ongoing
<ul style="list-style-type: none"> To liaise with cabinet and ward members on environmental matters, including the Herefordshire Biological Records Service and the service of Tree Preservation Orders. 	<ul style="list-style-type: none"> Ongoing
<ul style="list-style-type: none"> Oversee the Herefordshire Biological Records Service and ensure integration with planning and policy. 	<ul style="list-style-type: none"> Ongoing
<ul style="list-style-type: none"> To manage budgets including forecasting, preparation and developing funding bids. 	<ul style="list-style-type: none"> Ongoing
<ul style="list-style-type: none"> To lead on the Council's ecological commitments within the Climate & Ecological Emergency declaration, working with partners and government agencies to enhance local biodiversity. 	<ul style="list-style-type: none"> Ongoing
<ul style="list-style-type: none"> To attend committee meetings and prepare reports for committees and the Cabinet Member for Environment on environmental management and energy policies and other functions delivered by the team. 	<ul style="list-style-type: none"> As required
<ul style="list-style-type: none"> Promote community engagement in biodiversity initiatives, including volunteering, citizen science, and local partnerships. 	<ul style="list-style-type: none"> Ongoing
<ul style="list-style-type: none"> Represent the Council in regional and national forums, and respond to environmental appeals and media enquiries. 	<ul style="list-style-type: none"> Ongoing
<ul style="list-style-type: none"> Support the implementation of the Nutrient Management Plan to reduce phosphate concentrations in the River Wye and River Lugg. 	<ul style="list-style-type: none"> Ongoing



Key Duties and Responsibilities	Frequency of Task
<ul style="list-style-type: none"> • Manage others, setting clear goals, and deliver a coherent approach to staff development and training within the service area to continuously improve performance. 	<ul style="list-style-type: none"> • Ongoing
<ul style="list-style-type: none"> • Deputising for Head of Environment, Climate Emergency & Waste in respect of these technical areas as and when necessary. • 	<ul style="list-style-type: none"> • As required



Person Specification

Requirements	Essential or Desirable	Identified by A – Application I – Interview
Qualifications and Training		
<ul style="list-style-type: none"> Degree or equivalent qualification in ecology, environmental science, or a related field. 	Essential	A
<ul style="list-style-type: none"> Full member of relevant environmental professional body or capable of meeting this status. 	Essential	A
Experience & Knowledge		
<ul style="list-style-type: none"> Significant demonstrable experience of providing specialist technical advice 	Essential	A, I
<ul style="list-style-type: none"> Significant experience relating to the protection and enhancement of the natural environment sector 	Essential	A, I
<ul style="list-style-type: none"> To contribute to developing strategic solutions, working in partnership with other interested parties. 	Essential	A, I
<ul style="list-style-type: none"> Experience of the UK planning system 	Essential	A, I
<ul style="list-style-type: none"> Experience of managing networks; with working knowledge of partnering and contract management 	Essential	A, I
<ul style="list-style-type: none"> Experience of line managing staff. 	Essential	A, I
<ul style="list-style-type: none"> Experience of preparing and managing revenue and capital budgets 	Essential	A, I
<ul style="list-style-type: none"> Experience of dealing with multiple work streams and working to tight deadlines. 	Essential	A, I

Requirements	Essential or Desirable	Identified by A – Application I – Interview
Skills and Abilities		
<ul style="list-style-type: none"> Ability to manage a team of multi-disciplined technical specialists and to promote the professional development of staff. 	Essential	A, I
<ul style="list-style-type: none"> Able to work on own initiative and to deadlines. 	Essential	A, I
<ul style="list-style-type: none"> To act as the lead technical adviser for the natural environment service coaching and mentoring the team on technical issues. 	Essential	A, I
<ul style="list-style-type: none"> Excellent interpersonal skills and a proven ability to operate within a multi-disciplinary environment. 	Essential	A, I
<ul style="list-style-type: none"> Developed negotiation and persuasive skills with a diplomatic approach to liaising with other agencies. 	Essential	A, I
<ul style="list-style-type: none"> To oversee caseload management and co-ordinate consultation responses for the natural environment team 	Essential	A, I
<ul style="list-style-type: none"> To liaise with colleagues in planning, the wider authority and external bodies including local nature partnerships as well as key stakeholders including Natural England and the Environment Agency. 	Essential	A, I



Requirements	Essential or Desirable	Identified by A – Application I – Interview
<ul style="list-style-type: none"> Possess an awareness of the sensitivities of working in a political environment. 	Essential	A, I
<ul style="list-style-type: none"> Driving licence and ability to travel throughout the county. 	Essential	A, I
<ul style="list-style-type: none"> Ability to undertake site visits, including walking on rough terrain. 	Essential	A, I

All council staff have a duty to promote the welfare of children, young people, and adults with care and support needs at risk of abuse and neglect who cannot take steps to protect themselves. Ensuring you attend mandated safeguarding children and safeguarding adults training to enable you to recognise the concerning behavior, know how to talk about it, and consent/duty to share information effectively. You will also learn about the legalities and procedures the social care staff can take.



Our Values and Behaviors

The council's THRIVE core values are our guiding principles and beliefs that shape our culture and behaviour within the council. They help us to achieve our Council Plan vision "do our best for Herefordshire" acting as our DNA and the "way that we do things around here". We expect all colleagues to act as a role model by living our values and setting an example for others. Our values strive to promote a thriving workforce by fostering a culture of trust, being honest and responsible, inclusive, valuing people and resources and leading with empathy.

Trust - Developing and maintaining relationships based on a culture of transparency and open communication. Supported by integrity and the confidence that you are reliable and fulfil commitments.

Honesty - Demonstrating truthfulness, integrity, and transparency in all communications, decisions, and relationships. Being trustworthy, reliable, and accountable for your actions. Acting with sincerity and fairness, even in challenging situations.

Responsibility - Taking ownership of individual and collective actions, decisions, and delivering on commitments. Being reliable, fulfilling obligations and being accountable for outcomes and results. Proactively contributing to the achievement of your own, the team and council goals.

Inclusivity - Embracing diversity, equity and inclusion by recognising and valuing the unique perspectives, backgrounds and experiences of our staff, customers and residents. Creating an environment where every individual is valued, respected and can belong.

Value - Upholding high standards, ethics and integrity to guide our actions and decisions. Demonstrating commitment to creating and delivering value in our work by recognising and appreciating each other, our resources, processes, customers, community and environment.

Empathy - Demonstrating a genuine and caring understanding of others' feelings, perspectives, and experiences. Listening attentively, acting with compassion, supporting with respect and kindness and considering the impact of our actions on others.

