PLANNING AND PRIORITISING FUTURE SKILLS, TRAINING AND BUSINESS SUPPORT NEEDS FOR RURAL BUSINESSES ACROSS THE SELEP REGION

Talent is evenly spread – opportunity is not. Creating more opportunities relies on the ambitions and skills of all ages. Success requires close collaboration.

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A5 Forestry and Woodland

Introduction

IBIS World (2020) defines the forestry and logging industry as a sector where firms "are involved in a wide range of forestry and logging activities. These include growing standing timber in natural and planted forests, forest timber nursery operations, the logging and production of timber for wood-based manufacturing industries, the gathering of wild-growing, non-wood products, such as mushrooms, truffles, berries and nuts; and forestry support services, such as forestry inventories, management, consultancy, firefighting and pest control."

In the whole of the UK according to IBIS (2020) there were only 4,084 businesses operating in this sector employing 17,255 people. In the period 2019 national revenues in this sector totalled £1.7bn and profits were £96.4m, representing an average annual profit growth rate of 4.7%. This is likely to change due to the impact of COVID-19 as timber prices have recently hit an all-time high (as of 25-8-20) due to a mix of restricted supply (as a number of saw mills had to shut) and increased demand as more people took the time on furlough to undertake DIY work and the reduction in stamp duty payments on property purchase until 2021.



The recent NFU report on Agenda for Change in the South East (2021) more than amply demonstrates the importance of forestry and woodland to the South East region.

According to Collison (2020) "The South East has more woodland than other regions at 25% of its land area which supports 7,400 jobs with 32% of English forestry workers and 10% of the wood processing workers¹."

This sector has to undertake a very long-term viewpoint with regards to planning given the time it takes from planting a tree (which makes up 27% of the sector, IBIS 2020) to management and eventual harvesting. It is also being impacted by both micro and macro factors. On the micro side, the impact of Brexit, the Agricultural Bill, changes in building policy and carbon offsetting policies will impact the sector. On the macro side, climate change will have a huge influence, as will the exchange rate. Most of these are outside the remit of SELEP bar offering expert support and advice. As forests and woodlands provide many environmental, social and economic benefits to society, in order to continue to provide these benefits the creation of new woodland is essential². With financial incentives likely to provide the impetus for such new developments (and even urban micro-forests), the SELEP region has the chance to establish itself as a centre of excellence if we can support the related businesses and offer training at every level collaboratively.

Upskilling challenges and future recommendations

In conversations with a leading academic in this field of study based in Germany (and with extensive experience in the sector in the Nordic countries and Russia), it became clear that their specialist institutions had a deep understanding of the long term planning needs for skills and training, together with seeing the bigger picture. When I mentioned the basic skills such as chainsaw management, equipment repair and future robotics he stated the following:

"These skills are important, but we do not think they are the most important. They will need to be covered and training offered. We consider the 'understanding' of natural processes to be of far more importance. So far forests are treated like a factory. Production of one product (spruce or pine for example) on a large scale. This does not work any longer due to climate change, as we can see right now in central Europe. Huge spruce and pine forests are dying. So in the future, no one can continue as before".

We need new tree species which can adapt to the climate in the next 100 years. We need more different trees on different soil, we need more single harvesting of trees, which makes it more difficult for big harvesting and forest machines, etc. Thus, there is a battle with regards scale which requires big capital investments that deliver productivity gains, against environmental needs."

According to the Independent Panel on Forestry Final Report (2012)3 the majority of unmanaged woodlands is found in the 82% of woodlands outside the public forest

https://publications.parliament.uk/pa/cm201617/cmselect/cmenvfru/619/619.pdf 3

¹ South East Agricultural Sector Statistics, Strategic Priorities & the Case for Investment. Collison & Associates (2020).

² Forestry in England: Seeing the wood for the trees. House of Commons Environment, Food and Rural Affairs Committee. Fifth Report of Session 2016–17. (2017).

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/183095/I ndependent-Panel-on-Forestry-Final-Report1.pdf

estate. These offer opportunities to increase a wide range of benefits by ensuring a much higher proportion of them are managed appropriately. For the SELEP region, these benefits include carbon capture, biodiversity and improved quality of life for both humans and animals. This clearly illustrates the need for both short courses and further education training to help meet the skills required.



Figure 3. Range of activities as part of managing woodland to meet owners' objectives. Source: Independent Panel on Forestry, Final Report (2012).



Figure 4. Product and service segmentation (IBIS Forestry-Logging in the UK 2020)

Restocking is the largest service type. Currently this is very labour intensive, but in a number of countries trees are being planted by drones. A British company claims that they can plant 10,000 trees in a day using this method⁴.

As the 2017 Forestry in England: Seeing the wood for the trees report states, "We have found that woodland creation is reliant upon a well-functioning grant scheme to incentivise landowners to use their land for forestry." Such grants and rewards for carbon sequestering offer an opportunity for SELEP to coordinate applications and landowners to assist them access the capital available. A range of grants are available to industry operators, including the Woodland Creation Planning Grant, Woodland Carbon Fund and Improvement and Management Grants. However, the loss of European Agricultural Fund for Rural Development could affect industry growth. Similarly, support for the biomass market which relies heavily on woodchips remains uncertain.

Linked into this being able to coordinate training and support through FE and HE colleges and universities will be a big selling point in getting take-up. The ambition to have 12% woodland cover in England by 2060, combined with the UK's exit from the EU, will see the need for more workers with the skills required. As Defra stated in 2013, "To accelerate the rate of progress, we want the whole sector, including Government, to work together to provide the advice and incentives that woodland owners need⁵". The huge land area in the SELEP region, and the fact that it already hosts more woods than other regions, makes this region a potential hotspot. Again, a coordinated strategy with regards skills delivery is required.

With the Forestry Commission being the largest land manager in the UK, owning over 860,000 hectares of land and harvesting over four million tonnes of wood every year⁶ there is the opportunity to tie in any strategy with a group that accounts for 46% of the market and is therefore the key employer. However, like most rural industry sectors, the vast majority of forestry and woodland businesses are SMEs.

According to the Office for National Statistics, in 2019, 94.4% of industry enterprises employed fewer than ten people. Thus, most businesses struggle with being able to fund and release employees for training. The main basis for competition is price, which again affects the ability to invest for the long term which is vital for this particular industry.

Active woodland management is important not only to help monitor and protect against disease, but to increase the biodiversity of our woods by allowing light into them to enable other plants, insects and woodland species to thrive. There is a need for an understanding of the ecosystems around woodland and trees and a role for a body to offer woodland management advice.

Industry demand is closely connected with activity in the construction sector which is a significant growth sector for the region. Currently the United Kingdom is a net importer of industry products. An issue with labour is the fact that employment trends

⁴ <u>https://www.arpas.uk/tree-planting-drone-can-plant-10000-trees-in-one-day/</u>

⁵ Defra, Government Forestry and Woodlands Policy Statement: Incorporating the Government's Response to the Independent Panel on Forestry's Final Report, January 2013, p 39

⁶ IBIS, 2020.

within the forestry-based sector are for the use of part-time labour to keep costs as low as possible. According to IBIS (2020), "Employment is projected to increase at a compound annual rate of 2.1% over the five years through 2020-21. The use of parttime workers causes average wage fluctuations. Planting and replanting are labourintensive processes, and significant increases in employment will be necessary if government targets are to be met. Wages are projected to fall as a percentage of revenue over the five years through 2020-21 as operators increase the use of parttime workers, ultimately shifting away from labour-led growth and towards mechanising their production process."

Jobs within the forestry and woodland sector

During our consultations it became clear to us that many stakeholders were not aware of the diverse job and careers available within the forestry / woodland sector, therefore we have listed examples of these below.

Chainsaw Operator - £10,000 - £16,000 per year. Carry out a range of manual chainsaw related tasks, involving: the removal of felled tree limbs and the crosscutting of logs to agreed sizes. It is an advantage if you hold a minimum of chainsaw maintenance and crosscutting licences to practice.

Forest Craftsperson/Under Forester - £13,000 - £19,000 per year (benefits including accommodation and transport sometimes offered). Forest workers typically carry out practical activities which include tree planting, pruning, thinning and felling. To gain employment as a forest craftsperson, a basic knowledge of forestry and woodland management at Level 2 or above would be valuable.

Forester - £17,000 - £29,000 per year (benefits including accommodation and transport sometimes offered). Foresters are responsible for the day to day management of forest and woodland sites to meet agreed management objectives. These may be commercial, recreational, conservation, aesthetic, educational or a combination of a range of objectives. A forester will be required to have a high level of knowledge and skills in multidisciplinary forestry. Often a degree in forestry or related subject as well as 2-3 years' experience is required.

Forestry Equipment Operator - £20,000 - £45,000 per year. Operate and run skidders, harvesters, loaders and other heavy machinery. Much of this equipment is highly valuable and very technical to operate so requires high levels of skill. Employers often seek employees who demonstrate exemplary safety practices as well as a mature attitude. Qualifications are not essential as most positions provide on the job training, but those with qualifications in forest harvesting, machinery and engineering are likely to be at an advantage.

Forestry Mechanical Engineer - £20,000 - £45,000 per year. Due to the everincreasing development of forestry machinery, there is an increasing demand for engineers with a knowledge and understanding of the principles of forestry equipment. Engineers are responsible for the construction, maintenance and upkeep of forestry machines often in the field. Mechanical engineers require high skill and knowledge levels so would typically be at least engineer degree graduates or graduates of an industry apprenticeship scheme. **Forestry and Woodland Manager -** £25,000 - £40,000 per year (benefits including accommodation and transport sometimes offered). This is a more managerial role responsible for the production, updating and development of the forest-woodland management plan. Typically degree level qualified in forestry, countryside management, land management or closely related field. A good level of fitness is required and walking over rough terrain is a normal part of the job.

Arborist - Tree Climber £12,000 - £25,000 per year. This is a physically demanding role and requires a very safe approach to work. Tree climbers are responsible for the reduction of limbs within a tree crowns and in some cases complete trees. As well as climbing and felling skills, climbers should be able to carry out the correct management methods when required. Climbers should also be able to carry out tree inspections and identify signs of rot and disease or other health and safety related issues.

Arborist - Team Leader £19,000 - £27,000 per year. Daily supervision of staff, monitoring and motivating the team, preparing quotes and overseeing the implementation of all aspects of H&S. A flexible, reliable and safe approach to work is required, as are the correct qualifications and a wealth of knowledge within arboriculture practices.

Assistant Tree Officer £17,000 - £25,000 per year (local government pension scheme).

Tree Officer £25,000 - £31,000 per year (local government pension scheme).

Senior Tree Officer £31,000 - £40,000 (local government pension scheme). Tree Wardens/Officers plant, care for, assess and remove trees in an urban setting. They often deal with tree pest and diseases and tree safety – so the ability to complete tree surveys accurately is required. Typically employed by local authorities or not-for-profit organisations. A strong knowledge of planning and environmental regulations specifically Tree Preservation Orders is essential as are tree identification skills.

Community Foresters £15,000 - £25,000 per annum. Employed by local authorities or charities, they work with communities to establish tree planting schemes, manage urban woodlands and promote the benefits of trees within urban and rural settings. Strong project management, communication and partnership building skills and experience are required.

Current range of roles within Forestry Commission:

- Woodland Officer £29,695 £32,811
- Field Manager £33,139 -£ 36,060
- Forest/Estates Crafts person £9,995 £21,175
- Active Forest Co-ordinator £23,293 £24,633
- Area Land Agent £40,013 £43,587
- Civil Engineer £40,013 £43,587

Future Skills needs

The Pye Tait review of arboriculture and woodland in 2019 very clearly sets out the managerial level skills needed currently and in future. It is useful to note that the growth in required skills is in all aspects of tree management, significantly so for digital, social media and robotics / artificial intelligence.



Base: 121 respondents, multiple responses, ranging from 34 to 902

For the professional and technical skills requirement, the Pye Tait review below highlights future needs for skills associated with digital, social media and automation / robotics; interestingly tree science was not identified as an increasing future need.



In the work for this review, the commentary from employers was that there was a deficit in potential employers who showed the basic levels of competency but where these were in place, they found many technically competent staff did not have sufficiently well-developed managerial skills to be able to contribute to the development of the business. Hence, many of the training needs expressed in the cross-cutting section of this report will apply equally to the forestry and woodland sector.

At the granular level, employers to	ld us they	needed th	e following	g skills in
forestry and woodland managemen	nt			

Forestry and Woodland Knowledge, skills, behaviours and qualifications	Assistant Forest Worker	Forest Operative	Forestry Operations Supervisor	Forestry manager	Forestry Technical Advisor
Knowledge of					
environmental best practice	\checkmark	\checkmark	√	V	
sustainable commodities			√	√	\checkmark
project management				√	
biodiversity	\checkmark	\checkmark	V	\checkmark	\checkmark
legislation in the forestry / tree sector	\checkmark	\checkmark	V	\checkmark	\checkmark
woodland creation process			V	\checkmark	
forestry and woodland management sector		\checkmark	√	\checkmark	\checkmark
safety and environmental awareness			V		
responses to emergencies	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
current forestry, environmental, health and safety	√	\checkmark	√	\checkmark	
plant health legislation			V	\checkmark	\checkmark
codes of practice in forestry / Arb work		\checkmark	V	\checkmark	\checkmark
principles of silviculture		\checkmark	\checkmark	\checkmark	\checkmark
silvicultural systems and uses				\checkmark	\checkmark
forest and woodland tree species important in the UK	\checkmark	\checkmark	√	\checkmark	
threats, pests and diseases affecting UK trees and woodland	\checkmark	\checkmark	\checkmark		
timber supply chains		\checkmark	V	√	
roles of landowners, forest managers, contractors and agents		\checkmark		\checkmark	\checkmark
principles of mensuration		\checkmark	V	√	
harvesting and extraction systems		\checkmark	V	\checkmark	
factors affecting the cost of bringing timber to market		\checkmark		\checkmark	\checkmark
long-term effects of tree establishment		√	√	√	
processes		\checkmark		\checkmark	\checkmark
Skills to					
produce technical silvicultural and forestry related grant applications				\checkmark	\checkmark
interpersonal and client service				\checkmark	\checkmark
use IT packages and mapping software			\checkmark		\checkmark

Forestry and Woodland Knowledge, skills,					
benaviours and qualifications	Assistant	Famat	Forestry	E tru	Forestry
	Worker	Operative	Supervisor	manager	Advisor
analyse problems, develop solutions and apply to forestry / Arb related situations			- √		\checkmark
write clearly and logically in English			\checkmark	\checkmark	\checkmark
speak clearly and logically in English			\checkmark	\checkmark	\checkmark
harvest timber manually	\checkmark	\checkmark	\checkmark		
harvest timber mechanically		\checkmark	\checkmark		
install roadways and access ways			\checkmark		
reinstate woodlands		\checkmark	\checkmark	\checkmark	
accurately mensurate standing timber			\checkmark	\checkmark	
accurately mensurate harvested timber			\checkmark	\checkmark	
establish trees	\checkmark	\checkmark	\checkmark	\checkmark	
develop woodland maintenance plans	\checkmark	\checkmark	\checkmark		
control weeds mechanically		\checkmark	\checkmark		
control weeds chemically		\checkmark	\checkmark		
fell trees in woodland settings	\checkmark	\checkmark	\checkmark		
fell trees on roadsides	\checkmark	\checkmark	\checkmark		
fix fences/ gates/tree guards	\checkmark	\checkmark	\checkmark		
use strimmers to control vegetation	\checkmark	\checkmark	\checkmark		
use brush cutters to control vegetation	\checkmark	\checkmark	\checkmark		
apply risk assessment requirements	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
conduct risk assessments					
manage the health and safety of oneself and				al	
	N	N	N	N	N
chive tractors with trailers, hairs, swipes	N	N	N	N	N
inspect and maintain tools and machinery in	N	N	V	N	N
good repair, order and condition	V	V	√	V	
schoolchildren	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
maintain tractors and related machinery	\checkmark	\checkmark	\checkmark		
maintain safe working practices		\checkmark	\checkmark		
operate to maintain plant health and	N		N		
operate to avoid pollution	N	1	<u>م</u>		
communicate effectively with supervisor, colleagues, public and others	v	√ √	√		
maintain tools, machinery and equipment					
maintain chainsaws			\checkmark		
use chainsaws to cross-cut felled timber			\checkmark		
fell and process: trees up to 380mm by chainsaw			V		
fell and process: trees up to 380mm by hand tool			√		
plan the control of pests, diseases		\checkmark	\checkmark	\checkmark	\checkmark
plan the control of unwanted vegetation		\checkmark	\checkmark		\checkmark

Forestry and Woodland Knowledge, skills,					
behaviours and qualifications	Assistant	Famat	Forestry	E a ser a fan a	Forestry
	Forest Worker	Forest Operative	Operations Supervisor	Forestry manager	l echnical Advisor
use hand winches					
use chainsaw to fell and process trees over 380mm					
deploy assisted felling techniques		\checkmark			
sort timber to product specification		\checkmark	\checkmark		
prepare sites for planting and/or natural regeneration		\checkmark	\checkmark		
repair open drainage systems maintain and, fencing and boundary features		√	√		
		N	N		
maintain plant / materials handling and storage		N	N		
plant trees		N	N		
provide support and protection for trees carry out chemical post planting protection and		V	N		
		N	N		
		N	N N	2	2
		N	N	V	V
identify forest and weadland tree species		N	N	al	al
to follow both verbal and written/pictorial		N N	N	N	N
Behaviours underpinning					
accurate and timely organization	al	al	al	al	
attention to detail and accurate deployment of	۷ ا	 √	۷ ا	 √	
prioritisation to meet deadlines	,	<u>ا</u>	 ا	م ا	
effective team working		√	√	√	
self-management on own initiative		1	ب	ا	
logical and analytical approaches		1	1		
self-motivation		1	1	1	
working in an office environment		v	<u>م</u>	<u>م</u>	N
proactively responding to unforeseen circumstances	V	V	v √	√	√
acting as an ambassador for the Estate at all times and maintaining good relations					
flexibility in working in procedures and practices	\checkmark		\checkmark		\checkmark
prompt timekeeping	\checkmark	\checkmark			
pride in work	\checkmark	\checkmark		\checkmark	\checkmark
positive disposition	\checkmark				
willingness to learn on the role		\checkmark			
strong work ethic	\checkmark	\checkmark		\checkmark	
continual professional development		\checkmark			
adaptability to change					
Strict compliance with management procedures					

Forestry and Woodland Knowledge, skills, behaviours and qualifications	Assistant Forest	Forest	Forestry Operations	Forestry	Forestry Technical
Qualifications	worker	Operative	Supervisor	manager	Advisor
Full driving licence		\checkmark	\checkmark	\checkmark	\checkmark
Chainsaw certification NPTC Units 201	\checkmark	V	V		
Chainsaw certification NPTC Units 202	\checkmark	V	V		
Chainsaw certification NPTC Units 203	\checkmark	V	√		
First Aid Certificate	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
Level 3 award in emergency first aid at work		\checkmark	\checkmark	\checkmark	\checkmark
Level 2 Principles of Safe Handling and Application of Pesticides		\checkmark	\checkmark		
Level 2 Award in the Safe Use of Pesticides		√	√		
Level 3 award in felling and processing trees over 380mm			\checkmark		
Level 2 award in chainsaw maintenance		\checkmark	\checkmark		
Level 2 Award in the Safe Application of Pesticides near water		\checkmark	\checkmark		
Level 2 award in crosscutting timber using a chainsaw		\checkmark	\checkmark		
Level 2 award in safe use of brush-cutters and trimmers		\checkmark	\checkmark		
Level 2 award in felling and processing trees up to 380mm		\checkmark	\checkmark		
Level 2 award in safe use of forestry clearing saw			\checkmark		
Level 2 English			√	\checkmark	
Level 2 maths					

At the granular level, employers told us they needed the following skills in arboriculture

Arboriculture Knowledge, skills, behaviours qualifications and experience	Arb groundworker	Arb ariel worker	Arb supervisor	Arb manager	Arb technical advisor
Knowledge of					
environmental best practice	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
project management			\checkmark	\checkmark	\checkmark
biodiversity	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
legislation in the forestry / tree sector	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
forestry and woodland management sector	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
safety and environmental awareness	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
responses to emergencies	√	\checkmark	\checkmark	\checkmark	\checkmark
current forestry, environmental, health and safety	\checkmark	\checkmark	\checkmark		\checkmark
plant health legislation			\checkmark	\checkmark	\checkmark
codes of practice in forestry / Arb work		\checkmark	\checkmark	\checkmark	
forest and woodland tree species important in the UK	\checkmark	\checkmark	\checkmark	\checkmark	

Arboriculture Knowledge, skills, behaviours qualifications and experience					
	Arb	Arb ariel	Arb	Arb	Arb technical
threate mate and discourse offertions I IV traces	groundworker	worker	supervisor	manager	advisor
and woodland	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
Skills to					
produce technical silvicultural and forestry related grant applications					
interpersonal and client service				\checkmark	
use IT packages and mapping software			\checkmark		
analyse problems, develop solutions and apply to forestry / Arb related situations			\checkmark		\checkmark
write clearly and logically in English		\checkmark	\checkmark	\checkmark	
speak clearly and logically in English		\checkmark	\checkmark	\checkmark	
develop woodland maintenance plans	\checkmark	\checkmark	\checkmark		
control weeds mechanically		\checkmark			
control weeds chemically		\checkmark	\checkmark		
fell trees in woodland settings	\checkmark	\checkmark	\checkmark		
fell trees on roadsides	\checkmark	\checkmark	\checkmark		
fix fences/ gates/tree guards	\checkmark	\checkmark	\checkmark		
use strimmers to control vegetation	\checkmark	\checkmark	\checkmark		
use brush cutters to control vegetation	\checkmark	\checkmark	\checkmark		
apply risk assessment requirements	\checkmark	\checkmark	\checkmark	\checkmark	
conduct risk assessments		\checkmark	\checkmark	\checkmark	
manage the health and safety of oneself and others		\checkmark	\checkmark		
inspect and maintain tools and machinery in good repair, order and condition		\checkmark	\checkmark	\checkmark	\checkmark
liaise confidently with the public and schoolchildren	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
maintain safe working practices	\checkmark	\checkmark	\checkmark		
operate to maintain plant health and biosecurity	\checkmark	\checkmark	\checkmark		
operate to avoid pollution	\checkmark	\checkmark	\checkmark		
communicate effectively with supervisor, colleagues, public and others		\checkmark	\checkmark	\checkmark	
maintain tools, machinery and equipment		\checkmark	\checkmark		
maintain chainsaws		\checkmark	\checkmark		
use chainsaws to cross-cut felled timber		\checkmark	\checkmark		
fell and process: trees up to 380mm by chainsaw		\checkmark	\checkmark		
fell and process: trees up to 380mm by hand tool		\checkmark	\checkmark		
plan the control of pests, diseases		\checkmark	\checkmark	\checkmark	
plan the control of unwanted vegetation		\checkmark	\checkmark	\checkmark	
use hand winches		\checkmark	\checkmark		
use chainsaw to fell and process trees over 380mm		\checkmark	\checkmark		
deploy assisted felling techniques		\checkmark	\checkmark		
sort timber to product specification		\checkmark	\checkmark		

Arboriculture Knowledge, skills,					
	Arb	Arb	Arb	Δrb	Arb technical
	groundworker	worker	supervisor	manager	advisor
prepare sites for planting and/or natural regeneration			\checkmark		
repair open drainage systems		\checkmark			
maintain and, fencing and boundary features and infrastructure			\checkmark		
maintain plant / materials handling and storage		\checkmark	\checkmark		
plant trees		\checkmark			
provide support and protection for trees		\checkmark			
carry out chemical post planting protection and maintenance operations		\checkmark	\checkmark		
carry out brashing		\checkmark			
use formative pruning techniques			\checkmark		
use high pruning techniques		\checkmark	\checkmark		
identify forest and woodland tree species		\checkmark		\checkmark	
to follow both verbal and written/pictorial instructions (eg maps, planting plans)					
Behaviours underpinning					
accurate and timely organisation	\checkmark	\checkmark		\checkmark	
attention to detail and accurate deployment of jobs			\checkmark	\checkmark	
prioritisation to meet deadlines		\checkmark	\checkmark	\checkmark	
effective team working		\checkmark		\checkmark	
self-management on own initiative		\checkmark		\checkmark	
logical and analytical approaches		\checkmark	\checkmark	\checkmark	
self-motivation		\checkmark	\checkmark	\checkmark	
working in an office environment					
proactively responding to unforeseen circumstances	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
acting as an ambassador for the Estate at all times and maintaining good relations			\checkmark	\checkmark	\checkmark
Flexibility in working in procedures and practices					
prompt timekeeping					,
pride in work				\checkmark	
positive disposition					
willingness to learn on the role	\checkmark	\checkmark			
strong work ethic					
continual professional development					
adaptability to change	\checkmark	\checkmark		\checkmark	
strict compliance with management procedures		\checkmark			
Qualifications					
Full driving licence		\checkmark		\checkmark	
Chainsaw certification NPTC Units 201	\checkmark	\checkmark			
Chainsaw certification NPTC Units 202	\checkmark	\checkmark			
Chainsaw certification NPTC Units 203	\checkmark	\checkmark	\checkmark		

Arboriculture Knowledge, skills, behaviours qualifications and experience	Arb groundworker	Arb ariel worker	Arb supervisor	Arb manager	Arb technical advisor
First Aid Certificate	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
Level 3 award in emergency first aid at work		\checkmark	\checkmark	\checkmark	\checkmark
Level 2 Principles of Safe Handling and Application of Pesticides		\checkmark	\checkmark		
Level 2 Award in the Safe Use of Pesticides		\checkmark	\checkmark		
Level 3 award in felling and processing trees over 380mm		\checkmark	\checkmark		
Level 2 award in chainsaw maintenance		\checkmark	\checkmark		
Level 2 Award in the Safe Application of Pesticides near water		\checkmark			
Level 2 award in crosscutting timber using a chainsaw		\checkmark			
Level 2 award in safe use of brush-cutters and trimmers		\checkmark	\checkmark		
Level 2 award in felling and processing trees up to 380mm		\checkmark	\checkmark		
Level 2 award in safe use of forestry clearing saw			\checkmark		
Level 2 English					\checkmark
Level 2 maths		\checkmark		\checkmark	

At Higher level skills need, the report below provides an excellent synopsis (see Rural Skills Knowledge store folder

