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Job and Person Profile

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| **Job title** | Nature Recovery Partnership Manager (Norfolk & Suffolk)  |
| **Job Reference** | **9164** |
| **Grade and Salary** | 6 - £36,298- per annum (pro rata if part time)This role includes performance related pay progression |
| **Directorate** | Growth, Highways & Infrastructure |
| **Service area** | Environment & Waste |
| **Team** | Natural & Historic Environment  |
| **Location** | Ability to work flexibly from locations across Norfolk and Suffolk |
| **Hours per week** | 37 |
| **Status** | **Fixed Term/secondment 2 years (possible 1 year extension subject to funding)**  |
| This role may offer the following flexible working options | * *Working part time hours (eg different hours/days to those advertised)*
* *Job sharing*
* *Working compressed hours (eg a nine-day fortnight)*
* *Term time working (including partial term-time working)*
* *Use of flexitime / time off in lieu*
* *Working from home (including hybrid home & office working)*
* *Working from different Council buildings*
* *Working adjusted core hours (eg starting later and finishing later or other patterns)*

Please speak with the contact on the advert to discuss your preferences and learn more about the options which can be offered |

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| **Main purpose of the job** |

To lead a Norfolk and Suffolk Nature Recovery Partnership in the development and delivery of integrated action plans and projects that link nature recovery, nature based solutions and attract additional investment in the regions natural capital and related ecosystem services.

The postholder will work with a wide range of stakeholders and delivery bodies to foster and promote innovation and good practice in addressing the priorities identified in the Norfolk & Suffolk Natural Capital Evidence compendium linking in with policy and funding mechanisms emerging from government and business and to facilitate greater awareness and investment in those opportunities across the two counties.

The role will support the two county council’s in their role as responsible authority for their respective Local Nature Recovery Strategy through collaboration and shared resourcing.

The role supports the work of the Norfolk & Suffolk Nature Recovery Partnership, providing strong & coherent representation for Norfolk & Suffolk’s nature recovery ambitions regionally and nationally and identifying and developing new opportunities for securing and managing investment in Norfolk & Suffolk’s natural capital and nature recovery to address priority risks and impacts

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| **About the team**  |

The role will be hosted within the Natural & Historic Environment team at Suffolk County Council, but will in practice work as part of a cross-organisational team across both Norfolk and Suffolk, including with:

* Officers within Norfolk & Suffolk County Councils and other local authorities
* Specialists from the School of Environmental Sciences, University of East Anglia, led by Professor Andrew Lovett
* Members of the Norfolk & Suffolk Nature Recovery Partnership
* A wide range of other stakeholders and interested parties

The team will work in a flexible way and embrace remote working where this improves efficiency in the delivery of shared objectives

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| **What you will be expected to deliver in the role** |

**Day to day tasks may include:**

* Identifying and developing new or expanded opportunities for nature recovery, nature-based solutions and investment in Norfolk & Suffolk’s natural capital;
* Facilitating and enabling collaboration between partners and stakeholders in support of priority actions linked to the Natural Capital Evidence Compendium, including the development and scaling-up of new and/or innovative initiatives;
* Ensuring collaboration and shared approaches in the delivery of Local Nature Recovery Strategies by the responsible authorities as well as across wider nature recovery/ natural capital
* Ensuring strong links with the national Nature Recovery Network, and securing support, including funding, to realise this;
* Working with UEA, the biological records centres and other partners in using the Natural Capital Evidence Compendium for Norfolk & Suffolk for monitoring future change, impact of interventions and adjustment of plans;

Although this list provides examples of what you will be doing it’s not intended to be exhaustive and you will have personal objectives linked to our People Plans and Strategies that will be discussed and agreed with your line manager when you start.

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| **Person Profile – what you will bring to the team** |

**Qualifications and professional membership**

1. Degree or equivalent experience in a relevant subject area/ discipline
2. Post-graduate qualification in a relevant subject/ field (desirable but not essential)
3. Evidence of continuing personal and professional development

**Values and personal qualities**

1. Self-starter, able to work with considerable autonomy, but know when to seek advice
2. Proven ability to develop & manage effective relationships, including at senior level, across broad range of interests
3. Excellent communicator, able to adapt to variety of audiences/ needs
4. Strong influencing skills
5. Clear, rational thinker, able to consider/ compare alternatives, but disciplined in outcome focus
6. Self-awareness of strengths & weaknesses, open to support/ development
7. Entrepreneurial and adaptable – proven ability to recognise/ respond to opportunities
8. Excellent networker, comfortable working with/ through others
9. Good, clear writing style and attention to detail
10. Demonstrates personal values and behaviours aligned to our corporate [WE ASPIRE](https://www.suffolk.gov.uk/jobs-and-careers/opportunities/life-at-suffolk-county-council/our-weaspire-values) values
11. Passionate about making a positive difference for Suffolk

**Specialist knowledge skills and experience**

1. Strong knowledge across terrestrial, coastal and marine environment issues
2. Good understanding of the socio-economic and policy context for this role
3. Good understanding of natural capital, ecosystem services and nature-based solutions approaches
4. Good experience of developing project funding proposals, including investment business cases
5. Experience of interpreting complex information and applying evidence-based judgement
6. Very strong experience of working with multiple stakeholders/ partners towards common goals
7. Good experience of developing/ writing plans/ strategies, and producing focused, deliverable action and/or business plans
8. Good knowledge of the policy and regulatory framework for this role

**It would also be desirable to have**

1. Good knowledge & understanding of Norfolk & Suffolk
2. Competency in use of Geographical Information Systems
3. Project and/or people management experience (formal PM qualification not required)

The post does not currently have responsibility for other staff but this may be something that is required in future.

**Travel requirements**

We positively encourage the use of technology to communicate and engage, but in this role, you may need to operate across a wide and rural area, so it would be beneficial for you to either hold a full and current driving licence and have access to personal transport or meet the mobility requirements of the role through other reasonable and suitable means



At Suffolk County Council our WE ASPIRE values set out the behaviours we expect from everyone in the organisation regardless of who they are, what their role or grade is or where they work.

The values have been developed through feedback and input from employees at the council and underpin how we go about our everyday work. They define us and help us to be the best we can be.

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| **W** | **Wellbeing** – Looking after yourself and each other #oneteam |
| **E** | **Equality** – Respecting, valuing, embracing, and celebrating everyone’s unique differences |
| **A** | **Achieve** – We are the best we can be |
| **S** | **Support** – We work as one team |
| **P** | **Pride** – We are passionate about making a positive difference to the people and place of Suffolk |
| **I** | **Innovate** – We believe that every penny counts and every minute matters |
| **R** | **Respect** – We give and earn respect |
| **E** | **Empower** – We empower, encourage, and motivate |

Visit our [**careers pages**](https://eoce.fa.em3.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_3001/pages/11002) for more information on our ASPIRE values.



In addition to our WE ASPIRE values, we also have a **Customer Commitment** which sets out a number of strong principles that help support high standards of customer service and care that we can all endeavour to consistently demonstrate.

The commitment applies to all roles in the council. We all have customers, whether they are internal or external, and we all have a responsibility for striving to consistently deliver excellent customer service.

Importantly, the commitment also covers our expectations of customers when they contact us and access our services.

**[Click here to view our Customer Commitment.](https://sccrecruit.blob.core.windows.net/assets/SCC/Other-Docs/17.06.2020_%20CUSTOMER_COMMITMENT_POSTER.pdf)**

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| **Guaranteed Interview Schemes** | If you are a care leaver or have a recognised disability, please tell us on your application form and we offer a guaranteed interview for those who meet the essential criteria from the role. |
| **Reasonable Adjustments** | If you have a disability or long-term illness that may prevent you from meeting any of the essential criteria, please contact us to discuss whether a reasonable adjustment can be made.**Tel: 03456 053 000 Email:** **recruitment@suffolk.gov.uk** |
| **Parental Leave** | We are happy for you to apply if you are pregnant, on maternity leave, or another kind of long-term parental leave.  If you are the best person, we will wait for you and appoint someone else on a temporary basis if needed. |

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| We offer a fantastic working environment including diverse and active staff networks,great flexible working options and many benefits, as well as the opportunity to improve the lives of Suffolk residents. Visit the [**Suffolk County Council career website**](https://www.suffolk.gov.uk/jobs-and-careers) to learn more. |

You now need to think about the application type. Do you want an applicant to respond to each of the selection criteria in the JPP or perhaps use 4 competency questions to really showcase their experience in particular areas of the role which are very important? If you choose this route I would need the questions from you and to help I have attached a list of recently used questions, I realise they won’t necessarily fit your role, but they give an idea of how they look.