YORKSHIRE DALES
National Park Authority

November/December 2026

Land Management Projects Manager
Grassington, near Skipton

Permanent
Full-Time – 37 Hours per week (1.0 FTE)

Dear Applicant,

Thank you for your enquiry in regard to the above position.

This recruitment and information pack includes the following:

- Job description
- Person specification including behaviours;
- Background information; and
- Terms and conditions of employment.

Our online application process allows you to complete the form in stages and you can log in/out at any time.

In order for the shortlisting panel to assess your application, please clearly demonstrate how you meet the essential and desirable criteria by referring to the person specification and behaviours and provide examples within your application.

The closing date for completed application forms is 11.00pm on **Monday, 7 December 2026** and the anticipated interview date is **during week commencing Monday, 14 December 2026.**

Further information about the Yorkshire Dales National Park Authority, including our Corporate Plan is available on our web site, www.yorkshiredales.org.uk. We also have a video showing the many reasons why the Yorkshire Dales National Park is a special place and this can be viewed here https://www.youtube.com/watch?v=b_g02d97idw.

We look forward to receiving your application and thank you for the interest you have shown in working for the Yorkshire Dales National Park Authority.

Yours sincerely

Vikki Thomas
Head of HR

Enc.

INVESTORS IN PEOPLE®
We invest in people Silver

Yoredale, Bainbridge,
Leyburn, North Yorkshire, DL8 3EL
Tel: 0300 456 0030 or **01969 652300**
Website: www.yorkshiredales.org.uk
E-mail: info@yorkshiredales.org.uk

Chief Executive: James Blake

YORKSHIRE DALES NATIONAL PARK AUTHORITY
JOB DESCRIPTION

Job Title:	Land Management Projects Manager
Grade:	Band B
Responsible to:	Head of Land Management
Responsible for:	Land Management Project Officers (x2) Woodland Creation Officer Jewels of the Dales Senior Officer Future project leads

Objectives of the post

This is a senior post for developing, establishing and securing funding for significant landscape-scale projects and partnerships that will help deliver the land management and nature recovery objectives set out in the Yorkshire Dales National Park Management Plan.

Duties and responsibilities

Recruit, lead and manage Land Management project teams in accordance with the Authority's core values and 'management behaviours'.

Inspire and motivate project staff to ensure they integrate effectively with the farming, wildlife, and woodland teams, providing flexible use of resource across the section.

Work with Authority colleagues, external partners, farmers and landowners to identify, develop new high value projects and partnerships and secure funding to deliver them. Projects will contribute to environmental land management objectives of the National Park Management Plan, including:

- nature recovery;
- regenerative farming;
- native woodland planting and management;
- the transition towards net zero and climate adaptation within the farming and land management sector; and
- the long-term viability of 'high nature value' farm businesses.

Develop, manage and deliver agreed project plans from concept, through funding applications to implementation or handover to other Authority teams.

Develop the Authority's approach to 'green finance', identifying opportunities where the Authority can help to unlock – and benefit from – private sector finance that will support local farmers and land managers.

Develop and sustain good working relationships with key national, regional and local environmental and land management bodies, and represent the Authority on partnerships.

Ensure effective relationships, communication and coordination with key internal stakeholders.

Manage project budgets, proactively identifying financial and delivery risks and developing suitable mitigation strategies.

Support the Authority in reducing its carbon emissions by adopting greener working practices in line with Authority policies.

Comply with Authority Health, Safety and Wellbeing Policy and Codes of Working Practice

Such other duties as are commensurate with the objectives and grade of the post, as directed from time to time.

PERSON SPECIFICATION
LAND MANAGEMENT PROJECTS MANAGER

The assessment of the following criteria and your suitability for the role will be undertaken via either the information you provide on your application form (A) or during an interview (I)

Qualifications and Training	**Essential**	**Desirable**	**A / I**
A level 6 (degree level), or higher qualification, in a relevant subject, or equivalent relevant professional experience	✓		A
Access to a car or access to a means of mobility support to meet the travel demands of the post (if driving, must have a current valid driving licence and appropriate business insurance)	✓		A & I
A Project Management qualification		✓	A
Experience and Knowledge			
Significate experience of formulating, project managing and delivering complex rural land management projects and programmes	✓		A & I
Experience of delivering successful projects with multiple partners and stakeholders to achieve shared objectives	✓		A & I
Experience of managing multiple varied and demanding projects, working to specific deadlines and timescales	✓		A & I
Experience of budgetary and financial control	✓		A & I
Experience of accessing and securing external funding (public, charitable or private) for projects	✓		A & I
Experience of leading, managing and motivating staff or multi-disciplinary project teams	✓		A & I
Demonstrable experience in creating inclusive environments and managing workplace conduct	✓		I
Experience of using Geographical Information Systems (GIS)		✓	A
Knowledge of National Park purposes and the strategic context in which National Park Authorities operate		✓	A
Knowledge or experience of green finance and private sector investment mechanisms relevant to environmental projects		✓	I
Knowledge of farm economics and funding programmes relevant to rural land management		✓	A
Skills			
Good management skills, capable of motivating, leading and integrating specialist staff into a cohesive team	✓		A & I
Excellent project management skills and techniques	✓		A & I
Good representational skills, capable of dealing sensitively with local communities and landowners.	✓		A
Good IT skills, including the ability to use Microsoft 365 applications effectively	✓		A
Able to monitor and manage budgets and follow financial processes	✓		A

BEHAVIOURS

	Essential	Desirable	A / I
Improvement We will continually strive to improve our performance in delivering National Park purposes.			
Shows enthusiasm and commitment to our vision, purposes and work	✓		A&I
Finds practical ways to overcome barriers; and adopts new practices to help get the job done	✓		A
Challenges ineffectiveness and generates new and imaginative solutions	✓		A
Concentrates their resources on work priorities most important to the Authority	✓		A& I
Seeks to improve knowledge and expertise and applies good practice	✓		I
Accountability We will explain and take responsibility for our decisions and actions.			
Presents clear, concise and accurate information in a way that promotes understanding	✓		A&I
Shares what we know and respects the information we are given	✓		I
Clearly agrees with others what is expected of them and holds them to account	✓		I
Assesses risks and learns from their own and others' mistakes; strives to do things in a safe way	✓		I
Commitment We will do what we say we will do.			
Takes responsibility for making things happen by having a positive 'can do' attitude	✓		I
Has the courage to take and implement difficult or unpopular decisions where necessary	✓		I
Uses Authority policy in decision making and working practices	✓		I
Knows what the Authority's objectives are, and works hard to achieve them	✓		I
Integrity All our relationships will be built on honesty, transparency, equality and impartiality.			
Shows integrity and fairness in decision-making	✓		I
Ensures decision-making processes are clear and transparent	✓		I
Welcomes and respects diversity; demonstrates equality in working relationships	✓		A&I
Open and Approachable We will work with others honestly and openly to achieve our objectives in ways that help them meet theirs.			
Co-operates with people and organisations to achieve our objectives and theirs	✓		A&I
Engages in discussion on an Authority view or policy internally; but presents unity of message externally	✓		I
Listens and considers other views	✓		I

Land Management Projects Manager

Based at Grassington

Background

The Yorkshire Dales National Park was designated in 1954 in recognition of its extraordinary natural beauty, the diversity of its wildlife habitats, its rich cultural heritage and its fantastic opportunities for outdoor recreation. It is a dramatic upland, dissected by numerous long glaciated valleys or dales, and is the home and workplace for over 24,000 people. The area is a working landscape, with agriculture, quarrying and tourism, offering the main employment opportunities. Indeed, it is the long history of people settling in and working this harsh environment that has created a cultural landscape recognised today as one of the most distinctive in Western Europe.

The Park is looked after by the Yorkshire Dales National Park Authority and it's the Authority's job to care for this very special place and its communities, so that: local people, businesses and organisations will keep the Yorkshire Dales National Park a thriving area; its unique cultural landscape will be treasured for its stunning scenery, exceptional heritage and wonderful wildlife; and, every year millions of people will be inspired to visit and be a part of it.

The National Park covers an area of 2,179 square kilometres (841 square miles) and is one of a family of 15 National Parks in the UK, protected for future generations to enjoy. Truly Britain's breathing spaces.

From 1974 the whole of the Yorkshire Dales National Park was administered by a Committee of North Yorkshire County Council but, as a result of the Environment Act 1995, the new National Park Authority was established on 1 April 1997. The Authority remains within the framework of local government but is independent of the counties and districts. The Authority now consists of council representatives as well as parish representatives and members appointed by the Secretary of State.

National Parks have two purposes:

- To conserve and enhance the natural beauty, wildlife and cultural heritage of the National Park; and
- To promote opportunities for the understanding and enjoyment of the special qualities of the Park by the public.

In pursuing these purposes, the Authority is also required to:

- seek to foster the economic and social wellbeing of local communities within the National Park.

The National Park Authority is advised by the Chief Executive, James Blake. He is responsible for the day-to-day running of the Authority, supported by approximately 175 staff.

YORKSHIRE DALES
National Park Authority

Terms and condition of employment

Pay

This role has been confirmed as a Band B

Salary: £44,252 to £49,817 per annum

Work Base

Grassington, Skipton, BD23 5LB with the potential for some home working

There will also be some travel within the Park required as part of the role.

Pension

Staff meeting the minimum criteria are automatically brought into the Local Government Pension Scheme (LGPS), which is a defined benefit scheme, unless they elect otherwise.

Hours of Work

The hours of work are 37 hours per week.

A flexitime scheme is in operation. This allows you to vary your start and finish times within set parameters to help your work fit in with your social and domestic responsibilities. If you have accrued sufficient time, the scheme allows you to take up to 12 days extra leave during the year.

Holidays

The holiday entitlement is based on length of continuous service within Local Government or related employment and calculated on a pro rata basis for part time staff.

On commencement of employment: 26 days.
After 1-year continuous service: 27 days.
After 2 years' continuous service: 28 days.
After 3 years' continuous service: 29 days.
After 4 years' continuous service: 30 days.
After 5 years' continuous service: 31 days.

Plus 8 Bank Holidays.

Training and Development

The Authority is committed to the professional and personal learning, training and development of its staff. To recognise this, the Authority has achieved the Investors in People (IIP) Standard.

An appraisal scheme is in place for all staff and opportunities to undertake in-house and external training programmes are readily available.

Recruitment Clearance

The offer of appointment is subject to confirmation of right to work in the UK, medical clearance by Occupational Health, and the receipt of satisfactory references.

Miscellaneous

New entrants to local government are subject to a probationary period of six months.

The notice period applicable to this post is 3 months.

Application process

The online application form can be completed in stages and you can login/logout at any time. In order for the shortlisting panel to assess your application, please demonstrate how you meet the essential and desirable criteria by referring to the person specification and provide examples within your application.

Applications must be submitted **by 11.00pm** on **Monday, 7 December 2026**, to be considered by the selection panel. Once you submit your application online you will receive an email to confirm receipt.

Anticipated interview date – during week commencing Monday 14 December 2026.

We are committed to building a diverse and inclusive workplace and welcome applications from people of all backgrounds.

We're proud to be a Disability Confident employer. If you have a disability and meet the essential criteria, we guarantee you an interview.

For an informal chat about this vacancy, please contact **Helen Keep, Head of Land Management** on 01756 751611 or helen.keep@yorkshiredales.org.uk