

Directorate: Growth, Environment and Transport

Unit/Section: Kent Downs Area of Outstanding Natural Beauty

Grade: KR9

Responsible to: Director of the Kent Downs AONB

Purpose of the Job:

To promote and support the delivery of the Farming in Protected Landscapes (FiPL) grant programme on the ground, on behalf of the Kent Downs Area of Outstanding Natural Beauty (AONB).

Main duties and responsibilities:

The Farming in Protected Landscapes Grant Programme is an exciting new development and will support farmers, other land managers and other relevant organisations to deliver a positive programme of work across the Kent Downs AONB. Grants will support engaging people to enjoy and experience the landscape, enhance places in the Kent Downs, address climate change issues through nature based solutions and to recover nature.

As our new Farming in Protected Landscapes Officer your role will be:

- To provide a first point of contact between the Kent Downs AONB and potential applicants to the FiPL grant programme.
- To lead on advice and conservation, land management and access and engagement, to promote high quality applications to the programme.
- To support applicants with their applications (and where necessary help guide and monitor subsequent delivery), especially those applicants that are 'harder to reach', or to facilitate cluster/ group applications.
- To support the work of the independent FiPL Local Assessment Panel, including the provision of summary reports and recommendations on applications.
- To ensure compliance with the terms and conditions of support offered under the programme, including the management of multi-year agreements.
- To support the monitoring of progress towards the completion of funded projects.
- To support project and programme level evaluation, including reporting to Defra and the Kent Downs AONB.
- To help to ensure that action undertaken through the Programme is consistent with the established purposes and complementary to the statutory purposes of the Kent Downs AONB.
- To work effectively and collaboratively with other members of the Kent Downs AONB team delivering FiPL and to identify opportunities for co-benefits with other Kent Downs AONB programmes of work.

- To undertake other duties as required, consistent with the responsibility level of the post.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none"> Degree or equivalent level qualification in an environment, ecology or land management related subject Or Significant experience which the applicant can show is directly related to the duties of the post.
EXPERIENCE	<p>Appropriate experience would include:</p> <ul style="list-style-type: none"> Successful working with farmers and land managers to achieve conservation objectives, including through agri-environment schemes. Practical experience of the Kent Downs or similar landscape and habitats– assessment, survey, restoration and management. The implementation and monitoring of management plans and programmes of work. Managing contractors. Project and budget management. Writing detailed and accessible reports. IT software packages such as Excel and Word The delivery of grant support for activities including conservation, access or farm sustainability. Dealing with a broad range of people, but particularly the Kent Downs AONB local community and their representative organisations. Significant direct experience of protected landscapes and their management. Experience of identifying training opportunities Knowledge of national and local policy initiatives for rural areas and socio- economic issues facing the Kent Downs Experience of increasing diversity and inclusion in a countryside setting
SKILLS AND ABILITIES	<p>Appropriate skills and abilities would include.</p> <ul style="list-style-type: none"> Ability to negotiate and build relationships with farmers, land managers and landowners and other potential applicants to enable them to collaborate for nature conservation and other ecosystem service outcomes. Good ecological field skills, particularly relating to the Kent Downs Ability to communicate effectively both orally and in writing and to articulate and win support for habitat management, landscape enhancement and the integrated management of the Kent Downs AONB, particularly with farmers.

	<ul style="list-style-type: none"> • Ability to develop strong partnerships and co-operation between organisations and between conservationists and farmers and land managers. • Ability to represent the Kent Downs AONB with our partners and in public.
KNOWLEDGE	<p>Appropriate knowledge would include:</p> <ul style="list-style-type: none"> • Knowledge of agricultural systems and current agri-environment schemes and emerging opportunities through ELM. • Knowledge of High Nature Value and Regenerative Farming, its opportunities and challenges. • Knowledge of characteristic habitats and species of Kent Downs AONB • Knowledge of natural beauty conservation, rural issues, farming challenges - particularly those affecting the Kent Downs and protected area management. • Knowledge of climate change mitigation and adaption • Knowledge of land-based businesses and their management • Knowledge of the needs of the community and environment in the surrounding area of the Kent Downs including understanding of how to achieve diversity and inclusion in our work.
KENT VALUES AND CULTURAL ATTRIBUTES	<p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p> <p>(If this document is being used for recruitment purposes, examples of Behaviours which support the Kent Values will need to be demonstrated within the context of this post)</p>