# LUCIES EN ES ERIEF

#### DOING TODAY what is right for **TOMORROW**

CLINTON DEVON ESTATES



# CONTENTS

THE ORGANISATION AND THE OPPORTUNITY STRATEGY AND ROADMAP 2030 MILESTONES THE LEADERSHIP TEAM THE POSITION THE CANDIDATE THE PACKAGE 20

5

FURTHER INFORMATION AND SELECTION PROCESS



# THE ORGANISATION AND THE OPPORTUNITY

#### WE WILL BE A FINANCIALLY SUSTAINABLE ORGANISATION

TITT

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

▋▋▋▋▋ቒ゠゙ヹ゚゚ヹ゚ヹ

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 longterm 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.

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.



The Estate is looking to recruit a

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

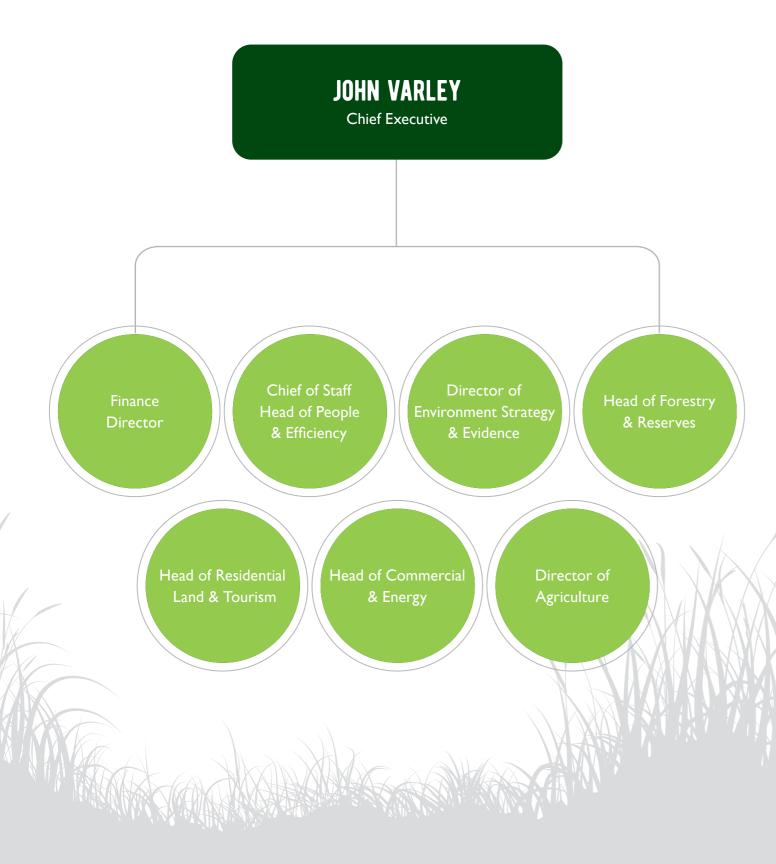
Our 2030 strategy provides Clarity and Purpose for the choices we need to make in the coming years to ensure that the Estate achieves the objectives set out by the Family and Trustees.

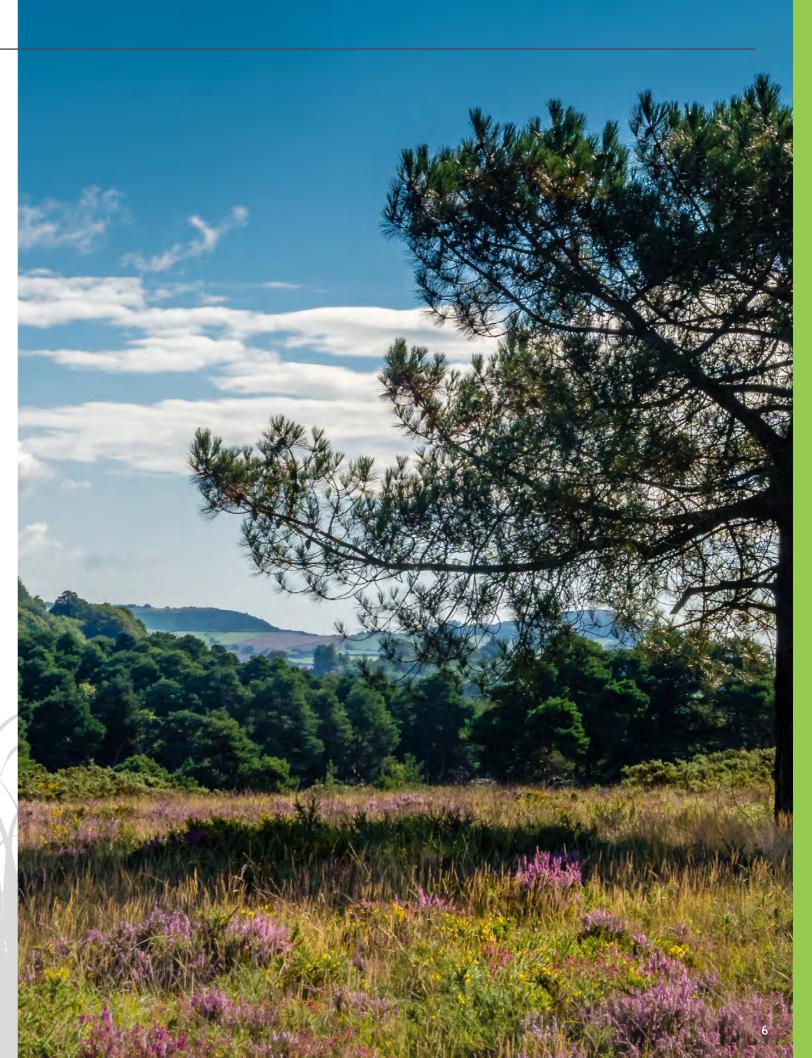
#### THE STRATEGY IS BUILT AROUND THREE THEMES



Increasing liquid stock market portfolio 01.01	Achieving targeted returns from our property portfolio 01.02	Enabling access to finance to leverage investment opportunities 01.03	Planning development for resilient communities (commercial and residential) 01.04				Net zero carbon by 2030 02.01	Better understanding of our natural capital 02.02	Encouraging new entrants to agriculture 02.03	Developing climate change resilience 02.04
Realising sustainable repeatable income streams	Embracing lean principles for our organisation	Embracing new technologies and digitisation						Developing resilient ecosystems where wildlife can flourish	Demonstrating net environmental gain	Adopting continuous cover and multi-species approaches across our woodlands
01.05	01.06	01.07						02.05	02.06	02.07
Generating future income streams from new investments	Obtaining expert professional advice when making strategic investments			at: 15TAMABLE		PEMMISTRA DO			Increasing woodland cover	Enhancing soils and natural environment
01.08	01.09					STATEN.			02.08	02.09
STRATEGIC ROADMAP HOW WE WILL DELIVER OUR STRATEGY BUILDING CAPACITY FOR THE FUTURE										
Fostering a 'One										Developing new
Fostering a 'One Team' mindset 03.01 03.01									approaches to partnering for fruitful collaboration	
03.01			$\sim$	HEA	LTHY PLACE TO WORI					03.09
Promoting diversity and inclusion	Promoting a culture of feedback and communication	Being transparent about our priorities and ambitions						Providing appropriate equipment and training	Prioritising employees' mental health and wellbeing	Understanding, anticipating and proactively managing risks inside and outside the organisation
03.02	03.03	03.04						03.10	03.11	03.12
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				Facilitating planned succession	Regularly conducting independent assessment of working practices	Highly skilled and developed people	Operating professional project and risk management
03.05	03.06	03.07	03.08				03.13	03.14	03.15	03.16

# THE LEADERSHIP TEAM





# 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.

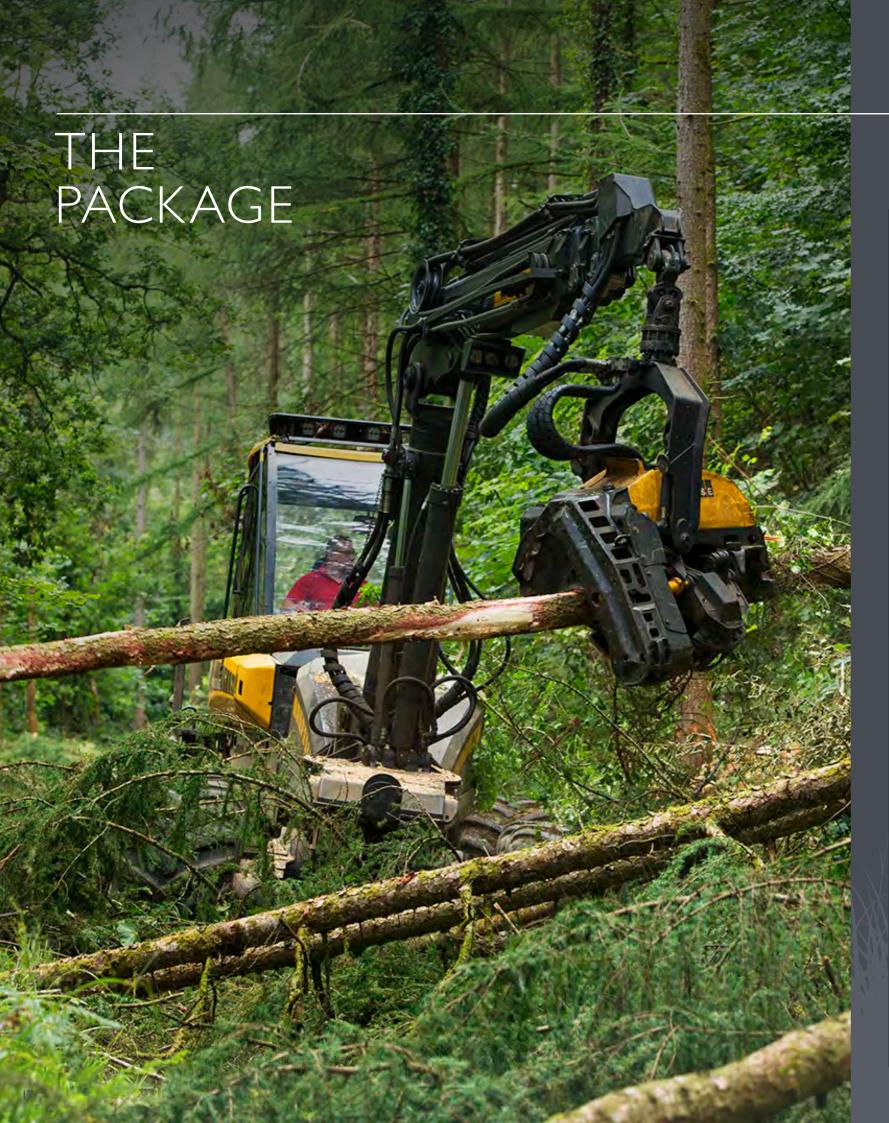
 EXPERIENCE IN DEALING WITH STATUTORY BODIES AND STAKEHOLDERS.

• 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.



# 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



Location: Month:

EAST DEVON **APRIL 2024** 

# FINAL INTERVIEWS/ ESTATE TOUR

EAST AND NORTH DEVON Location: MAY 2024 Month:

#### FULL JOB DESCRIPTION

FURTHER QUESTIONS

HOW

**TO APPLY** 

careers@clintondevon.com

TO DISCUSS THIS APPLICATION PLEASE CONTACT JOHN WILDING AT:

Your application should include:

careers@clintondevon.com

FOR A COPY OF THE FULL JOB DESCRIPTION PLEASE CONTACT:

john.wilding@clintondevon.com

• 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:

CLOSING DATE FOR APPLICATIONS: 18/03/2024



#### CLINTON DEVON ESTATES

Rolle Estate Office Bicton Arena East Budleigh Budleigh Salterton Devon EX9 7BL **01395 443881** clintondevon.com



