|  | **ESSENTIAL** | **DESIRABLE** | **ASSESSMENT METHOD** |
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| EDUCATION | Degree level qualification in countryside and or recreational management or a relevant discipline or an equivalent level of previous experience gained through working in a related field |  | I, QC, AF |
| WORK EXPERIENCE | Leadership / project management experience in either a technical or managerial capacity, including experience of leading, motivating and managing others.  Good understanding and experience of access management and monitoring techniques and their use in managing recreational pressures.  Good understanding of heathland management and ecology and the development pressures and issues affecting this habitat.  Commissioning / overseeing the work of external consultants and contractors.  Budget and contract management and use of project management techniques and frameworks.  Experience of stakeholder engagement and partnership working.  Ability to work with all sectors of the community from volunteers to members including working with senior managers and Council Members. |  | AF, I, T  AF, I, T  AF, I, T  AF, I, T  AF, I, T  AF, I, T  AF, I, T |

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| WORK EXPERIENCE | Experience of and confident in engaging with a mix of sectors particularly where this experience has been gained from having worked in a nature conservation / countryside access related role.  An understanding of the current challenges facing local government generally, and Stafford Borough Council in particular, coupled with financial and commercial awareness.  Experience of undertaking risk assessments and fulfilling other relevant Health and Safety requirements.  Broad knowledge of countryside access legislation.  Broad understanding of UK legislation in regard of protected sites and species, including the Conservation of Habitats and Species Regulations 2010 and associated guidance, and England conservation priorities. |  | AF, I, T  AF,I  AF,I  AF,I  AF, I, T |
| COMMUNICATION | Excellent written and verbal communication skills to enable effective communication with a range of internal and external customers.  Excellent communication skills with a high level of influencing and persuasive skills  The ability to converse at ease with members of the public and provide advice in accurate spoken English |  | AF,I  AF,I  AF,I |

| (Continued) … | **ESSENTIAL** | **DESIRABLE** | **ASSESSMENT METHOD**  I =INTERVIEW  T =TEST/ASSESSMENT  QC = QUALIFICATION CERTIFICATE  AF - APPLICATION FORM |
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| SPECIFIC SKILLS | Ability to work accurately under pressure to deadlines.  Good time management skills  Commitment to effective partnership working and possessing good communication, conflict management and interpersonal skills.  Experienced user of Microsoft Word, Excel, GIS, Powerpoint, e-mail and an understanding of social media  Financial and budgetary skills; |  | AF,I  AF,I  AF,I  AF,I  AF, I, T |
| PERSONAL QUALITIES | A resourceful nature with the ability to prioritise, plan, supervise and implement complex and challenging work plans  Ability to use own initiative and to generate develop and implement new ideas and approaches to issues  Confidence, energy, commitment to excellence and quality;  Political awareness;  Self-understanding and commitment to personal and employee development |  | I  I  I  I  I |
| OTHER CRITERIA | Willingness to work flexibly including working outside of normal office hours  Full driving licence and access to a car |  | AF,I  AF,I |