



THE
HEART
OF
ENGLAND
FOREST

Forest Operations Technical Lead

CANDIDATE PACK

February 2026

CEO WELCOME

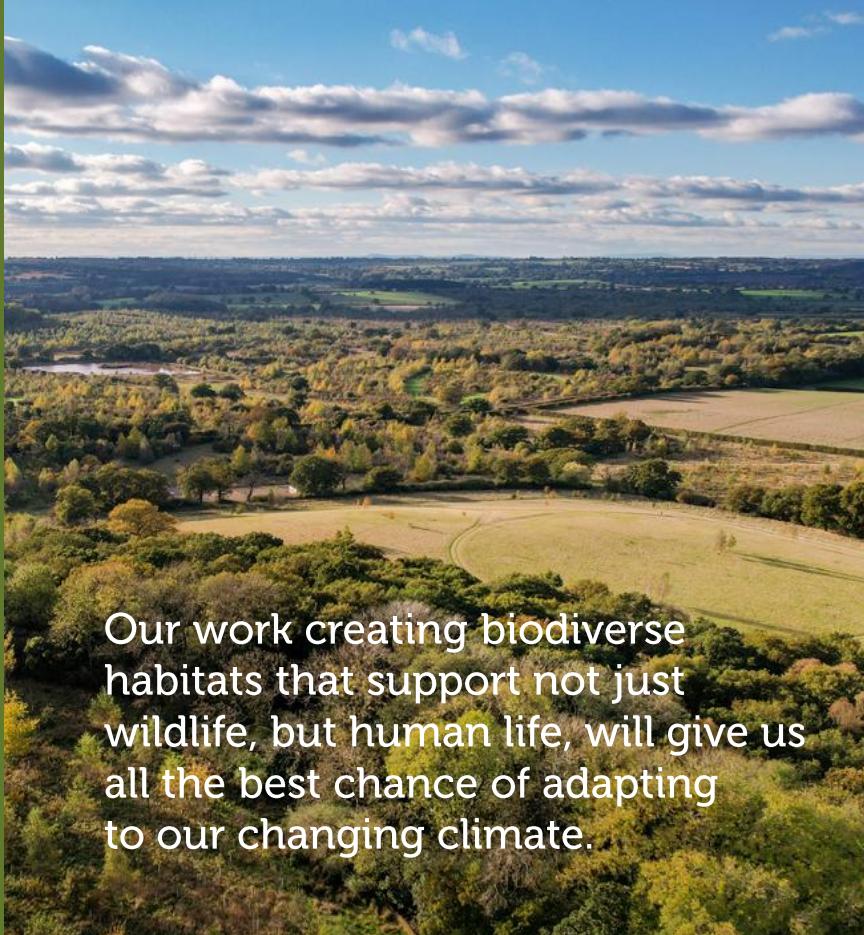
The Heart of England Forest is helping to reverse centuries of woodland decline by creating and conserving a huge broadleaf forest in the heart of the country, a place of enduring natural beauty, protected and secured for generations to come.



We take our mission very seriously; it has never been more important to invest in our natural environment. Our work creating biodiverse habitats that support not just wildlife, but human life, will give us all the best chance of adapting to our changing climate. The Forest is home to an incredible array of habitats, including new tree planting, mature and ancient woodland, grassland, heathland, farmland, and wetland, that enable animals, plants, and people to thrive. As the Forest grows, eventually covering 30,000 acres so too will the benefits to both our health and that of the natural world.

We have made some positive changes to how we will operate going forwards, and the *Forest Operations Technical Lead* is a new role we are now recruiting for. Thank you for your interest in the Heart of England Forest, please take a read of this candidate pack and I very much hope that you will be inspired to apply and help shape the future of this fantastic charity.

Andy Parsons



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OUR PEOPLE

We value our people; we are proud to be a **Real Living Wage Employer** and a **Disability Confident Employer**.

Our amazing community of volunteers helps us with all aspects of creating and managing the Forest all year round, including tree planting, wildlife and habitat surveying, managing footpaths and assisting with our education programmes. We are proud to have been awarded the **Queen's Award for Voluntary Service**, recognising the incredible support our volunteers give to the charity.

Read more here: [Heart of England Forest volunteers recognised with Queen's Award | Heart of England Forest](#)



JOIN US

Maintaining and managing the Forest in perpetuity for the benefit of people, wildlife and the environment is our biggest challenge.

This is an exciting time of growth and development for the Heart of England Forest. With our new Chief Executive, we are reinvigorating our ambitious vision and updating our strategy to deliver one of the most significant resources for climate change mitigation and nature recovery in the country.

You can also find out more about our impact here charity here: [Our impact | Heart of England Forest](#) and in our most recent annual report: [Download our Annual Report | Heart of England Forest](#)

If you are inspired by our vision and our energy and would like to join us in creating an incredible breath of fresh air for the nation, we would love to hear from you.



THE ROLE

Reporting to the Director of Forest Operations, this post will support the wider team using their technical expertise.

JOB SUMMARY

The Forest Operations Technical Lead will provide professional forestry expertise to support woodland creation and management of The Heart of England Forest estate. Overseeing operational programmes and delivery, the role will ensure best-practice woodland management, woodland creation, health and safety compliance, and adherence to the UK Forestry Standard.

The Forest Operations Technical Lead will support the Forest Operations team by managing contractor work on our sites, providing support and guidance to other team members, leading on health and safety management, and managing the Tree Nursery team, who provide a vital service of growing trees for our forest growth, as well as for sale to other organisations.



KEY RESPONSIBILITIES

FORESTRY WORK

- Support the Forestry Works Managers, and their teams, by planning and overseeing operational delivery across multiple programmes of work, including woodland creation, woodland management, wildlife management and enhancement, and tree nursery operations.
- Manage contractors from researching, tendering and appointing the correct contractors, through to ensuring they deliver works to time, cost and quality.
- Ensure the organisation has an effective Species Management Plan in place, to control deer and grey squirrels. Liaising with contractors and the Forestry Commission as required.
- Provide technical input for woodland creation and management planning, advising the Directors of Forest Operations and Land Use Policy & Planning.
- Use GIS for site mapping and surveys.

TREE NURSERY

- Line management of the Senior Tree Nursery Technicians.
- Co-ordinate the delivery of the tree nursery programme, ensuring a joined up and collaborative approach across multiple sites.
- Support the diversification of the Tree Nursery operation, ensuring that effective in-house resources and supply chains are in place at all times.
- Develop and oversee an effective system to pack and distribute stock to external clients (B2B).
- Ensure the tree nursery operation continues to meet its compliance requirements, including (but not limited to): water extraction licences (Environment Agency), Plant Healthy Scheme and Plant Passports (Animal and Plant Health Agency).

KEY RESPONSIBILITIES (continued)

HEALTH AND SAFETY / REGULATORY COMPLIANCE

- Ensure compliance with best practice health and safety procedures, using risk assessments and the Forest Industry Safety Accord (FISA) guidance to implement safe working practices.
- Supervise third party contractors and consultants, ensuring works are undertaken safely, including the production of risk assessments and method statements.
- Oversee machinery use for operational work to ensure safe working practices.
- Support the Director of Forest Operations with technical planning and reporting for regulatory compliance and audits.
- Be an active and supportive member of the Health and Safety Committee, liaising with the Chief Executive to set the agenda and proactive approach to H&S management.

OTHER RESPONSIBILITIES

- Demonstrate and promote the values of the Heart of England Forest.
- Maintain a commitment to high standards of health and safety at all times. Ensure all work is undertaken within the Heart of England Forest health and safety policy and processes.
- Play an active part within the wider Heart of England Forest team.
- Make active use of information and resources gained via personal networks to inform the development of this role.
- Perform any other duties consistent with the role and / or reasonably required by your line manager, and/or the Senior Leadership Team.



YOUR SKILLS AND EXPERIENCE

EXPERIENCE AND KNOWLEDGE

Essential

- Diploma or Degree in Forestry Management, Woodland Ecology, or related rural subject.
- Able to demonstrate relevant post qualification experience in practical forestry or woodland creation.
- Previous line management experience.
- Strong knowledge of native woodland management and the UK Forestry Standard.
- Proven experience of contract management within forestry operations.
- Proven experience of health and safety management within forestry operations.
- Competence in GIS for mapping and site data recording.
- Professional member of the Institute of Chartered Foresters (ICF) or willingness to work towards chartered status.
- Valid drivers licence and willingness to work outdoors in varied conditions.

Desirable

- Experience of tree nursery operations and practice.



YOUR SKILLS AND EXPERIENCE (continued)

SKILLS AND ABILITIES

- Excellent communication, diplomacy and advocacy skills.
- Sound judgment, rigour and decisiveness.
- Capacity to lead, inspire and motivate high performing teams.
- Ability to translate operational planning into effective on-the-ground delivery.

STYLES AND BEHAVIOURS

- You will be driven by strong values and empathy.
- You will possess a collaborative and participative leadership style.
- Be deeply committed to our Vision.
- Be confident, resilient, and forward-thinking.
- Be innovative with an aptitude for developing creative new approaches to finding the right solutions for the Charity.

TERMS OF APPOINTMENT

Annual salary: £40,000 - £45,000 p/a

Reporting to: Director of Forest Operations

Responsible for: 2 x Senior Nursery Technicians

Annual leave: 28 days, plus bank holidays

Additional benefits:

Contributory pension scheme
(matched at 4.5%)

Group income protection scheme

Group life assurance scheme
(x4 death benefit)

Employee assistance programme

Medical health cash plan

HOURS

Normal working hours will be 37.5 a week, usually between 08.00 and 17.00, Monday to Friday. However, some out of office hours work will be required, which may include evenings, weekends, and bank holidays, for which time off in lieu will be given.

LOCATION

The role is based at our head office in Dorsington near Stratford upon Avon with regular visits to other Forest sites. The post holder must have the willingness and ability to travel to meet the demands of the role.



Help grow and shape
England's largest new
native broadleaf
woodland



DIVERSITY STATEMENT

We are building a culture where diversity is valued, and we can all be ourselves. We still have work to do but are strongly committed to inclusive practices which demonstrate fairness, equality, and anti-racism in everything we do. We will not tolerate less favourable treatment of anyone, especially those with legally protected characteristics, and welcome applications from all sections of all communities.

If you believe that you are the right person to help take our work and ambition to the next level, we really want to hear from you.

The Heart of England Forest is committed to safeguarding and promoting the welfare of children and vulnerable adults. Applicants must be willing to undergo protection screening appropriate to the post, including checks with past employers and DBS disclosure.

Planting tomorrow's great native woodland

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