



JOB PROFILE

Post Title:	Forest Worker Silviculture
Portfolio:	Environment, Natural Resources and Planning
Responsible to:	Chargehand Silviculture
Responsible for:	None
Grade:	A

Job Purpose

To improve the lives of all within our community and help the island thrive by providing the Forestry Section with a labouring service through the management of the respective Chargehand, Silviculture Officer or Forestry Officer.

Main Duties and Responsibilities

1. Carry out manual forestry operations, which includes land clearance, invasive and alien plant control, ground preparation, planting, thinning, pruning, fencing, cleaning, sawlog, firewood and fence post harvesting, as detailed by the respective line manager.
2. Assist the Section's Building Maintenance Worker with duties relevant to the section's activities that may include, masonry work, painting, gate hanging, picnic bench/stool making and maintenance, toolbox making and wood structure work such as hut making.
3. Wash and clean vehicles that are assigned to the Section, if required.
4. Assist the ANRD rodent control team with the conveying and locating of bamboos for rodent baiting.
5. Participate in training courses in First Aid and Health & Safety as organized by ANRD and SHG.
6. To ensure that the working environment is kept in a constant state of cleanliness after each silvicultural operation.
7. Attend and contribute at staff meetings with the Forestry Assistant, Forestry Services Officer and Forestry Officer when requested.
8. To assist with basic labouring duties for all forestry operations as and when necessary, this includes:
 - a) The harvesting, loading and delivery of firewood lengths to the ANRD Firewood Contractor



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- b) assist with the harvesting and delivery if required of sawlogs, rails and fencing materials to the ANRD Sawmill Contractor;
 - c) harvesting and delivery of Christmas Trees and other forestry related products as required;
 - d) general labouring duties associated with tree surgery and tree felling operations;
 - e) general nursery husbandry tasks that include, gathering of materials for composting, mixing and turning of compost, collection and sieving of topsoil and manure, seed collection, cleaning and sorting, sowing and pricking out of seedlings, watering and dam irrigation, weeding of beds and dams;
 - f) assisting the Small Machinery Operators with chemical weed control measures through the carrying of water to relevant forest areas which are not accessible by vehicle.
9. Responsible for all tools and equipment allocated for the undertaking of the Forestry Programme to the value of £50.00
10. Responsible for PPC issued for recurrent use.

Special Conditions

- Occasional handling of flammable materials (fuel, oils);
- At times having to work in rainy weather to undertake tasks;
- Discomfort of not having a toilet and hand washing facilities for use on days when working out of ANRD headquarters;
- Having to often work and stand on sloped, difficult terrain for the duration of the working day;
- Having to manually lift firewood into and out of trailers and lorries;
- At times expected to work in areas heavily populated by rodents;
- May be expected to work on road verges, bordering frequently used highways;
- Occasional lifting and carrying of water (max 20litres) to enable spraying works.

This job profile is not an exhaustive list of duties and responsibilities. There may be other ad hoc duties that fall within the remit of the role that the job holder may need to complete. In addition, the job holder will be required to carry out any other reasonable duties as requested which are commensurate with the grading and level of responsibility for the role.



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Core Competency Framework

Competency	Level
Professional Development: N/A	i
Planning & Delivery of Work: Work is produced on time and to a good quality standard.	i
Analysis and use of Information: Capable of resolving day-to-day problems with own work or refer to manager when necessary. Attentive to detail and capable of interpreting basic written information	i
Decision Making: Ability to act on own initiative and apply sound logic to simple decision making and problem solving.	i
Working with Others: Ability to act on own initiative and apply sound logic to simple decision making and problem solving.	i
Communication: Ability to act on own initiative and apply sound logic to simple decision making and problem solving.	i
Influencing and Persuading: N/A	i
Dealing with Change: Flexible and adaptable to change	i
Continuous Improvement: Willing to learn and develop in job role	i
Managing Resources: N/A	i



PERSON SPECIFICATION

Criteria	Essential / Desirable	Application Form	Selection Process
Qualifications:			
Basic First Aid qualification	E	√	
Knowledge & Experience:			
At least 1 years' experience of manual work, preferably in areas of silvicultural or land based duties	E	√	√
Skills and Abilities:			
Basic Numeracy and Literacy skills	E		√
Good verbal communication skills and good understanding	E		√
Able to use own initiative at times	E		√
Ability to work within a team	E		√
Ability to use sharp and dangerous tools	E		√
Other:			
Physically fit	E		√
Able to lift firewood to facilitate trailer and lorry loading and firewood delivery	E		√
Self motivated and proactive	E		√
Ability to use objective judgement when carrying out forestry operations	E		√
Responsive to change	E		√
Must be diligent and attentive to detail	E		√
Willingness to work flexibly	E		√
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults	E		√
Contribute to a positive working environment ensuring commitment to equality and diversity	E		√



PERSON SPECIFICATION

Our Values

FAIRNESS

We act as role models and have fair and consistent standards. We champion equality, inclusion and respect.

INTEGRITY

We communicate openly and we are honest, accountable and ethical.

TEAMWORK

We work together and we support each other.

Professional or Career Progression Cadre Competency Framework

Add in here a Professional or Career Progression Cadre competency framework or reference an Appendix A and append details.