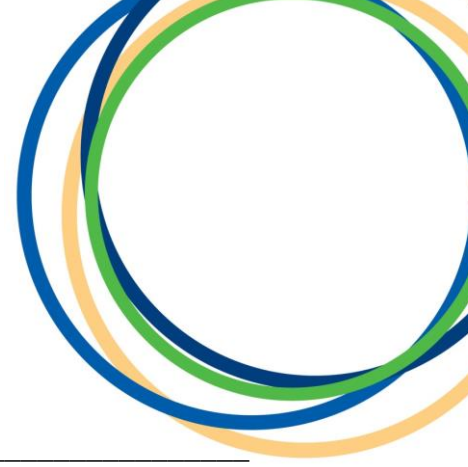


# Job summary

**Role title: Tree and Countryside Team Leader**

**Department: Greenspaces**

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## General description of role

The Tree and Countryside Team Leader will lead and support the development, implementation, and effective delivery of high-quality tree management, and countryside services across the Borough. Working within the Greenspaces team, you will provide expert advice on biodiversity, arboricultural, and countryside matters, ensuring all activities comply with national legislation, local policies and environmental best practices. The role will also include the line management of staff such as Tree and Countryside Officers, supporting a joined-up approach to nature conservation.

## Top responsibilities of role

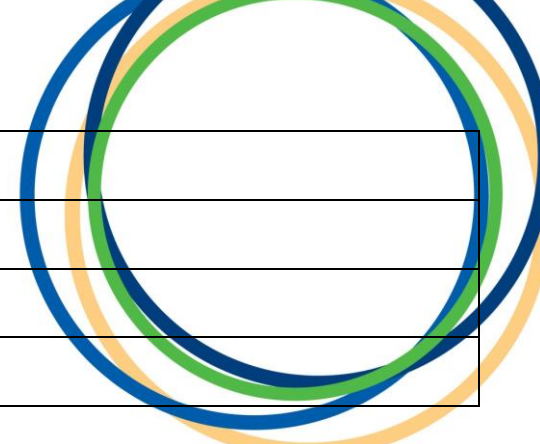
- *To oversee the delivery of the Greenspaces arboriculture and countryside service areas, dealing with and resolving service-related matters on a day-to-day basis and escalating them where appropriate.*
- *To ensure services are delivered to a high standard, efficient, and fully compliant with relevant legislation, regulation, and internal Council policies.*
- *To manage the planning, monitoring & delivery of smaller-scale service-level projects such as tree planting and habitat improvement initiatives.*
- *Ensure the Borough's tree stock is inspected, maintained, and managed in line with industry best practices, legislation and insurance requirements.*
- *Monitor and manage relevant service budgets, ensuring value for money and adherence to financial protocols, reporting any exceptions or variances.*
- *To respond to inquiries from members of the public, special interest groups, other organisations within agreed deadlines and within Council protocols – including dealing with their service area corporate complaints and Freedom of information requests.*
- *To support the Council's current organisational policies and assist with the development and implementation of the new Greenspaces strategy; ensuring they align with the wider organisation corporate plan.*
- *Maintain an oversight of their service area risks and mitigation actions, updating risk registers when required*
- *Review and improve internal processes and site management plans for efficiency and effectiveness, to enhance biodiversity and support the reporting and monitoring of ecological sites.*

# Person specification and interview assessment form



<b>Candidate name</b>			
<b>Contact number</b>			
<b>Role title</b>			
<b>Date of interview</b>		<b>Signed by recruiting manager</b>	

Selection and Interview Criteria		Scoring	
Criteria	Criteria importance E = Essential P = Preferred	Score 3 = Met with full example 2 = Partly met with example 1 = Partly met no example 0 = Not demonstrated	Score rationale/interview notes
<b>Qualifications</b>			
Management qualification or equivalent demonstrable leadership experience	E		
Valid driving licence	E		
Degree or relevant qualification in Arboriculture, Countryside Management, Environmental Science, or a related field.	E		
<b>Experience and achievements</b>			
Proven experience in a supervisory or leadership role within greenspace, tree management, or countryside services.	E		
Previous experience in budget monitoring.	E		
Knowledge of current legislation and best practices in arboriculture and habitat management.	E		
Excellent written and verbal communication skills	E		
Knowledge and experience of using a range of IT software, such as MS Word, MS Excel and MS Outlook	E		



Experience handling FOIs, Complaints and sensitive issues professionally and within deadlines.	E		
Good understanding of the various Council processes and procedures	E		
Knowledge of GIS or tree management software systems.	E		
Experience and knowledge of procurement and contract management	E		

<b>Role required competencies and behaviours</b>			
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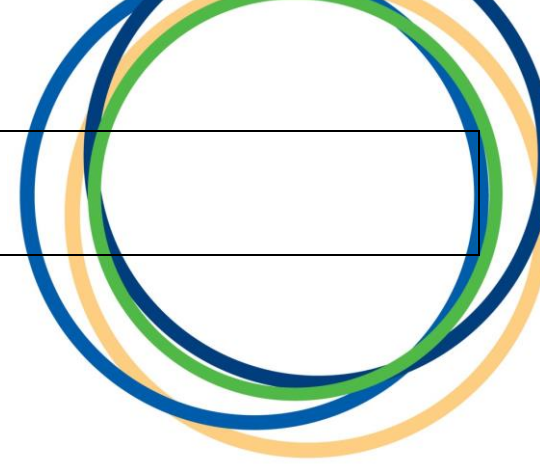
To deliver excellent customer service and to liaise with a wide range of internal and external stakeholders	E		
Excellent organisation and prioritisation skills	E		
Environmental and ecological awareness	E		
Able to demonstrate financial awareness of the services being provided	E		
Able to suggest and implement improvements to service delivery and processes.	E		
Able to collect, accurately record, process and present a range of information, manually and electronically to agreed timescales	E		
Work within a range of defined procedures and processes and statutory instruments, covering service delivery, resource and relationship management.	E		

<b>Corporately required personal qualities and behaviours</b>			
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Innovative	E		
Supportive	E		
Flexible	E		
Positive	E		

<b>Total Criteria Score</b>			<b>Feedback to be given to candidate:</b>
Essential Criteria Score			

Preferred Criteria Score		
<b>Appointment choice number</b>	1st / 2nd / 3rd	



# Summary of employment package

<b>Place of work</b>	<p>The role will be primarily based at <b>Earlswood Depot, Redhill</b>.</p> <p>We may require you to work from another place of work within the Borough or a neighbouring Borough or District, or further afield by prior agreement.</p>
<b>Salary</b>	<p>Graded Manager 4, the salary will be in the region of <b>£40,983 - £48,075</b> per annum dependent upon experience. Cost of living awards are reviewed annually on 1 April. Incremental progression and bonuses may be payable in line with the appraisal scheme.</p>
<b>Duration of contract</b>	<p>The contract will be offered on a <b>permanent</b> basis.</p>
<b>Probationary period</b>	<p>Upon joining the Council, all staff are required to satisfactorily complete a six-month probationary period.</p>
<b>Hours of work</b>	<p>Hours of work are nominally 36 per week.</p>
<b>Employment Benefits</b>	
<b>Flexible working hours</b>	<p>Flexible working allows for the alteration of start/leave times and length of lunchtime break, time off in lieu for longer hours worked and a flexible working system.</p> <p>Whilst staff are expected to manage their time and keep working hours within acceptable limits, flexible working arrangements are always subject to sufficient office cover and the particular needs of the service at that time.</p>
<b>Annual leave</b>	<p>The basic leave entitlement is 259.2 hours per annum pro rata (equivalent to 36 standard days), rising to 295.2 hours per annum (equivalent to 41 standard days) pro rata after five years continuous local government service, inclusive of Bank Holidays.</p> <p>Annual leave must be taken on the Council's discretionary day off around Christmas and New Year period.</p>

<p><b>Pension</b></p>	<p>You will be auto enrolled into the Local Government Pension Scheme (LGPS) to which the Council contributes 15% of your earnings each year.</p> <p>You are able to transfer funds into the LGPS within the first twelve months of employment. However, you can also choose not to join the scheme and make your own arrangements. If you wish to opt out of the scheme you will not be able to do so until after your first day.</p> <p>Your pension contribution rate will depend on your full time equivalent annual salary. The salary and rates are reviewed annually on 1 April each year. The current rates can be found on the Surrey Pension Fund website: <a href="http://www.surreypensionfund.org/surrey-pension-fund/paying-in/membership-and-contributions/#contribution-rates">http://www.surreypensionfund.org/surrey-pension-fund/paying-in/membership-and-contributions/#contribution-rates</a></p>
<p><b>Training and development</b></p>	<p>The Council actively encourages continued professional development and talent development.</p> <p>Learning facilities are available in-house, including a dedicated Training Room for both individual and group learning. The Council also has a number of Computer Based Training packages.</p>
<p><b>Professional subscriptions</b></p>	<p>If you are required to be a member of a professional organisation(s) for your role, we will pay the subscription fee(s) each year.</p>
<p><b>Car parking / Travel loan scheme</b></p>	<p>Unless your role is classed as an essential user, you take part in our car share scheme, or you are physically disabled, car parking is not made available.</p> <p>The Council offers interest free loans to encourage staff to travel by alternative methods to solo car use. Loans are available to purchase bicycles and accessories to the value of £1000, for quarterly/yearly rail season or bus tickets or a season car park pass.</p>
<p><b>Cycle purchase scheme</b></p>	<p>The Council offers staff who have passed the probation period and are employed for 18 months or more, the opportunity to lease/purchase bikes and related safety equipment up to £1000, reducing tax and National Insurance deductions. Staff are required to use the bike mainly for journeys between home and work.</p>
<p><b>Employee discounts</b></p>	<p>All staff have access to special offers and discounts on national and local high street shops, restaurants, motoring benefits, discount cinema and theatre tickets, holidays, insurance and much more.</p> <p>Full annual discounted membership is available for the 'Better' run leisure centres at Tadworth, Donyngs and Horley.</p>



## Other Conditions

<b>Pre-employment checks</b>	<p>Appointments are offered subject to several pre-employment checks:</p> <ul style="list-style-type: none"><li>• at least two satisfactory references</li><li>• eligibility to work within the UK, and proof of your identity</li><li>• evidence of relevant qualifications</li><li>• medical clearance (as manual handling / driving is an intrinsic requirement of the role)</li></ul>
<b>Fleet driver</b>	<p>You will be classed as a 'fleet driver' for the Council and need to agree to the terms of the fleet drivers policy, which includes agreeing to a health assessment, driving assessment, regular eye checks, and for the Council to undertake regular driving licence checks.</p>
<b>Paid work with another employer</b>	<p>If you are appointed, your contract with the Council should normally be classed as your main employment.</p> <p>You will devote your whole-time service to our work and not be involved in any other business or take up any other appointment without getting written permission from your manager or the Chief Executive.</p>
<b>Politically restricted role</b>	<p>As this role is required to advise elected members, this is considered to be a 'politically restricted post'. This means you cannot be, or try to become, a councillor, a Member of Parliament or a Member of the European Parliament during the period of your contract. This post is one that is listed as politically restricted in accordance with the requirements of the Local Government and Housing Act 1989.</p>
<b>Disclaimer</b>	<p>Please note that this document outlines the likely employment package for this role but does not form part of your terms and conditions of employment if you are subsequently employed by Reigate &amp; Banstead Borough Council. These will be outlined in any contractual documents addressed to you directly.</p>

# Great People at Reigate & Banstead

Our great working environment and the values and behaviours of every individual and team in the Council, help to evolve the culture of our organisation to become more commercial, innovative and embracing of change.

Successful applicants to our career opportunities will be able to demonstrate they share the values and behaviours we seek in our organisation.

## Our Vision

Working together to make a great place to live, work and enjoy.

## Our Values

Making a difference, doing the right thing, being bold and confident.

## Our Behaviours

We should demonstrate our values by being positive, supportive, flexible, and innovative.

### Positive: I maintain a “can do” attitude and a smile

- ✓ Create an encouraging and optimistic environment and bring others with me
- ✓ Approach others in a pleasant, happy and upbeat manner
- ✓ Maintain enthusiasm in difficult times
- ✓ Demonstrate commitment to my own service and to the Council
- ✓ Demonstrate an "I care" attitude

### Supportive: I create an environment where the people I work with feel valued and respected and have confidence to develop

- ✓ Understand the council's priorities and work towards a common goal
- ✓ Work across boundaries to develop relationships, share information and keep others informed
- ✓ Listen to the views of others allowing the best way forward to be found
- ✓ Communicate in a courteous and respectful manner
- ✓ Behave in ways that promote the fair and equal treatment of all

### Flexible: Adapting the way I work, I can deal confidently with change and accept new and different ideas and approaches

- ✓ Accept that change is an integral part of working at Reigate & Banstead
- ✓ Demonstrate an open mind to new ideas and proposals
- ✓ Display a willingness to do things differently
- ✓ View change in working practices as an opportunity for improving and developing
- ✓ Adopt a flexible approach to meet the team's requirements

### Innovative: I work to develop new ideas and workable solutions to drive the Council forward

- ✓ Question currently accepted ways of doing things
- ✓ Implement good ideas, learn from others, both internally and externally
- ✓ Identify novel ways of resolving issues using own initiative
- ✓ Suggest and trying out new approaches
- ✓ Challenge the status quo in a constructive way

## Great People

