

HEAD OF FORESTRY & RESERVES

CANDIDATE
BRIEF

DOING TODAY
WHAT IS RIGHT FOR
TOMORROW



CLINTON DEVON ESTATES

CONTENTS

THE ORGANISATION AND THE OPPORTUNITY	3
STRATEGY AND ROADMAP	4
2030 MILESTONES	5
THE LEADERSHIP TEAM	6
THE POSITION	7
THE CANDIDATE	8
THE PACKAGE	9
FURTHER INFORMATION AND SELECTION PROCESS	10

THE ORGANISATION AND THE OPPORTUNITY



WE WILL BE A FINANCIALLY SUSTAINABLE ORGANISATION

WE WILL DEMONSTRATE ENVIRONMENTAL SUSTAINABILITY ACROSS ALL AREAS OF OUR BUSINESS

WE WILL BE AN INCLUSIVE, INNOVATIVE AND HEALTHY PLACE TO WORK

DURING ITS LIFETIME
THE ESTATE HAS BEEN
A VALUES-BASED
ORGANISATION WITH A
FAMILY BUSINESS ETHOS.
OVER DECADES, OUR
APPROACH HAS BEEN
CHARACTERISED BY LONG
TERM THINKING, BY A HIGH
DEGREE OF OPENNESS
AND TRANSPARENCY

Clinton Devon Estates ('the Estate') owns and manages 25,000 acres of land across three distinct areas: the Heanton Estate in North Devon and, in East Devon, the Beer and Clinton Estates.

The Clinton barony, one of the oldest in England, was created in 1299. The connection with Devon began in 1550, when Edward Clinton, the 9th Baron, acquired land near Exeter. It was strengthened during the 17th century when the Clintons became linked by marriage to the Rolle family.

Clinton Devon Estates is a family business with an association to Devon stretching back hundreds of years. Sustainable management continues to be the foundation of the Estate's success, in securing the long-term prosperity of the Estate and for the people who live and work on it, in ways that care for the countryside and engage with the wider community.

The Estate is looking to recruit a Head of Forestry and Reserves, in the Summer of 2024, prior to the retirement of John Wilding MBE, who has been responsible for the Estate's forestry portfolio since 1997.

This is an exciting opportunity for an experienced and enthusiastic Forest Manager to join the team at Clinton Devon Estates. The successful candidate will lead the teams that manage the Estates' 1,800 hectares of commercial woodland, in East and North Devon, the 1,000 hectare East Devon Pebblebed Heaths and the 80 hectare Otter Estuary National Nature Reserves. As a member of the Senior Management Team, tasked with delivering the 2030 strategy, the Head of Forestry and Reserves will contribute directly to the Land Use and Investment strategy themes.

STRATEGY & ROADMAP

REFLECTS THE RAPIDLY CHANGING EXTERNAL ENVIRONMENT FOR THOSE MANAGING LAND AND PROPERTY.

DELIVERING THE 2030 STRATEGY

Our 2030 strategy provides Clarity and Purpose for the choices we need to make in the coming years to ensure that the Estate achieves the objectives set out by the Family and Trustees.

THE STRATEGY IS BUILT AROUND THREE THEMES



Increasing liquid stock market portfolio	Achieving targeted returns from our property portfolio	Enabling access to finance to leverage investment opportunities	Planning development for resilient communities (commercial and residential)
01.01	01.02	01.03	01.04
Realising sustainable repeatable income streams	Embracing lean principles for our organisation	Embracing new technologies and digitisation	
01.05	01.06	01.07	
Generating future income streams from new investments	Obtaining expert professional advice when making strategic investments		
01.08	01.09		

Net zero carbon by 2030	Better understanding of our natural capital	Encouraging new entrants to agriculture	Developing climate change resilience
02.01	02.02	02.03	02.04
Developing resilient ecosystems where wildlife can flourish	Demonstrating net environmental gain	Adopting continuous cover and multi-species approaches across our woodlands	
02.05	02.06	02.07	
	Increasing woodland cover	Enhancing soils and natural environment	
	02.08	02.09	

STRATEGIC ROADMAP

HOW WE WILL DELIVER OUR STRATEGY
BUILDING CAPACITY FOR THE FUTURE

Fostering a 'One Team' mindset			
03.01			
Promoting diversity and inclusion	Promoting a culture of feedback and communication	Being transparent about our priorities and ambitions	
03.02	03.03	03.04	
Nurturing an engaged community of employees	Maintaining our family business ethos	Continue our contribution to local communities	Integrating health, safety and wellbeing culture into daily activity
03.05	03.06	03.07	03.08

		Developing new approaches to partnering for fruitful collaboration	
		03.09	
	Providing appropriate equipment and training	Prioritising employees' mental health and wellbeing	Understanding, anticipating and proactively managing risks inside and outside the organisation
	03.10	03.11	03.12
Facilitating planned succession	Regularly conducting independent assessment of working practices	Highly skilled and developed people	Operating professional project and risk management
03.13	03.14	03.15	03.16



THE LEADERSHIP TEAM

JOHN VARLEY
Chief Executive

Finance
Director

Chief of Staff
Head of People
& Efficiency

Director of
Environment Strategy
& Evidence

Head of Forestry
& Reserves

Head of Residential
Land & Tourism

Head of Commercial
& Energy

Director of
Agriculture



THE POSITION

BASED AT THE ROLLE ESTATE OFFICE IN EAST DEVON

BASED IN THE ROLLE ESTATE OFFICE IN EAST DEVON, THE HEAD OF FORESTRY AND RESERVES WILL HAVE DIRECT MANAGEMENT CONTROL OF ESTATE WOODLANDS AS WELL AS NON-WOODLAND TREES, PROVIDING STRATEGIC DIRECTION AND LINE MANAGEMENT SUPPORT TO THE EAST DEVON PEBBLEBED HEATHS NATIONAL NATURE RESERVES MANAGEMENT TEAM.

The successful candidate will be required to lead and manage all aspects of forestry operations, including planning, marketing timber, preparing and managing budgets, maximising grant schemes that align with management objectives and identifying woodland creation opportunities.

The Head of Forestry and Reserves is required to maintain the Estate's external recognition of sustainable woodland management, through continued membership of the UK Woodland Assurance Scheme and quality assurance of the Estate's biomass production, through continued membership

of the Woodsure scheme. Proactive management of safe systems of work is a prerequisite as is the management of the tree risk management programme.

THE CANDIDATE

THE IDEAL CANDIDATE WILL BE EXPECTED TO HAVE:

- PROFESSIONAL MEMBERSHIP OF THE INSTITUTE OF CHARTERED FORESTERS.

- A MINIMUM OF 10 YEARS MANAGEMENT EXPERIENCE IN PRODUCTIVE FORESTRY; KNOWLEDGE OF SINGLE TREE SELECTION WOULD BE A DISTINCT ADVANTAGE.

- EXPERIENCE OF WORKING WITH CONTRACTORS AND LINE MANAGING TEAMS.

- EXPERIENCE IN DEALING WITH STATUTORY BODIES AND STAKEHOLDERS.

- A PROVEN ABILITY TO PRIORITISE WORK, PLAN OPERATIONAL PROGRAMMES AND CONTROL BUDGETS.

- PROFICIENT IT SKILLS, INCLUDING GIS MAPPING.

- EXCELLENT ATTENTION TO DETAIL AND ACCURACY.

- STRONG VERBAL AND WRITTEN COMMUNICATION SKILLS.

THE PACKAGE



SALARY RANGE £50,000 – £60,000*

SALARY OFFERED COMMENSURATE
WITH CANDIDATE'S EXPERIENCE

(*MORE MAY BE AVAILABLE FOR AN
EXCEPTIONAL CANDIDATE)

BENEFITS

AN ESTATE VEHICLE FOR
BUSINESS AND PRIVATE USE

THE OPPORTUNITY TO
RENT ESTATE ACCOMMODATION

PENSION AND LIFE INSURANCE

CYCLE TO WORK SCHEME
& WEEKLY WELLNESS HOUR
WITH PERSONAL TRAINER

TRANSITIONAL SUPPORT
FROM RETIRING MANAGER

FURTHER INFORMATION AND SELECTION PROCESS

FIRST ROUND INTERVIEWS

Location: EAST DEVON
Month: APRIL 2024

FINAL INTERVIEWS/ ESTATE TOUR

Location: EAST AND NORTH DEVON
Month: MAY 2024

FULL JOB DESCRIPTION

FOR A COPY OF THE FULL JOB
DESCRIPTION PLEASE CONTACT:

careers@clintondevon.com

FURTHER QUESTIONS

TO DISCUSS THIS APPLICATION
PLEASE CONTACT JOHN WILDING AT:

john.wilding@clintondevon.com

HOW TO APPLY

Your application should include:

- CV (maximum two sides of A4)
- Personal Statement (maximum two sides of A4) explaining why you meet the selection criteria

These two documents should be sent in PDF format to:

careers@clintondevon.com

CLOSING DATE FOR APPLICATIONS: **18/03/2024**



CLINTON DEVON ESTATES

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