

INFORMATION FOR CANDIDATES

**National Park Delivery Director**

**Up to £67,673 per annum**

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**CLOSING DATE: 24th September 2018**

**INTERVIEW DATES: 22nd & 23rd October 2018**

r e a c h h i g h e r

**From: The Chairman**

**Brecon Beacons National Park Authority**

**Plas y Ffynnon,**

**Cambrian Way,**

**Brecon,**

**Powys,**

**LD3 7HP**

**Post of National Park Delivery Director**

Thank you for your interest in the above role. It is one of the most important and demanding roles in the National Park Authority and I hope that this job pack will answer any queries you may have. Should you wish to submit an application you will our website – [www.beacons-npa.gov.uk](http://www.beacons-npa.gov.uk) – a valuable source of information as it contains links to our key policies and strategies. You will also find the Welsh Government’s website a useful source of information.

The successful applicant will support the Chief Executive in providing leadership and focus for the Authority’s operations in meeting the challenges facing the National Park. The successful appointee will also help translate national and regional policy into successful actions and initiatives, working directly and in partnership with the Authority’s key partners and stakeholders, which help sustain and enhance the National Park and the special qualities for which it is recognised.

You should be able to demonstrate extensive senior management experience within a large, complex organisation providing services with a strong customer orientation and significant experience of current management issues, including the prioritisation and targeting of both physical, financial and human resources and continuous improvement of service provision. Strong knowledge of, and senior management experience in, land use planning or countryside management will be beneficial, as will experience of working in public sector/third sector environments.

The job is a demanding one but the rewards are numerous. The selection panel and I look forward to receiving your application and hopefully will explore this further, if you are selected for interview. If you have any questions in the first instance please contact my HR Officer, Elizabeth Lewis.

Yours sincerely,

Mr Ed Evans

Chairman

**COMPLETED APPLICATION FORMS SHOULD BE RETURNED TO:**

**(CONFIDENTIAL)**

MRS ELIZABETH LEWIS

HR OFFICER

BRECON BEACONS NATIONAL PARK AUTHORITY

PLAS Y FFYNNON

CAMBRIAN WAY

BRECON

# LD3 7HP

Please ensure that you clearly mark the envelope - Application for the post of National Park Delivery Director.

Your application should include:

1. A Personal Statement to the Chairman and members of the interview panel stating why and how you think you can deliver on this key post, taking into account the job description for the role.

2. A completed Application Form and Recruitment Monitoring Form.

Please note that when completing your application form you must be able to demonstrate how you meet the essential criteria set out in the person specification relevant to this post. You should also demonstrate how you meet the desirable criteria set out in the person specification, but do not be deterred from applying if you do not meet all of the desirable criteria.

Applications must be received by **11.00am** on the morning of **24th September 2018.**

Unfortunately late applications will not be considered.

If you require a reasonable adjustment under the Equality Act 2010 for the application process, please contact the HR Officer.

Please note that all application forms and supporting information will be securely retained for six months. Should you be unsuccessful in applying for this role, we may contact you should other suitable vacancies arise during this time. After six months all application forms and supporting information will be destroyed. Should you object to your information being retained, please could you let us know and we will destroy your application form after the outcome of the recruitment process.

Where candidates are invited to interview, it is the Policy of the Authority to contact referees at that stage. Please could you identify any problems this may cause on your application form under the relevant section.

**BRECON BEACONS NATIONAL PARK AUTHORITY**

Appointment of

National Park Delivery Director

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Further information is available from the Brecon Beacons National Park Authority website, at [www.beacons-npa.gov.uk](http://www.beacons-npa.gov.uk)

# **National Parks in Wales**

Wales’ three National Parks – Snowdonia, Pembrokeshire Coast and the Brecon Beacons – were designated in the 1950s for their beautiful and dramatic landscapes. Combined, they cover an area of 4122 sq km, representing 20% of the land area of Wales. Together with Areas of Outstanding Natural Beauty, our National Parks make up around a quarter of the country’s land mass.

All of our National Parks are protected by law and their statutory designation recognises their national importance and provides the highest degree of protection for their landscapes.

Each National Park has its own special qualities, landscape character and historical and cultural heritage. For those visiting or living in a National Park, they are a place to breathe – areas for access and enjoyment, quiet contemplation or a just a very special way of life - where people and nature have, and continue to, shape our surroundings. As such, they are also active, living landscapes providing employment to their local communities.

**Keeping our National Parks special**

To help ensure that our National Parks remain special, they have two purposes set out by the 1995 Environment Act. These purposes are to *safeguard natural beauty, wildlife and cultural heritage* and also to *promote opportunities for everyone’s enjoyment and appreciation of the special qualities of the Park.* In addition we have a duty to foster the social and economic well being of the communities within the National Park.

All relevant public authorities (including the National Assembly for Wales, and the Welsh Assembly Government) also have a role to play in looking after our National Parks through the 1995 Environment Act’s (Section 62(2)). This encourages organisations to consider the Park’s purposes when carrying out work in the Parks.

**The Role of the National Park Authorities**

The National Park Authorities manage their respective National Park. They are freestanding authorities in local government and act as the unitary planning authority for their area. As such they are special purpose local authorities and are associate members of the Welsh Local Government Association.

They also work with partners to provide services for all sections of the community, including producing planning policies and managing development; facilitating the provision of local housing and promoting and encouraging sustainable development. They also provide a wide range of recreational and learning opportunities to help meet everyone’s needs.

**National Park Authorities – working together**

National Parks Wales is the corporate body of the three National Park Authorities in Wales. It undertakes joint work, focusing upon key themes that support park purposes and help to deliver Welsh Assembly agendas, including:

**Sustainable tourism and recreation** ~ Managing the impact and expectation of over 20 million visitor days in the three Parks – with an estimated value of £720 million – and continually working to improve access for all and the health of the nation. The Brecon Beacons National Park is a holder of the prestigious European Sustainable Tourism Charter.

**Planning** ~ Working alongside Wales’ 25 local planning authorities and its 22 unitary authorities to prepare land use planning policy and manage development through the planning application process.

**Living landscapes** ~ Fostering the socio-economic welfare of our Park communities by working with partners to develop initiatives to ensure a sustainable future. In 2005 the Brecon Beacons National Park became the first National Park to be awarded European and in 2016 UNESCO Geopark status.

**Sustainable development** ~ The three National Park Authorities in Wales are key players in delivering sustainable development by administering the Welsh Assembly Government’s Sustainable Development Fund.

**Working with the Welsh Assembly Government**

As well as working to deliver continuous improvement in performance the medium term agenda of the Welsh National Parks Authorities is guided by the Welsh Assembly Government’s *Policy Statement for National Parks and National Park Authorities.*

The Authorities will deliver the strategic policy agenda of the Welsh Assembly Government through meeting targets set out in its annual *Priorities Letter*.

Although primarily supported by the Environment department, our work will touch upon a wide range of Welsh Assembly responsibilities, including agricultural support, tourism, health, education, community engagement and recreation.

Through continuous investment from, and partnership working with the Welsh Assembly Government, Wales’ protected landscapes will continue to benefit their local communities and, primarily via tourism, boost the Welsh economy.

The environment of the three National Parks of Wales supports nearly 12,000 jobs.

Studies have consistently shown that the protected landscapes of the National Parks play a key role in attracting visitors to Wales. The Parks in Wales receive 12 million visitors each year, spending an estimated £1billion on goods and services.

**The Brecon Beacons National Park Authority**

The National Park Authority consists of 24 members, 16 nominated by the seven Local Authorities in the area and the other eight nominated by the Cabinet Secretary for Environment and Rural Affairs of the Welsh Assembly Government. The Authority has a gross revenue budget in 2018/19 of some £5.6m funded by Welsh Government grant (£2.6m) a levy on constituent Local Authorities (£0.9m), use of reserves (£0.5m) and locally-generated income of £1.6m.  Planned capital projects total just over £1m largely funded by grants and capital receipts.

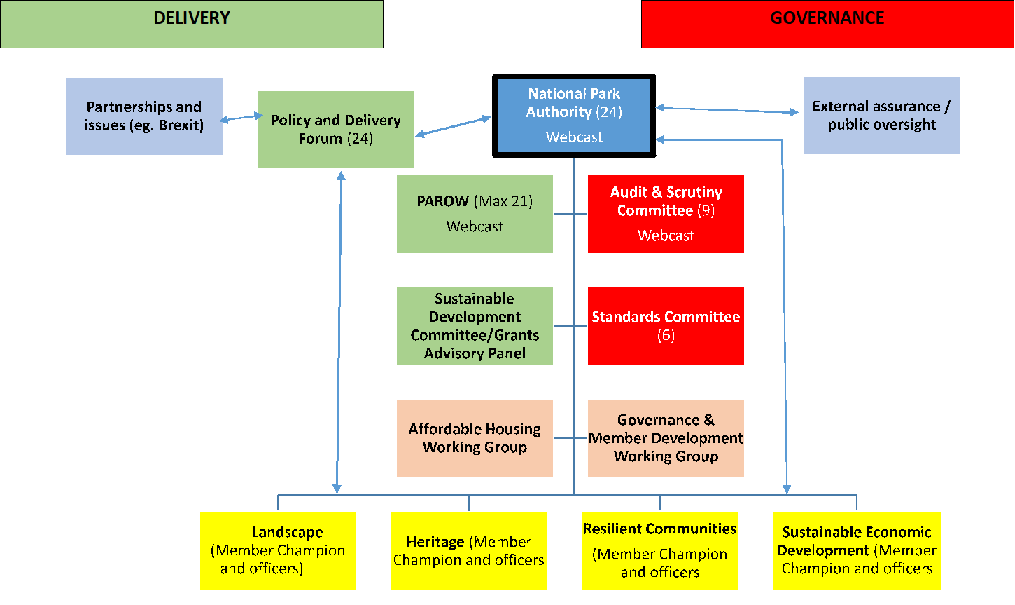
This split helps to ensure that the local and national interests are represented at National Park Authority level. There is a range of key committees responsible for managing the business of the Authority. In addition, working and advisory groups, both internal and external, have been established to help in the decision-making process. Some 103 full-time staff equivalents are currently employed in three Directorates – Countryside and Land Management, Planning and a Chief Executive’s Directorate which includes Finance, IT, Legal, Democratic Services and HR but this structure is presently under review following a wider review of the Corporate Governance framework which has just been completed and the appointment of a new CEO in February 2018. Staff and Members cover a wide range of activities and services and it is the key role of officers to provide advice and guidance to Members of the Authority to help them make decisions and set the vision and strategies for the Authority.

The Authority’s key strategic document is *the* ***National Park Management Plan*** which sets our vision and aims for the Authority in line with our two purposes and statutory duty. These are reviewed annually. In addition to this, we have an approved ***Local Development Plan*** which provides the planning policy framework for future development within the National Park. Both of these central policy documents are entering review processes at the time of writing. With delegated responsibility for Rights of Way maintenance and management we are implementing the Authority’s ***Rights of Way Improvement Plan*** (also being reviewed). With a statutory duty to conserve the biodiversity, the Park’s Local Biodiversity Action Plan (adopted in 2001) now receives increased support and work has commenced on its successor ***Nature Recovery Action Plan*** for the National Park. These all link together to provide a robust framework for the setting of our Corporate Goals and high level key work targets.

National Parks in England and Wales are Category V protected landscapes as defined by the World Conservation Union (IUCN). This recognises the involvement of people in shaping the landscapes. Like all National Parks in England and Wales, the agriculture is very influential in how the landscape is managed. A viable, profitable, broadminded and innovative farming sector, working in close collaboration with the Park’s communities, local businesses and public and voluntary bodies is fundamental to the landscape’s future management. Flexibility and adaptability will be important qualities to address the challenges of climate change, energy descent pathways and demographic and social changes ahead.

**BRECON BEACONS NATIONAL PARK AUTHORITY**

**COMMITTEE STRUCTURE**

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Member Champions:

* Equality and Diversity
* Welsh language
* Landscape and Biodiversity
* Heritage
* Resilient Communities
* Sustainable Economic Development

Brecon Beacons National Park Authority

National Park Delivery Director

**Job Description**

Post: National Park Delivery Director

Grade: 85% of the Chief Executives Salary

Accountable to: Chief Executive (Head of Paid Service)

Responsible for: Managing the National Park Authority’s day to day operations and major strategic partnerships

Direct line management of: Members of Management Team as agreed with CEO

Annual Budget up to £4 million dependent on service area responsibility

**The postholder will provide principal support to the Chief Executive on service and work programme delivery for those areas of responsibility assigned to the post.**

**Job Purpose:**

* To support the Chief Executive in the development of effective operational relationships, communications and actions, internally and externally, ensuring the Authority maintains communication and strong working links with local communities, businesses, partners and Government.
* Provide strategic leadership on the implementation of team and project work programmes to deliver the National Park Management Plan and Corporate Plan areas of responsibility assigned to the post, including developing and harnessing operational relationships.
* To support the Chief Executive in providing operational leadershipand effective management of the National Park Authority and its staff, in line with National Park purposes, Welsh Government objectives and outcomes.

**KEY RESPONSIBILITIES**

1. To be an ambassador for the Authority working with communities, partners and other stakeholders at an operational level
2. To build strategic delivery relationships with communities, partners and stakeholders at a local level across the National Park and at a pan Wales and UK level
3. To oversee the development and implementation of work programmes/service standards which meet the Authority’s corporate objectives and key partner objectives within areas of responsibility.
4. To lead by example in promoting the Authority’s values at all times.
5. Strategic responsibility for the production of the Authority’s National Park Management Plan and Annual Corporate Plan
6. Strategic responsibility for Corporate Performance and legislative compliance
7. Strategic responsibility for all aspects of performance for those areas of responsibility attached to the post including, for example:

* delivery of an annual programme of public engagement works
* development and management of the Sustainable Development Fund and other grant programmes
* working with partners to develop and implement the Authority’s key strategic policies and projects

1. To develop the Authority’s commercial and income generation activity to help underpin core functions.
2. To be responsible for budget management and planning for those areas of responsibility attached to the post.
3. To deputise for the Chief Executive as required

This list of responsibilities is not exhaustive, but indicates the general scope and nature of the National Park Delivery Director’s duties.

**Person Specification - National Park Delivery Director**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | **Essential** | **Desirable** |
| **Qualifications** | A degree, a recognised, relevant Professional qualification or equivalent  Equivalent experience. | ✓ |  |
|  | A post graduate management qualification. |  | ✓ |
| **Knowledge and Experience** |  |  |  |
|  | **Knowledge**  Significant and recent successful management experience at a senior level covering a diverse range of service areas relevant to National Parks  Evidence of a good knowledge and understanding of National Park Purposes, Welsh Government Policies and & Priorities.  Evidence of a good knowledge of the operational issues and pressures facing National Parks in delivering the purposes and statutory duty | ✓  ✓  ✓ |  |
|  | **Financial Awareness**  Ability to analyse financial information and effectively use the information to ensure efficient budget management and accountability. | ✓ |  |
| **Competencies/Key Behaviours** |  |  |  |
|  | **Deciding & Initiating Action.**  Makes prompt, clear decisions which may involve tough choices or considered risks; Takes responsibility for action, projects and people; Takes initiative, acts with confidence and work under own direction; Initiates and generates activity. | ✓ |  |
| **Leading & Supervising.**  Provides others with a clear direction; Sets expectations and appropriate standards of behaviour; Delegates work appropriately and fairly; Motivates and empowers others; Provides staff with development opportunities and coaching; Recruits staff of a high calibre.  Mentors colleagues and builds strong performing teams | ✓ |  |
|  | **Adhering to Principles & Values.**  Upholds ethics and values; Demonstrates integrity; Promotes and defends equal opportunities, builds diverse teams; Encourages organisational and individual responsibility towards the community and the environment. | ✓ |  |
|  | **Persuading & Influencing.**  Builds strong relationships with partners; Gains clear agreement and commitment from others by persuading, convincing and negotiating;  Promotes ideas on behalf of self or others; Makes effective use of relationships to build consensus. | ✓ |  |
|  | **Presenting & Communicating.**  Speaks clearly and fluently; Expresses opinions, information and key points of an argument clearly; makes presentations and undertakes public speaking with skill and confidence; Responds quickly to the needs of an audience and to their reactions and feedback; Projects creditability. | ✓ |  |
|  | **Formulating Strategies & Concepts.**  Translates organisational goals and strategies into work programmes and organises resources needed to accomplish tasks: Monitors performance against deadlines and milestones. | ✓ |  |
|  | **Adapting & Responding to Change.**  Adapts to changing circumstances; Accepts new ideas and change initiatives; Adapts interpersonal style to suit different people or situations;  Shows respect and sensitively towards cultural and religious differences. Deals with ambiguity, making positive use of the opportunities it presents. | ✓ |  |
|  | **Analysing**  Analyses numerical data, verbal data and all other sources of information. Breaks information into component parts, patterns and relationships.  Probes for further information or greater understanding of a problem. Makes rational judgements from the available information and analysis.  Produces workable solutions to range of problems. Demonstrates an understanding of how one issue may be part of a much larger system. | ✓ |  |
| **Job Related Skills** |  |  |  |
|  | **Ability to Drive**  Clean Driving Licence | ✓ |  |
|  | **Welsh Language**  Ability to Speak in Welsh or willingness to learn. |  | ✓ |
|  | **IT & Digital Communications**  Demonstrate good IT Skills and Digital Communication Skills. | ✓ |  |
|  | **Interpersonal Skills**  Demonstrate excellent interpersonal skills that enable positive relationships with Members of the National Park Authority, Management team colleagues and relevant Stakeholders/partners key stakeholders. | ✓ |  |

**NOTES FOR GUIDANCE FOR PERSONS TAKING UP AN APPOINTMENT WITH THE BRECON BEACONS NATIONAL PARK AUTHORITY AS**

**National Park Delivery Director**

**Salary**

The current salary range is from **£61,522 - £67,673** per annum and the expectation is that the successful appointee will start at the bottom of the scale and progress through increments annually assuming performance is satisfactory.

Salary is paid monthly (last day of month) into bank/building society account.

**Period of employment**

Permanent

**Probationary Period**

A probationary period of six months with an appraisal at three months and six months.

**Working hours**

A minimum 37 hours per week

**Annual leave entitlement**

30 days per annum, plus 8 public holidays.

**Pension**

The pension scheme in place is a standard Local Government one; the employee contributes 9.9 % of their gross salary and the employer currently contributes 22%.

**Location**

The position will be based in the National Park Headquarters in Brecon.

**Induction**

Induction will take place at the National Park Headquarters in Brecon with an ongoing programme across the Park.

**Appraisal**

Conducted on a quarterly basis with the Chief Executive of the National Park Authority.

**Brecon Beacons National Park Authority**

|  |  |
| --- | --- |
| **Privacy Statement:** | We process personal data relating to those we employ for employment purposes, to assist in the running of the authority and/or to enable individuals to be paid. The collection of this information will also be of benefit in:   * improving the management of workforce data * enabling development of a comprehensive picture of the workforce and how it is deployed * informing the development of recruitment and retention policies * allowing better financial modelling and planning * enabling monitoring of selected protected characteristics   The personal data includes identifiers such as name, date of birth, payroll (SAP) number, personal characteristics such as gender, disability and ethnic group, plus qualifications, performance and absence/occupational health information.  We will not share information about you with third parties without your consent unless the law allows or requires us to or we are required to share it to manage your employment contract with us. When we do share your data it will be via encrypted email software or password protected files. We are required to share some of your personal data with:   * HMRC * Outsourced HR and Payroll Services (currently with Cardiff City Council and Carmarthenshire County Council) * Powys County Council pensions who administer the Authority’s pension scheme * Local Government Audit and fraud detection teams   We store information relating to job applicants for 6 months and for employees for 7 years post-employment. Data is stored electronically on BBNPA servers. The employee records have access restrictions meaning only HR staff are able to view and process it. Physical records are stored in the HR office which is locked and within locked filing cabinets.  If you require more information about how we store and use your personal data or would like to request that your details be removed, please contact the HR Officer. |

**Data controller: Brecon Beacon National Park Authority, Plas Y FFynnon, Cambrian Way, Brecon, LD3 7HP**

**Contact : Elizabeth Lewis, HR Officer**

**Telephone : 01874 60426**

**Data protection officer: Paul Funnell**

As part of any recruitment process, the Authority collects and processes personal data relating to job applicants. The Authority is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

**What information does the Authority collect?**

The Authority collects a range of information about you. This includes:-

* your name, address and contact details, including email address and telephone number;
* details of your qualifications, skills, experience and employment history;
* information about your current level of remuneration;
* whether or not you have a disability for which the Authority needs to make reasonable adjustments during the recruitment process;
* information about your entitlement to work in the UK; and
* equal opportunities monitoring information, including information about your ethnic origin, sexual orientation, health, and religion or belief

The Authority collects this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment, including online tests.

The Authority will also collect personal data about you from third parties, such as references supplied by former employers and information from criminal records checks. The Authority will seek information from third parties only once a job offer to you has been made and will inform you that it is doing so.

Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email).

**Why does the Authority process personal data?**

The Authority needs to process data to take steps at your request prior to entering into a contract with you. It also needs to process your data to enter into a contract with you.

In some cases, the Authority needs to process data to ensure that it is complying with its legal obligations. For example, it is required to check a successful applicant's eligibility to work in the UK before employment starts.

The Authority has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows the Authority to manage the recruitment process, assess and confirm a candidate's suitability for employment and decide to whom to offer a job. The Authority may also need to process data from job applicants to respond to and defend against legal claims.

The Authority processes health information if it needs to make reasonable adjustments to the recruitment process for candidates who have a disability. This is to carry out its obligations and exercise specific rights in relation to employment.

Where the Authority processes other special categories of data, such as information about ethnic origin, sexual orientation, health or religion or belief, this is for equal opportunities monitoring purposes.

For some roles, the Authority is obliged to seek information about criminal convictions and offences. Where the Authority seeks this information, it does so because it is necessary for it to carry out its obligations and exercise specific rights in relation to employment.

The Authority will not use your data for any purpose other than the recruitment exercise for which you have applied.

**Who has access to data?**

Your information will be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team, interviewers involved in the recruitment process, managers in the business area with a vacancy and IT staff if access to the data is necessary for the performance of their roles.

The Authority will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment, or it is required to in law. If you are successful in your application subject to references Authority will then share your data with former employers to obtain references for you and, if the nature of the role requires it, the Disclosure and Barring Service to obtain necessary criminal records checks.

The Authority will not transfer your data outside the European Economic Area.

**How does the Authority protect data?**

The Authority takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties.

**For how long does the Authority keep data?**

If your application for employment is unsuccessful, the Authority will hold your data on file for **six months** after the end of the relevant recruitment process and employment opportunities. At the end of that period your data is deleted or destroyed.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which your data will be held will be provided to you in a new privacy notice.

**Your rights**

As a data subject, you have a number of rights. You can:

* access and obtain a copy of your data on request;
* require the Authority to change incorrect or incomplete data;
* require the Authority to delete or stop processing your data where the data is no longer necessary for the purposes for which it was originally obtained;
* object to the processing of your data where the Authority is relying on its legitimate interests as the legal ground for processing; and
* ask the Authority to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override the Authority's legitimate grounds for processing data.

If you would like to exercise any of these rights, please contact Elizabeth Lewis, HR Officer. Email: [elizabeth.lewis@beacon-npa.gov.uk](mailto:elizabeth.lewis@beacon-npa.gov.uk) . You can make a subject access request by contacting the Authority’s, Corporate Services Officer, Marcia Zurian. Email: marcia.zurian@bacons-npa.gov.uk

If you believe that the Authority has not complied with your data protection rights, you can complain to the Information Commissioner.

**What if you do not provide personal data?**

You are under no statutory or contractual obligation to provide data to the Authority during the recruitment process. However, if you do not provide the information, the Authority may not be able to process your application properly or at all.

You are under no obligation to provide information for equal opportunities monitoring purposes and there are no consequences for your application if you choose not to provide such information.