

Geospatial & Data Manager

CANDIDATE PACK

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 **Geospatial & Data Manager** 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.



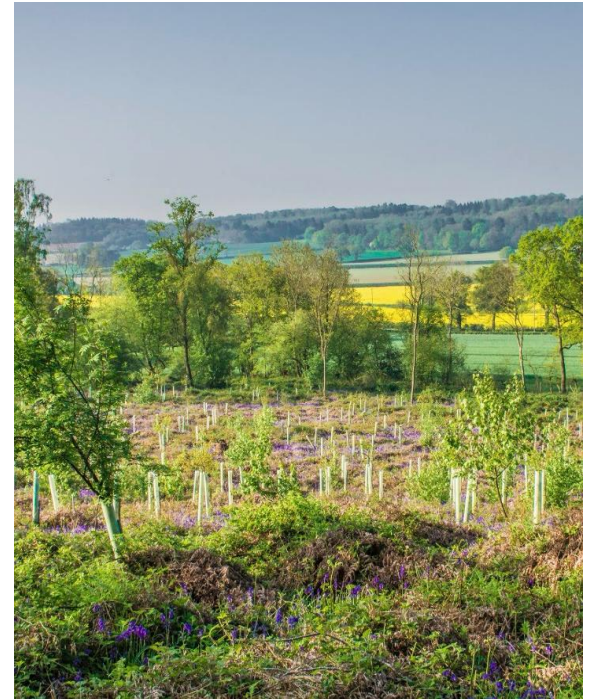
THE ROLE

Reporting to the Director of Land Use Policy & Planning, the Geospatial & Data Manager will support the wider team using their technical expertise.

JOB SUMMARY

You will be the Charity's lead for geospatial and data, producing and curating maps and spatial analysis that colleagues rely on to design, deliver, manage, monitor and operate the Forest. Behind this lies careful stewardship of the Charity's data, spatial records and the systems that hold them: our ownership, land use and tenure, habitats, species and ecological condition. Together these build a picture of the Forest as it grows and provide the evidence base for land use and management decisions.

Working closely with teams across the Charity, you will keep our geospatial capability current and develop a service that makes spatial knowledge accessible and useful to colleagues.



KEY RESPONSIBILITIES

MAPPING, DATA AND ANALYSIS

- Produce and curate high-quality maps, spatial analysis and visual outputs that support colleagues to design, deliver, manage, monitor and operate the Forest
- Maintain and develop the Charity's mapping of the Forest, drawing together internal and external data sources into a coherent and trusted picture
- Manage and maintain the Charity's core spatial and land datasets, such as ownership, land use and tenure, habitats, species and ecological condition, and others as needs develop, ensuring they are accurate, current and fit for purpose
- Check, validate and refresh spatial data held across the Charity, maintaining clear standards for data quality, structure and documentation
- Carry out spatial analysis and modelling to support land use change, woodland creation, habitat restoration and land management decisions, to shape the Forest's future design, and to evidence our impact

- Produce outputs to support a range of needs across the Charity, including grant applications, funding bids and compliance, regulatory and statutory reporting, ensuring these are accurate and well evidenced

INSIGHT, COLLABORATION AND DATA SHARING

- Identify spatial trends, opportunities and points of interest that inform the Charity's decisions and priorities
- Present and discuss spatial information with specialist and non-specialist audiences, working with colleagues and partners to interpret what the data shows and what it means for decisions
- Provide a responsive mapping and spatial data service, working with teams to understand their needs, act on their feedback, and continually improve how spatial data and mapping support their work
- Provide spatial data to partners and third parties as required, and liaise with relevant bodies such as local record centres and statutory agencies

KEY RESPONSIBILITIES (continued)

SYSTEMS AND CAPABILITY

- Develop how the Charity captures, manages and shares spatial evidence, including field data collection, web maps, dashboards, aerial imagery, remote sensing and drone-derived data.
- Manage and develop the databases and systems that hold the Charity's spatial and land data, working with colleagues to ensure they are robust, well structured and fit for purpose.
- Provide oversight of the Charity's mapping tools, software and data products, bringing coherence to what we use and consolidating where needed.
- Keep the Charity's geospatial capability current, tracking emerging tools and technologies, and making the case for investment where it adds value.

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

ESSENTIAL

- Previous experience in a GIS, geospatial or spatial data role
- Competency with a range of GIS tools and software
- Skill in cartographic and visual design, producing legible, professional outputs
- Experience of managing and maintaining spatial data in an operational setting
- Experience of working with a range of spatial data sources, formats and collection methods
- Experience of databases or data management systems, and willing to learn new ones
- Confident using a range of IT systems and tools, and keen to keep pace with emerging technologies
- Strong analytical skills, turning complex data into clear, practical insight
- Experience of spatial modelling or analysis to support land use design
- Able to communicate technical and spatial information clearly to specialist and non-specialist audiences
- Able to build effective relationships and collaborate with colleagues across teams and disciplines
- Able to plan and prioritise mapping and data requests from across the organisation



YOUR SKILLS AND EXPERIENCE (continued)

DESIRABLE (but don't worry if you don't have these)

- Experience of land ownership and tenure data, e.g. Land Registry and RPA, and an understanding of its legal significance
- Experience of working with ecological, habitat, species, land management or environmental monitoring datasets, including data quality standards and metadata
- Experience of translating user requirements into clear maps, spatial analysis, web maps, dashboards, field data tools or other visual data products
- Experience of using QGIS
- A degree (or equivalent qualification) relevant to role

STYLES AND BEHAVIOURS

- Aligned with our purpose and strategy, and able to represent the Charity's values and standards
- A careful, accurate approach with attention to detail
- A flexible and adaptable working style

TERMS OF APPOINTMENT

Annual salary: £36,000 - £40,000 per year

Reporting to: Director of Land Use Policy & Planning

Annual leave: 28 days, plus bank holidays

Additional benefits:

- Pension 4.5 % contribution (salary sacrifice)
- Death in service (4x salary)
- Group Income Protection (extended sick pay cover)
- Employee Assistance - wellbeing support, bereavement support, legal and financial advice, 8 sessions of counselling
- Plus, many more!

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 hybrid working available.



HOW TO APPLY

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.

To apply for this role please submit a CV and supporting statement (max 300 words) to jobs@heartofenglandforest.org

The deadline for applications is: Sunday 26th July 2026.

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



heartofenglandforest.org



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[Heart of England Forest](https://www.linkedin.com/company/heartofenglandforest)



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.

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Registered Charity Number 1097110
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Company Registration Number 4309564
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