



Woodland Management Lead: Western Forest

Salary: £35,000

Hours: Full time, 37.5 hours per week (flexible working available)

Location: Bristol-based with regular travel across Wiltshire, Gloucestershire & the West of England

Please complete the application form here:

<https://forms.office.com/e/XYAByms0y7>

DEADLINE: Sunday 1 March at 23.59



Join Us in Growing a Greener Future

Western Forest – part of England’s National Forest network and hosted by the Forest of Avon Trust – is driving an ambitious mission to restore nature, improve wellbeing, and create a climate-resilient landscape across the West of England.

We're expanding our team and looking for a **Woodland Management Lead** to help shape the future of our region’s trees and woodlands. If you’re passionate about woodland resilience, biodiversity, and supporting landowners to manage woodlands sustainably, this is your opportunity to make a lasting impact.



About the Role

As our Woodland Management Lead, you will lead the delivery of woodland management across the Western Forest, helping us bring **1,500 hectares** of woodland into active, sustainable management.

This is a varied and rewarding role combining **project management, technical forestry expertise, grant scheme development, and stakeholder engagement**. You’ll work closely with landowners, forestry agents, farmers, community groups, and partner organisations to enhance woodlands for ecological, economic, and social benefit.

Key responsibilities include:

- Leading woodland management projects, from planning to on-the-ground delivery
- Providing trusted technical advice on forestry and woodland management
- Preparing Forestry Commission Woodland Management Plans
- Developing and managing a woodland management grant scheme
- Engaging with landowners, farmers and stakeholders to promote best practice
- Delivering workshops to build skills and confidence in woodland management

About You

We're looking for someone who combines **forestry expertise** with strong **project management** and **communication skills**. You'll thrive when coordinating multiple partners and enjoy supporting others to improve woodland health and resilience.

Our Commitment to Diversity & Inclusion

We believe a diverse team creates stronger, more resilient outcomes. We warmly welcome applications from under-represented groups in forestry and the environmental sector, including people from minority ethnic backgrounds, women, LGBTQ+ individuals, people with disabilities, and those from lower socio-economic backgrounds.

We operate a **blind shortlisting process** to ensure fairness and focus on your skills and experience. If you need reasonable adjustments during the recruitment process, please let us know.

How to Apply

If you're excited about helping shape the future of woodlands across the West of England, we'd love to hear from you.

Please review the job description in following pages.

Please complete the application form here:

<https://forms.office.com/e/XYAByms0y7>

DEADLINE: Sunday 1 March at 23.59

Any questions or if you'd like to have an informal discussion before applying, please email Jack McCrickard, Woodland and Nature Recovery Manager at info@westernforest.org.uk

Intended interviews during week commencing Monday 9 March 2026

We will inform all applicants of the outcome of your application but we may not be able to provide individual feedback to all applicants.

Job Description: Woodland Management Lead

Salary £35,000

Hours: Full time, 37.5 hours per week, with flexible working options

Contract: Permanent

Benefits: staff pension, 25 days + bank holidays annual leave, volunteering days, staff training, social events

Who we are

Western Forest is part of England's National Forest network, working to connect a greener future across Wiltshire, Gloucestershire, and the West of England that seeks to restore nature, improve wellbeing, and drive growth.

Hosted by the Forest of Avon, a registered charity and one of England's Community Forests, Western Forest is dedicated to creating new, permanent woodlands and planting trees throughout this diverse landscape. At the same time, we focus on improving existing woodlands at the scale required for nature to recover and for the region's landscapes to become more resilient.

Role purpose

The Woodland Management Lead will play a pivotal role in delivering the woodland management programme for the Western Forest. This position combines project management, stakeholder engagement, and technical expertise to ensure woodlands are managed sustainably, balancing timber production, biodiversity, and climate resilience. The Woodland Management Lead will join a friendly, supportive team, working together to enhance our trees and woodland to create a climate resilient future. You will also work closely with our delivery partners and forestry consultants to reach our ambitions.

Your role, as the Woodland Management Lead, will be central to the Western Forest, working to achieve our ambitious target of bringing 1,500 hectares of woodland into active management by 2030. You will ensure that these areas have robust management plans in place and are enhanced for ecological, economic and social benefit.

In addition, you will lead the development of grant offers that encourage active woodland management, with a particular focus on woodlands that provide public access. This work ensures that woodland management not only supports biodiversity and resilience but also delivers benefits to local communities.

Main responsibilities

You provide clear, practical advice on woodland management, helping to enhance both its ecological and economic value. You are an effective communicator, confident in engaging with farmers and landowners alike. Highly organised, you excel at overseeing and coordinating multiple projects with different stakeholders. Main responsibilities include:

- **Project management:** Lead the woodland management strand of the Western Forest, coordinating work across multiple stakeholders. This will involve identifying, planning, costing and managing woodland management projects (including public access improvements), plus working closely with forestry agents to deliver projects where timber production and biodiversity are integrated into planting design.
- **Technical expertise in woodland management:** Provide trusted, practical advice to farmers, landowners, land managers, local authorities, and community groups. Your advice will cover:
 - Preparing Forestry Commission Woodland Management Plans
 - Assessing the value of woodlands for timber production, coppicing, and recreational improvement.
 - Addressing pests and diseases, including responses to Ash Dieback and other key threats, to optimise woodland condition.
 - Enhancing climate resilience and promoting biodiversity.
 - Supporting adaptation to the impacts of climate change on existing trees and woodlands.
- **Grant scheme management:** Create and oversee a woodland management grant scheme, enabling woodland owners to access practical opportunities for improvement.
- **Stakeholder engagement:** Represent and promote the Western Forest offer to landowners and stakeholders through partners, networks such as farm clusters, and at relevant events.
- **Capacity building:** Organise and deliver woodland management workshops, either independently or collaboratively, to support community groups and woodland owners in adopting best practices.

Person specification

Essential Criteria

Experience

- Experience in producing, reviewing and implementing Forestry Commission Woodland Management Plans

- Experience in practical woodland management
- Experience engaging with diverse stakeholders, including advising woodland owners about woodland management, and instructing and managing external consultants and contractors
- Strong programme or project management experience including independently managing a delegated budget
- Experience with grant administration, either managing the disbursement of grants or managing a grant-funded project
- Experience securing permissions and managing contracts, ensuring adherence to regulations
- Experience delivering learning and knowledge sharing around woodland management

Knowledge

- Strong knowledge of UK Forestry Standard (UKFS), incl. felling licenses, forestry regulations etc.
- A relevant qualification in forestry or a related subject (or relevant professional experience)
- Competence in the use of Geographic Information Systems (GIS)
- Understanding of timber production, biodiversity, recreation, and conservation priorities

Personal qualities

- Excellent communication skills
- Highly organised, able to prioritise workloads to meet deadlines
- Strong attention to detail, including with Health and Safety procedures
- A great team worker, with a strong track record of collaboration and relationship management
- Competent using common IT packages, incl. Microsoft Office
- Full driving licence with own vehicle

Desired criteria

- Knowledge of PAWS restoration and ASNW management
- Other relevant woodland or arboriculture qualifications (e.g. L4 Dip. Arb)
- A passion for continuous learning and staying updated on industry trends and best practices
- Passion for, and commitment to, addressing the climate and nature emergencies in general and woodland management in particular

Working conditions

The post-holder will live in or near to the Western Forest area, with the ability travel to varied, rural locations across that area on a regular basis. There will be an office base with Western Forest in Bristol, as well as opportunities to work occasionally in partner organisations' offices.

Commitment to Diversity and Inclusion

We are committed to creating an inclusive workplace where everyone feels valued and respected. We actively encourage applications from individuals who are under-represented in the forestry and agricultural sector, including, but not limited to, people from minority ethnic backgrounds, women, LGBTQ+ individuals, people with disabilities, and those from socio-economically disadvantaged groups. If you require any reasonable adjustments during the recruitment process, please let us know.

We use a blind shortlisting process which means that personal details such as name, age, gender, and other identifying information are removed from applications before they are reviewed. Our focus is on your skills, experience, and potential to succeed in the role.