



**Cyfoeth  
Naturiol  
Cymru  
Natural  
Resources  
Wales**

# Contribution Statement

## Invasive Non Native Species Technical Advisor

### Terrestrial

**Directorate:** Knowledge, Strategy and Planning

**Team:** Natural Resources

**Location:** Flexible

**Post Number:** 102713

**Grade:** C3

**Reports to:** Team Leader - Biodiversity, Fisheries, Ecosystems & Geodiversity

**Direct reports:** None

#### **Job Purpose:**

The GB Invasive Non Native Species Strategy and EU Invasive Alien Species (IAS) Regulation place new obligations in Wales on Welsh Government and NRW reflecting a step-change in approach needed to tackle the growing threat posed by Invasive Non Native Species (INNS). The Natural Resources (NR) Department has a key role in ensuring relevant legislation and GB and Wales Government INNS objectives are supported and implemented through clear and well governed programmes or actions within NRW and with or by partners.

The post holders will work with strategy leads, other teams or experts across NRW and elsewhere, providing INNS technical advice within the context of Sustainable Natural Resource Management (SNMR). The roles will work closely with others to enable priority INNS action delivery and good practice development and implementation including biosecurity. The post holders will work collaboratively in providing technical advice to help deliver more co-ordinated action, monitoring and data gathering and good practice implementation as appropriate.

#### **Responsibilities:**

The post holders will provide technical advice and support across NRW and to others to enable efficient, effective and co-ordinated INNS action in Wales. The roles will help develop a long-term NRW INNS Implementation Programme to secure continued funding

to deliver GB INNS Strategy and EU IAS Regulation requirements. This includes helping to develop strategic priorities, guidance, advice and position documents as required.

The roles will lead on or provide input or advice to projects or funding grants and ensure they incorporate INNS priorities and good practice, and support co-ordinated and targeted action in line with the ecosystem approach to SMNR.

The post holders will help provide and develop effective INNS management information including data / evidence gathering (eg species surveys and distribution/ risk mapping), information and reporting management tools (eg alert species monitoring), and communications, training or other actions as appropriate.

### **Delivering results**

- Provide technical support on identifying and implementing terrestrial INNS priorities (eg LIFE N2K INNS Thematic Action Plan, Water Framework Directive and Marine Strategy Framework Directive actions etc.)
- Propose, plan, initiate and manage projects or research contracts to help address NRW's freshwater, marine or terrestrial INNS priorities.
- Provide technical advice to ensure good practice actions, tools or techniques are fit for purpose to support co-ordinated and targeted INNS action.
- Provide advice and information analysis to support Government policy, organisational approaches and other agendas.
- Support INNS action and delivery progress monitoring and developing appropriate reports as required.
- Contribute to guidance or other information for position statements etc to underpin risk based decision making.
- Support the provision of advice to Welsh Government, NRW Senior Managers and Board, NRW's INNS Network or others through briefings, responses to consultations or internal / external queries etc.

### **Setting direction**

- Support and advise the NR Department and teams across other Directorates on associated INNS delivery and management issues including monitoring and reporting requirements.
- Be key contact points for technical good practice, data gathering and information management and developing collaborative action.

## **Building relationships**

- Build and maintain relationships on technical INNS issues and be key contacts for advice, evidence or information to help deliver more effective action in line with NRW and WG priorities
- Work with Data, Evidence and Operational teams and others across NRW to develop evidence based terrestrial INNS policies.
- Maintain external relationships with Welsh Government, Wales Biodiversity Partnership's INNS Group, other agencies and Wales or UK working groups to ensure effective knowledge and good practice sharing.
- Support development of new approaches to achieve best delivery of NRW Corporate objectives including work through NRW's INNS network.
- Support development of INNS communications tools or activities and promoting these to raise awareness and understanding within NRW and externally.

## **Ensuring effective governance**

- Develop and deliver projects to deliver value for money in-line with spend profiles.
- Use appropriate programme or project management techniques to ensure agreed work packages are delivered to time and specification.
- Ensure NRW policies and processes are adhered to and maintain records and information in line with regulations and agreed standards.
- Maintain and monitor performance against agreed goals, targets or standards to fulfil service expectations of internal and external partners and seek feedback to improve subsequent outputs.

## **Developing people and teams**

- Keep abreast of technical and policy developments within a culture of continuous improvement and learning.
- Mentor, coach or train others as appropriate on associated work to help broaden technical capacity, understanding and knowledge transfer.
- Ensure the health, safety and wellbeing of staff and contractors and provide assurance of safe working practices.

## **Job Specific Criteria:**

Educated to degree level or equivalent in a relevant discipline, or the ability to demonstrate comparable technical know-how and experience relevant to the roles, you will ideally have a background in one or more areas associated with terrestrial INNS management.

You'll need to be an excellent influencer, communicator and strong team player who can combine technical expertise with effective interpersonal skills. You'll also possess proven ability in the following areas:

- 1) Proven knowledge or experience in or one or more technical aspects of terrestrial ecology or INNS management. (E)
- 2) Proven ability to assimilate, process and clearly and succinctly present complex information to technical and non-technical audiences. (E)
- 3) Ability to work collaboratively and also independently with high standards of governance, demonstrating personal initiative and good organisational skills. (E)
- 4) A proven ability in developing and successfully managing programmes, projects or task and finish activities. (E)
- 5) An understanding of the environmental risks of INNS and species identification, data gathering and information management to help manage these risks. (D)
- 6) A broad understanding of legislation relevant to Natural Resources Wales for INNS and the sustainable management of natural resources legislative context. (D)

### **Welsh Language Requirements:**

Due consideration has been given to the Welsh language requirements for the post and the existing skills within the team. Taking this into consideration the Welsh language skills required for the post are at: **Level 1** - The ability to use basic Welsh conversational phrases (e.g. "bore da" – "good morning") and to pronounce Welsh place names correctly.

### **Additional Information:**

You will be required to undertake occasional travel to NRW sites and across Wales and potentially elsewhere in the UK in line with relevant NRW policies.

### **Job Advert Information**

**Contract type:** Fixed term secondment to 31<sup>st</sup> Aug 2017

**Work pattern:** Full-time 37 Hours per week

**Grade / Salary:** £33,093

This role will be subject to a forthcoming Job Evaluation exercise and this may result in a change to the salary.

Existing NRW staff applying for vacancies via an external advert will be treated as internal applicants and remain on their substantive grade and salary until job evaluation is implemented

**Application closing date:** 18/11/16

**Interviews to take place on:** 8/12/16

**For an application form, please contact:**

Recruitment@cyfoethnaturiolcymru.gov.uk

**If you have any queries please contact:** Chris Tucker on 0300 068 0233

Before applying for this position, please ensure you read the Candidate Guidance.

***Natural Resources Wales** embraces diversity and promotes equal opportunity. We recruit by merit on the basis of fair and open competition. We welcome and encourage applications from groups currently underrepresented including women, black and ethnic minority groups and people with a disability and we have a guaranteed interview scheme for candidates with disabilities who meet the minimum selection criteria.*

*We are an employer of choice because we put the principles of human rights, equality, fairness, dignity and respect at the heart of our values.*