



**YORKSHIRE DALES**  
National Park Authority

January / February 2022

**Land Management Adviser  
Bainbridge**

**Fixed term until 29 March 2024  
Full Time, 37 hours per week**

Dear Applicant,

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

This recruitment and information pack includes the following:

- A job description and person specification;
- 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. The closing date for completed application forms is 11.00pm on **Monday 31 January 2022.**

Anticipated interview date: **Friday 11 February 2022**

Further information about the Yorkshire Dales National Park Authority, including our Corporate Plan is available on our web site, [www.yorkshiredales.org.uk](http://www.yorkshiredales.org.uk).

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.

## **YORKSHIRE DALES NATIONAL PARK AUTHORITY JOB DESCRIPTION**

JOB TITLE:	Land Management Adviser
GRADE:	Band D
LOCATION:	Bainbridge
RESPONSIBLE TO:	Senior Farm Conservation Officer
RESPONSIBLE FOR:	No line management responsibility

### **OBJECTIVES OF THE POST**

To support farmers and landowners to deliver a wide range of environmental benefits, and secure a more robust economic future, by increasing take-up of agri-environment grant schemes (including for woodland) and other rural development schemes in the National Park.

### **DUTIES AND RESPONSIBILITIES**

To encourage the take-up of national agri-environment, and wider rural development schemes, by:

- actively promoting the range of schemes to farmers and land managers;
- acting as a 'first point of contact' for enquiries on the range of schemes above;
- providing advice and assistance to farmers and land managers wishing to apply for agri-environment funding (including for woodlands).

Assist the Senior Trees and Woodlands Officer to achieve the Authority's objectives for new native woodland planting and woodland management agreements.

Carry out and co-ordinate the preparation of environmental appraisals, including carrying out site visits, to support grant scheme applications.

Facilitate the preparation of applications (targeting locations, developing project ideas, assembling funding packages, ensuring links with planning considerations etc.).

Assist in the development of projects and funding bids that could support farmers and landowners to deliver a wide range of environmental benefits and help sustain the farm business.

Carry out 'care and maintenance' visits to farms in agri-environment agreements.

To maintain effective liaison with officers across the Authority, and between the Authority and the range of other bodies providing on-farm support (including Natural England, Environment Agency, and Forestry Commission).

To comply with the requirements of the Authority's Health, Safety and Wellbeing Policy and Codes of Practice.

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

## PERSON SPECIFICATION – Land Management Adviser

<b>QUALIFICATIONS</b>	<b>Essential</b>	<b>Desirable</b>
A level 5 qualification in a land based subject	✓	
A level 6, or higher, qualification in a land based subject		✓
<b>EXPERIENCE</b>		
Experience of dealing with farm conservation issues and/or agri-environment schemes	✓	
Knowledge of upland farm systems and environmental issues	✓	
An understanding of current rural development regulations, wider rural development schemes and/or farm business support		✓
Knowledge of woodland grant schemes and/or experience of delivering woodland creation or woodland management projects		✓
Familiar with the use of Geographical Information Systems		✓
Experience of accessing public funding and/or developing and managing project budgets		✓
Practical experience of surveying and interpreting land management information and producing 'environmental appraisals'	✓	
Experience of data collection and data management		✓
<b>SKILLS AND PERSONAL QUALITIES</b>		
Excellent communication and inter-personal skills	✓	
Ability to communicate effectively and sensitively with farmers, land owners and other stakeholders	✓	
Proficient in the use of IT including Microsoft Office software	✓	
Full driving licence	✓	
Physical ability to carry out fieldwork in upland terrain	✓	
Good organisational skills	✓	
Ability to prioritise workload effectively to meet deadlines and manage competing demands	✓	
A strong, supportive and co-operative team member with the ability to work independently.	✓	
Personal style and experience that gives the individual credibility with the farming community and landowners.	✓	
Commitment to supporting 'High Nature Value farming'	✓	
Professional and pragmatic approach towards work, with an ability to find creative solutions.	✓	



**Land Management Adviser**  
**Based at Bainbridge, Leyburn**

## **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 with a resident population of over 23,000 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 and to help people understand and share in it.

The National Park was extended to the north and west on 1 August 2016, it now covers an area of 2,179 square kilometres (841 square miles).

It 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<sup>st</sup> April 1997. The Authority remains within the framework of local government but is independent of the counties and districts. The Authority now consists of both county council and district council representatives as well as parish representatives and members appointed by the Secretary of State.

The 1995 Environment Act revised and updated the purposes of national parks which are:

“conserving and enhancing the natural beauty, wildlife and cultural heritage of the areas, and promoting opportunities for the understanding and enjoyment of the special qualities of those areas by the public”.

In pursuing these purposes, the Authority:

“shall seek to foster the economic and social wellbeing of communities within the National Park.”

The National Park Authority is advised by the Chief Executive (National Park Officer), who is supported by approximately 165 staff.

## **Terms and condition of employment**

### **Pay**

This role has been confirmed as a Band D

Salary: £23,080 to £29,578 per annum

### **Work Base**

Yoredale, Bainbridge, Leyburn, North Yorkshire, DL8 3EL

There may 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), 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: 25 days.

After 1-year continuous service: 26 days.

After 2 years' continuous service: 27 days.

After 3 years' continuous service: 28 days.

After 4 years' continuous service: 29 days.

After 5 years' continuous service: 30 days.

Plus 8 Bank Holidays.

### **Training and Development**

The Authority is committed to the professional and personal training and development of its staff. To support this, the Authority has achieved the national 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 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 2 months.

## **Application process**

The online application form can be completed in stages and you can login/logout at any time. Applications must be submitted **by 11.00pm on Monday 31 January 2022**, to be considered by the selection panel.

Once you submit your application online you will receive an email to confirm receipt.

## **Anticipated interview date – Friday 11 February 2022**

Our recruitment process treats all job applications equally, regardless of age, disability, gender identity, race, ethnicity, religion or belief, sex, sexual orientation or any other equality characteristic. That said, we particularly encourage applications from people from Black, Asian and other minority ethnic (BAME) backgrounds, as this group are currently under-represented throughout the Authority.

For an informal chat about this vacancy, please contact Helen Keep, Senior Farm Conservation Officer on 01756 751611 / 07818 048749 or email [helen.keep@yorkshiredales.org.uk](mailto:helen.keep@yorkshiredales.org.uk)