

DIRECTOR OF NATURE AND CLIMATE CHANGE
(Full-time (37.5 hours/week, though part time hours of 30/week may be considered); Permanent; Band G)

Purpose

To provide strategic leadership, clear organisational vision and long term direction for the National Park Authority on Nature and Climate Change and to ensure operational effectiveness within these areas. To ensure the Land Management & Conservation teams provide a high quality service for all external customers and ensure a high standard of corporate governance and service delivery including financial and staff management.

To deliver the necessary strategic partnerships with other organisations with a view to achieving successful implementation of the National Park Authority's statutory purpose and the outcomes identified by the National Park Partnership Plan and the National Park Authority's Corporate and Operational Plans.

Responsibilities

- **Leadership:** Provide leadership for the Park Authority on Nature and Climate Change and lead your managers and teams in delivering the key objectives in the National Park Partnership Plan.
- **Statutory Compliance:** Ensure that the National Park Authority fulfils its statutory aims and carries out its statutory functions achieving the highest standard of outcomes and service delivery in relation to Nature and Climate Change aims and objectives.
- **Strategy and Policy:** To lead the National Park Authority on Nature and Climate Change issues, providing clear strategic guidance to the Senior Management Team, National Park Board and other partner organisations. Ensure the development and implementation of plans, policies, programmes and systems as may be required to achieve the National Park Authority's aims.
- **Governance:** In conjunction with the National Park Authority's Senior Management Team ensure the necessary high standards and procedures are in place to deliver effective Corporate Governance and Board Member engagement which complies with Scottish Government requirements of a Non Departmental Public Body (NDPB).
- **Performance and Staff Management:** Ensure the proper monitoring and evaluation of the National Park Authority's performance against the Park Plan/Corporate Plan and Operational Plan and drive high performance within the National Park Authority teams for Conservation and Land Management.
- **Innovation:** In conjunction with the National Park Authority Senior Management Team, identify any opportunities for improvement and deliver innovative, efficient and effective solutions to capitalise on these both in the short and long term.

- **Resource Management:** Ensure that robust processes and procedures are adhered to within Nature and Climate Change Group to manage and safeguard public monies and assets entrusted to the National Park Authority and that financial and human resources are effectively allocated to deliver identified outcomes and specified performance targets, ensuring best value at all times.
- **Relationship Management:** Identify, review and develop positive and productive strategic and operational relationships with key partners to ensure the delivery of Nature and Climate Change aims. Represent the National Park Authority to partners, the Scottish Government, Ministers and members of the Public, and secure partnership commitment and support by influencing the work of others.
- **Positioning the Authority:** Ensure that the integrity and reputation of the National Park and the Authority is safeguarded and positively positioned in the public arena at all times.

Key Performance Areas

- To develop and deliver the relevant areas of the National Park Partnership Plan and CNPA Corporate Plan as set out in annual objectives.
- To be the lead on the NPA Senior Management Team for Nature & Climate Change;
- To be accountable for the delivery of the Peatland Programme within the CNPA;
- To represent the NPA externally at a strategic level on all areas concerning Nature and Climate Change and ensure effective teaming at all levels with our key strategic partners.
- To be a spokesperson for the NPA as required for Nature and Climate Change and ensure the reputation of NPA is safeguarded at all times;
- To ensure effective cross functional teaming across the NPA through the Cross-Cutting Boards;
- To work closely with Heads of Service and to have clear lines of accountability and responsibility within the Group.
- To ensure effective management of people and resources.

Person Specification - Knowledge, experience and training

ESSENTIAL

- Must have a degree or equivalent in a relevant discipline;
- Excellent leadership, management, organisational, analytical, interpersonal, communication and negotiation skills;
- Must have experience of developing and implementing policy in any one or more of the following relevant subjects - Conservation, Climate Change or Land Management;
- Must have a good understanding of the CNPA's role in the Park, and the importance, as well as, the practical implications of working in partnership;
- Should be an innovative thinker, able to generate or seek out through discussion with others, new ideas and new ways of approaching problems. Must be capable of assessing complex policy issues and developing solutions;
- Must have experience of managing staff with a range of seniority and with different specialisms and be able to foster their further development within the organisation;

- Must have the initiative, vision and drive to develop the job and the work of the directorate alongside the evolution of the CNPA, and to make a positive contribution to creating the culture and reputation of the whole organisation;
- Must have extensive knowledge and experience in the management of the major functional business areas of Conservation, Climate Change and/or Land Management, commensurate with providing a lead in these areas to CNPA, and with being recognised as an organisational expert; and,
- Full UK driving licence or access to a driver if disability prevents driving.

DESIRABLE

- Should have a good appreciation of work in the public sector, a good understanding of the private sector in rural areas and show awareness of the pressures and constraints in both sectors; and,
- Should be able to demonstrate objectivity in providing advice to other teams within CNPA and externally on a range of Nature and Climate Change issues.