

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Communities	Job Ref Number: 04412
Service Area: Environment	Grade: G9

Job Title: Local Nature Recovery Strategy Delivery Officer

PURPOSE OF JOB:

This role will lead the delivery of the Local Nature Recovery Strategy (LNRS) for Greater Lincolnshire. Lincolnshire County Council is the lead authority for the LNRS, working in partnership with North Lincolnshire Council, North East Lincolnshire Council, the Greater Lincolnshire Nature Partnership, and Natural England.

The postholder will develop and coordinate a Delivery Plan for the LNRS, ensuring alignment with national guidance and agreement from key partners.

Key Responsibilities

- Lead the development of the LNRS Delivery Plan
- Work closely with local authorities, environmental organisations, and stakeholders
- Support the transition of the LNRS from strategy into delivery
- Ensure partnership input and collaboration throughout implementation

Context

The LNRS supports national priorities set out in the 25 Year Environmental Plan and the Environment Act 2021. Greater Lincolnshire offers significant opportunities for biodiversity recovery, including the Fens, Lincolnshire Coast, the Wolds, and the Humberhead Levels.

Business Support

The postholder will be responsible for strategic leadership and delivery of the LNRS and will work in partnership with Business Support services, who will provide administrative, governance, financial processing and coordination support to enable effective delivery.

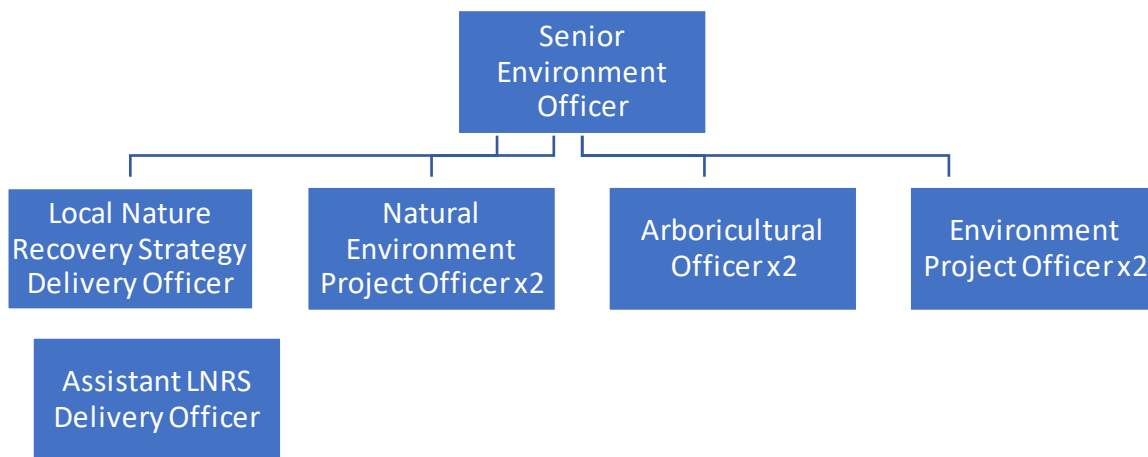
Other Responsibilities:

- Project manage the delivery and day to day operation of the Local Nature Recovery Strategy in Greater Lincolnshire.
- Liaise with the local authority partners in the LNRS at a senior level.
- Lead on developing funding bids and project proposals
- Line manage the Assistant LNRS Delivery Officer and project volunteers
- Co-ordinate the ongoing governance of the LNRS– including maintaining links with key partners from other local authorities in Greater Lincolnshire, local authorities from neighbouring counties and with natural environment sector partners.
- Chair the Greater Lincolnshire Local Nature Recovery Strategy Management Board and ensure that the membership represents the key stakeholders from around the county.
- Liaise with stakeholders and project partners from around the county who will have an interest in the LNRS delivery process. Identify new stakeholders that can have input into the delivery of the LNRS.
- Manage the involvement of other public sector organisations in the delivery of the Greater Lincolnshire LNRS.

- Establish and maintain strong, positive working relationships across service areas, with providers and partners.
- Manage the procurement of contractors that are required to deliver the LNRS.
- Lead on the reporting of progress and evidence on the LNRS to national government.
- Work with the Communications Team to ensure that the LNRS is promoted to residents around Greater Lincolnshire.
- Support the wider natural environment and biodiversity objectives of the County Council.

The natural environment agenda is evolving, and the candidate will need to be flexible to meet the needs of the organisation as required.

TEAM STRUCTURE:



MAIN DUTIES:

1.	Lead on the delivery of the Greater Lincolnshire Local Nature Recovery Strategy (LNRS) – developing action plans, delivery programmes and project monitoring reports. Report progress back to the senior management team of the Place Directorate.
2.	Develop a Delivery Plan for the LNRS – based around the guidance provided by DEFRA. Ensure that the various partners are consulted and engaged with the plan – including local government partners, natural environment bodies and land management and agriculture groups. Take the LNRS Delivery Plan through the Council’s formal approval process.
3.	Ensure that the project partners are consulted and closely involved in the ongoing delivery of the LNRS. This will involve liaising with senior managers at the Greater Lincolnshire Combined County Authority, North Lincolnshire Council and Northeast Lincolnshire Council. In addition, consultation will be ongoing with the district councils and with representatives of the appropriate Arm’s Length Bodies – such as Natural England, Environment Agency and Forestry Commission. Other groups will include the ecology / biodiversity sector in Greater Lincolnshire.
4.	Chair and manage the Greater Lincolnshire LNRS Management Board. This will involve setting up the agenda for the meetings, ensuring that the membership of the Board is appropriate and developing a monitoring system for the actions from the meeting.
5.	Manage the budget for the Local Nature Recovery Strategy – including contracts with suppliers, procurement of consultants and the allocation of funds to different areas of the project. Conduct

	the monthly and annual reporting on budgets. Develop a budget plan for the funding provided for the LNRS.
6.	Represent Lincolnshire County Council, North Lincolnshire Council and North East Lincolnshire Council at regional and national level on LNRS – presenting at conferences, meetings, committees, etc. Attend meetings and events as required as a representative of the Council – such as representing Lincolnshire at the DEFRA LNRS Group. As an employee, create a positive image of the County Council. Present complex information in a format that is accessible to a wide variety of partners and consultees – tailoring the information to the audience as appropriate.
7.	Lead on engagement on the LNRS with the agriculture and land management sector within Greater Lincolnshire. The agriculture sector will be key to the successful delivery of the LNRS – therefore an engagement plan and a series of events that collect the views of the sector will be essential.
8.	Develop project ideas and submit funding bids for projects that can help to deliver the LNRS. Following publication of the LNRS there are various funding streams from Natural England, Biodiversity Net Gain and other grant schemes that can be used for projects that will deliver the actions and priorities of the LNRS.
9.	Work with the Environmental Management & Natural Environment Team to incorporate natural environment and wider environmental principles into directorate and corporate policies, practices and procedures across the council, recommending environmental actions within other service areas.
10.	Line management of the Assistant Local Nature Recovery Strategy Delivery Officer including devising work programmes and day to day management. Direction of volunteers and Greater Lincolnshire Nature Partnership staff working on the delivery of the Local Nature Recovery Strategy.
11.	Work with the Natural Environment Team to respond to relevant legislative requirements, such as Biodiversity Net Gain, the Biodiversity Duty and the Environmental Land Management Scheme.
12.	Maintain an excellent knowledge of the natural environment area – including working towards achieving and/or maintaining a relevant professional qualification.
13.	Keep up to date with environmental legislation and associated regulations – i.e. Environment Act 2021, 25 Year Environment Plan, Local Nature Recovery Strategy regulations. Focus on the LNRS guidance and policy and its impact on Lincolnshire County Council.
14.	Collect, maintain, analyse and report complex data from multiple sources. Identify gaps in data or service delivery and use the information to propose future projects with appropriate justification ensuring well informed decisions are made by officers and members.
15.	Support the development of tender documents for the procurement of goods and services – that meet the Council’s procurement guidelines. As appropriate, be a part of the tender assessment process.
16.	Ensure that projects are delivered within allocated budgets and, identifying where possible, additional value for money savings, applying whole life costings.
17.	Focus on personal development within the organisation – keeping up to date with the latest developments and legislation with regard to sustainability and the natural environment. Look to achieve and maintain a relevant professional qualification.

18.	Build and maintain strong, positive working relationships with service users, stakeholders, partners, providers and potential providers.
19.	Remain up to date and compliant with all relevant legislation, organisational procedures, policies and professional codes of conduct in order to uphold standards of best practice.
20.	Develop and maintain good links with the wider Environment Section – looking for opportunities for cross team working.

PERSON SPECIFICATION:

Requirements	Where identified*	Essential	Desirable
A degree in a related subject or relevant work experience.	A	Y	
Previous experience of working in a natural environment / ecology role.	A		Y
Previous experience of managing and delivering projects.	A/I	Y	
Excellent verbal and written communication skills including influencing and negotiation.	A/I	Y	
Excellent customer service skills, using tact and diplomacy where required.	A/I	Y	
Track record of working on complex projects.	A/I		Y
Advanced knowledge of issues relating to ecology and natural environment.	A/I		Y
Excellent statistical and analytical skills with a high degree of accuracy and attention to detail.	A/I	Y	
Proficient across the Microsoft suite.	A/I	Y	
The ability to adapt and master complex software packages for work purposes.	A/I		Y
Proven ability to solve complex and potentially contentious problems.	A/I		Y
Up to date knowledge of relevant and emerging legislation and policies relating to the natural environment.	A/I		Y
Ability to research new and often complex legislation, technologies, and innovations and apply these in the workplace.	A/I		Y
Project management experience including people management and budgets.	A/I		Y
Knowledge of political structure and decision-making process of local government.	A/I		Y
Ability to work with a wide range of partners and build strong networks.	A/I	Y	

Willing to travel on occasion to represent the council at regional and national meetings and conferences.	A/I	Y	
A passion for the subject and desire to lead by example.	A/I	Y	

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work to the Lincolnshire County Council Core Values and Behaviours and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding - All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition, employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.