**Northern Roots Urban Farm and Landscape Manager Person Specification**

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|  | **Essential** | **Desirable** |
| **Qualifications** | Diploma/NVQ3 or higher in countryside or environmental conservation or equivalent qualifications in practical countryside skills.  Horticultural, Agricultural or Arboricultural qualifications | Emergency Outdoor First Aid qualification  Habitat / species survey training  Health and Safety training |
| **1.Knowledge and experience** | Experience of growing a variety of food crops on a commercial scale.  Experience of a range of food growing techniques and technologies, potentially to include organic growing, vertical growing, hydroponic and aquaponic growing  Excellent knowledge of and demonstrable experience in practical land management, both in strategic planning and hands-on delivery.  Management of wildlife and habitat  conservation projects, with a strong working ecological knowledge across a range of habitat types and taxa.  Experience of managing capital works budgets and contracts.  Experience of recruiting, managing, and supporting small teams of  volunteers.  Significant experience of working with a wide range of stakeholders, building strong relationships and inspiring others with your passion for food, nature and the outdoors.  Knowledge and understanding of Health & Safety issues whilst undertaking practical works, and an experience of managing and leading on health and safety and environmental compliance. | Designing and costing food growing, conservation and habitat management projects.  Habitat and species surveying experience; experience of running citizen science projects.  Understanding of emerging policy around biodiversity net gain, habitat banking, carbon banking and Environmental Land Management funding. |
| **2. Skills and abilities** | Strong people management and leadership skills, with the ability to inspire, inform and show empathy withcommunity members and volunteers as you involve them inpractical growing and conservation activities.  Strong project planning and organisational skills, including work programming and budget management.  The ability to analyse data, using internal and external research to recognise trends and understand strengths, weaknesses, opportunities and threats on the site.  Excellent IT skills and ability to prepare detailed reports, project proposals and project plans. | Ability to train volunteers and make effective presentations to a wide variety of audiences.  Ability to use Geographical Information Systems. |
| **Personal Qualities** | Flexible, adaptable and solution focused approach to work.  Good organisational skills, and an ability to take the initiative.  Highly collaborative, team player.  Able to work outside normal working hours, including occasional evenings and weekends.  Ability to complete work within  deadlines to a high standard of finish. |  |