

## Environment Manager

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**Department:** Infrastructure, Housing and Environment

**Division:** Natural Environment

**Reports to:** Head of Service

**JE Reference:** IHE1038

**Grade:** 12

### Job purpose

Within the Land Resource Management function, be the Island's lead authority, develop legislative frameworks and strategy, deliver high quality specialist functions and provide evidence-informed expert advice to ensure optimal gains and upkeep of the Island's natural resources and associated societal wellbeing, and the fulfilment of Government strategic goals and international obligations.

### Job specific outcomes

Act as the Island's expert and principal authority in one of the specialisms below, providing a holistic approach to the research, management and enhancement of the island's natural resources by managing:

- the identification, development and practical implementation of legislation and evidence informed policy for the continuous improvement of the protection, conservation and enhancement of Jersey's biodiversity, ecosystems, landscapes and water; or
- the design, delivery and management of a specialist and targeted terrestrial ecological research service, that delivers the framework and evidence based scientific information to inform Government strategy and policy development and deployment; or
- the development and implementation of policies, strategies and research programs for the management, sustainability and safeguard (monitoring, pollution mitigation and awareness) of the quality and availability (quantity) of inland and coastal water resources, which underpins public and private water supplies and ecosystems within the Island; or
- the maintenance, restoration and enhancement of species management and conservation on public and protected land, including access networks and the provision of safe access for all types of user.

Develop policy, strategy and legislative framework(s) for areas of responsibility and ensure they remain effective and achieve the intended outcomes and that Ministerial objectives, Government's strategic aims and Jersey's international obligations are fully met.

Prioritise, develop, implement and report on a wide range of complex scientific research and monitoring projects to inform the biological, chemical and physical status of habitats, fauna and flora and water in accordance with Jersey's commitment to Multi-Lateral Environmental Agreements (MEAs) and best practise methodology.

Lead the process to research, designate and maintain/enhance all categories of protected areas, including Sites of Special Ecological and Geological Interest and safeguard of water catchments. Develop strategies for preventing and addressing potential impacts to the environment, such as from threatened species and emergent contaminants.

Provide expert reports, professional briefings, advice, guidance and required documentation to Ministers, Government senior management, partner organisations and others to ensure effective progression of the government agenda and informed GOJ Strategy and Performance Frameworks.

Provide scientific and specialist advice to the Regulation Directorate, other specialist Natural Environment teams and Government Departments (including Emergency Services) involving the assessment, remedial action and need for regulatory action for environmental incidents and regulatory investigations; prepare expert witness statements for investigations and act as an expert witness in court prosecutions; manage the response to Emergency Service incidents impacting the Natural Environment.

Design, implement and manage the delivery of licencing frameworks and procedures that reflect current best practice, legislation and policy, liaising with Regulation on the licence application process and the monitoring and surveillance of licensed activities to ensure that compliance and reporting requirements are fully met, advising on the need for enforcement where required.

As a statutory consultee to the Planning process, ensure that the impacts of land and marine activities, including the pressures from building development, on biodiversity, habitats, water and ecosystems are avoided or minimised. Where ecological impacts are unavoidable ensure that sufficient compensation and enhancement is secured in line with Jersey's legal international (Multi-lateral Environmental Agreements (MEAs)) and domestic commitments.

Identify, develop and lead initiatives to reduce Government costs, including maximising the contribution of user working groups, stakeholder engagement and use of volunteer work.

Develop key messages, and develop and deliver communication plans and targeted awareness, education and consultation programmes in collaboration with the Education and Awareness function, to secure environmental safeguard and enhancement.

Produce business plans that support the Natural Environment, IHE and Government strategic aims, deploying human resources, evidence-based information, financial and physical resources in an optimal manner. Ensure upkeep of staff competencies and physical resources necessary to deliver the work programmes of the Section, providing appropriate target setting, performance appraisal, career development and supported training opportunities.

Implement new best-practise service initiatives for operational, research and out-reach policies and procedures to ensure continual optimal protection of the Natural Environment.

Build strong relationships and networks and represent the Island and participate in inter-jurisdictional networks and partnerships, contributing to coordinated knowledge transfer and development of effective natural environmental best practices.

Administer the revenue and expenditure budget within defined limits and seek to maximise income. Lead on negotiations and secure value for money with suppliers and consultants, including contracts for large infrastructure works.

Deputise for the Head of Land Resource Management, including attending nominated management meetings, briefings to political leaders, conferences, liaison with the media and working groups.

### Statutory responsibilities

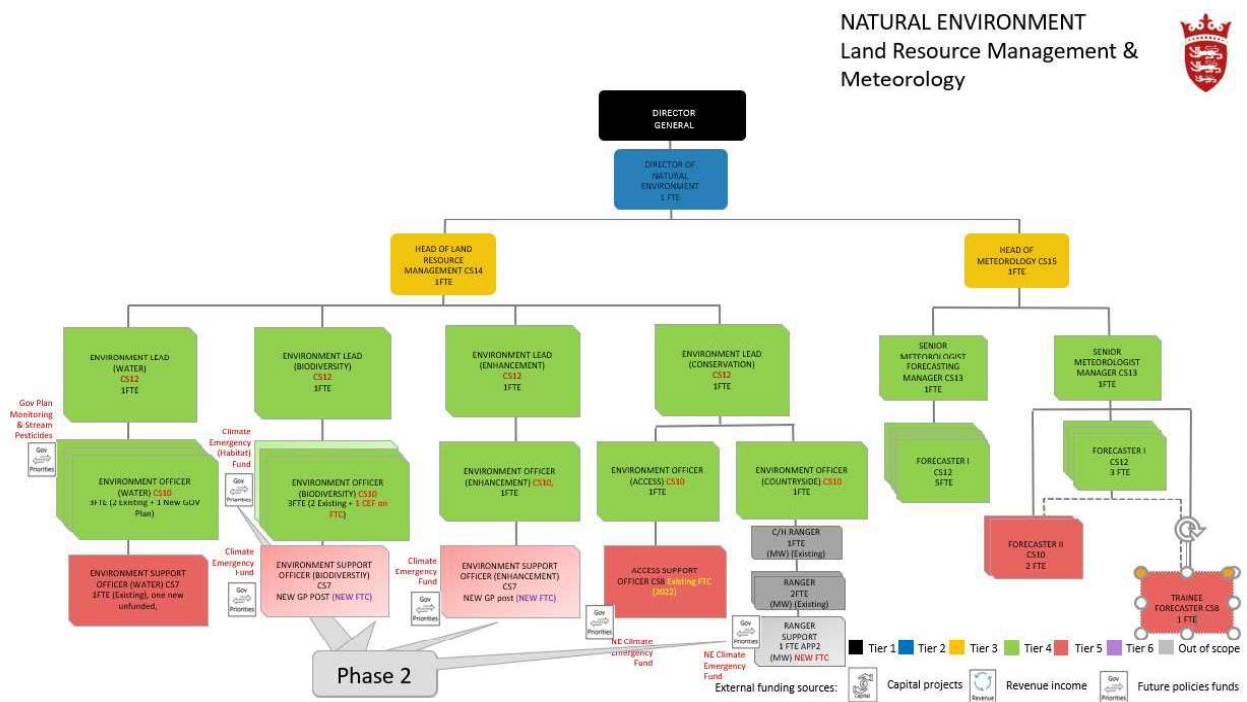
Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

### Services

- Environment Manager - Biodiversity
- Environment Manager - Water
- Environment Manager - Land Conservation
- Environment Manager – Enhancement

### Organisational structure



## Person Specification

### Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p><b>Qualifications</b> <i>Please state the level of education and professional qualifications and / or specific occupational training required.</i></p>	<p>Postgraduate degree qualification at level 7 or equivalent gained by practical knowledge and experience in a relevant specialism (e.g. Ecological, Environmental or Biological Science, Biology, Chemistry and related research)</p> <p>Chartered Membership of a related professional institution (e.g. Chartered Institute of Ecology and Environmental Management, Chartered Institute of Water and Environment Management)</p> <p>Relevant health and safety certification.</p> <p>Middle management qualification or equivalent</p>	
<p><b>Knowledge</b> <i>This relates to the level and breadth of practical knowledge <b>required</b> to do the job (e.g. the understanding of a defined system, practice, method or procedure).</i></p>	<p>Thorough knowledge of the scientific and technical basis for their area of expertise as it related to the role i.e. water quality and resource management, ecology, biodiversity etc.</p> <p>Extensive knowledge of local and international Environmental Laws and Conventions with the ability to develop</p>	<p>Knowledge of:</p> <p>The activity and processes of Government</p> <p>Management reporting as it relates to this role</p> <p>The departmental priorities and key objectives, risks and issues relevant to the directorate, division and the role</p>

	<p>appropriate strategies, policies and procedures</p> <p>Proven specialist knowledge in the conservation of flora and/or fauna</p> <p>Significant specialist knowledge of local ecology, biodiversity and water and landscape management and monitoring, analytical and reporting techniques, surveillance skills and the gathering of data in a scientifically consistent manner</p> <p>Technically self-sufficient with established contacts in the professional scientific community</p> <p>Proficient in liaising with and presenting work to other specialists in the national and international forum</p> <p>The latest theory and practices as related to their industry, including ongoing Continuing Professional Development</p> <p>Knowledge of performance management</p>	
<p><b>Technical / Work-based Skills</b> <i>This relates to the skills specific to the job, e.g. language fluency, vehicle license etc.</i></p>	<p>Excellent research and reporting skills</p> <p>Computer literate with ability to operate the Microsoft Office package and specific biological data analysis software as applicable to the role</p> <p>Ability to use data</p>	

	management systems, GIS and statistical software as applicable to the role.	
<p><b>General Skills/Attributes</b> <i>This relates to more general characteristics required to do the job effectively, e.g. effective written communication skills, ability to delegate, motivation or commitment etc.</i></p>	<p>Problem solving, strong negotiation, mediation and influencing skills</p> <p>Confident decision-maker</p> <p>Ability to develop innovative approaches to service delivery</p> <p>Ability to lead, motivate and manage teams and external stakeholder groups to facilitate achievement of high delivery and performance and manage poor behaviour.</p> <p>Strong relationship building skills</p> <p>Ability to present effectively, both verbally at high level officer, stakeholder and Ministerial meetings</p> <p>Ability to produce written materials (e.g. letters, reports, discussion papers, proposals) to a high level for presentation</p>	
<p><b>Experience</b> <i>This is the proven record of experience and achievement in a field, profession or specialism. This could include a minimum period of experience in a defined area of work if required by an external body (for example a period of post-qualification experience).</i></p>	<p>Extensive experience in an area relevant to the specialism of the role, i.e. habitat management, conservation and the concepts and principles of Ecology and protection and sustainability of water with a broad understanding of ecological issues locally</p>	

	<p>and in the international context and / or experience in a legal background</p> <p>Experience of utilising and overseeing the development of data management systems for monitoring and managing habitats</p> <p>Project management experience</p>	
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**Core Accountabilities, Attributes and Behaviour Indicators**

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the Government of Jersey tier 4 core accountabilities attributes and behaviour indicators.

**Organisational structure**

