

Job Description

Job Title: Natural Capital Manager

POSCODE: CCC2822

Grade: P3

Reporting to: Head of Natural & Historic Environment

Overall purpose of the job

A specialist manager in natural capital (NC) is needed to undertake the following:

- assess and review existing natural capital mapping and data, identifying areas missing or out of date.
- communicate our natural capital evidence and tools so that evidence has an impact on decision making and outcomes.
- develop the resources and evidence base to deliver natural capital and ecosystem service approaches statutory requirements set out under the Environment Act 2021, including Biodiversity Net Gain (BNG) and Local Nature Recovery Strategy (LNRS)
- develop the mainstreaming evidence about nature into decision-making, to ensure society's prosperity and nature recovery is embedded in decision making.
- provide analysis (spatial, data, technical and delivery-focused) to inform the council's policy choices and advise on operational and delivery implications.
- bring together the evidence and resources to support and embed natural capital approaches into our work.

Operating in a complex political, technical, regulatory, and commercial context, the challenge will be to think long term and function alongside other council programmes such as the Climate Change & Environment Strategy, the newly adopted Biodiversity and Tree & Woodland Strategies and other 'Net Zero' initiatives.

Main accountabilities

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1.	Contribute to building natural capital and ecosystem approach capability across Cambridgeshire County Council staff by bringing together the evidence and resources to support and embed natural capital approaches into our work.
2.	Support colleagues in Learning and Development to organise and deliver ecosystem approach and natural capital training, workshops and events for Cambridgeshire County Council staff, including the development of training materials.
3.	<p>Helping to build and maintain the growing evidence base around the ecosystem approach, natural capital and their application, whilst developing personal expertise and capability as required for a specialist role:</p> <ul style="list-style-type: none"> • Communicate the practical implications of ecosystem approach and natural capital evidence through development of plain English evidence to advice materials and resources for use by Cambridgeshire County Council staff and external partners. • Develop the mainstreaming evidence about nature into decision-making, to ensure society's prosperity and nature recovery is embedded in decision making.

	<ul style="list-style-type: none"> Communicate our natural capital evidence and tools so that evidence has an impact on decision making and outcomes.
4.	Establish a Natural Capital Baseline Account, develop and monitor realistic and challenging targets to align with other climate and environmental reporting to senior officers and members.
5.	<p>Provide specialist advice internally and externally related to natural capital and ecosystem approach across council services:</p> <ul style="list-style-type: none"> Provide a source of expertise for colleagues. develop the resources and evidence base to deliver statutory requirements set out under the Environment Act 2021, including Biodiversity Net Gain (BNG) and Local Nature Recovery Strategy (LNRS) provide analysis (spatial, data, technical and delivery-focused) to inform the council's policy choices and advise on operational and delivery implications assess and review existing natural capital mapping and data, identifying areas missing or out of date.
6.	Represent the Council on key partnerships and programmes to build trust and collaborative working to achieve greater benefits than any one organisation working on its own, building effective working relationships with strategic partners to support the development of a pipeline of high-quality projects to achieve the aims, objectives and targets relating to climate change including funding opportunities (e.g. the government natural capital investment readiness funds).
7.	Demonstrate an awareness and understanding of equality, diversity and inclusion.
8.	Ability to contribute to our organisational commitment to becoming a Net Zero organisation by 2030.

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
Degree or equivalent	Relevant subject, e.g. environmental science, environmental management, land management	Essential
Professional Membership e.g. CIEEM		Desirable

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
Knowledge		
Policy and technical knowledge in biodiversity, natural capital and nature recovery	<p>Strong knowledge of the ecosystem approach and ecosystem services in a specialist role</p> <p>Detailed understanding of natural capital concepts and growth</p> <p>A strong multidisciplinary knowledge and understanding of a range of sustainability issues, including concepts such as environmental justice</p> <p>Good understanding of more technical aspect(s) of natural capital and ecosystem services .</p> <p>Thorough knowledge and understanding of relevant legislation and industry practice in relation to environmental sustainability (climate and nature).</p> <p>Comprehensive understanding of the Government's approaches to natural capital and ecosystem services.</p> <p>A sound knowledge of basic science related to climate and related environmental issues is important for this role as is some experience of working in policy</p>	Essential
Data and Information Management	Comprehensive IT skills, proficient in MS Office products with the ability to grasp new systems quickly	Essential
Operational Delivery	Understanding the decision making and governance arrangements within local	Desirable

	authorities including working with Senior Officers and Members	
Skills		
Working Together	<p>The ability to work in a multidisciplinary way with colleagues across the authority</p> <p>Ability to influence and negotiate across a diverse and challenging community of stakeholders including conveying contentious proposals and solutions, and when implementing resolutions</p> <p>Comfortable with considerable amounts of data and information with strong analytical skills, attention to detail and the ability to understand complex issues and advise on complex solutions across business areas with the application of critical judgement</p> <p>Strong practical understanding of climate, carbon environmental metrics and reporting to inform policy development and improve environmental decision making</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p>
Communication	Excellent communication skills, verbal, written and listening and the ability to adapt personal style to meet the needs of a range of audiences	Essential
Experience	Give an idea of the type and level of experience required do not specify years of experience.	
Nature, nature recovery and natural capital	<p>Experience in understanding and developing natural capital accounting</p> <p>Experience in developing ecosystem services</p> <p>Experience in ecology and biodiversity in a public sector environment</p>	<p>Essential</p> <p>Desirable</p>
Planning & organising	<p>Ability to plan and prioritise workload with the appropriate attention to detail.</p> <p>Excellent organisation and time management.</p> <p>Maintain effectiveness in an ever-changing work environment</p>	Essential
Delivering the message	<p>Experience of strategy development and implementation</p> <p>Experience of developing and delivering training and support materials to increase staff capability</p> <p>Experience of creative thought leadership and influencing direction of travel of an organisation</p>	Essential

Equality, Diversity and Inclusion (applies to all roles).	Ability to demonstrate awareness and understanding of equality, diversity and inclusion and how this applies to this role.	Essential
Net Zero (applies to all roles).	Ability to contribute towards our commitment of becoming a net zero organisation.	Essential
Safeguarding (applies to all roles working with children/vulnerable adults).	Demonstrate an understanding of the safe working practices that apply to this role. Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	Essential

Disclosure level

What disclosure level is required for this post?	None	Standard
	Enhanced	Enhanced with barred list checks

Work type

What work type does this role fit into? (tick one box that reflects the main work type, the default work type is hybrid)	Fixed	Hybrid X	Field	Remote	Mobile
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