

# Forestry England non-executive director and ARAC member

Finance expertise

Closing date: 23:59 Monday 16<sup>th</sup> June 2025





*“The nation’s forests are an incredible asset and resource supporting our economy, people's health and wellbeing, nature recovery and responding to climate change. As the country’s largest land manager Forestry England is at the heart of our nation's plans to plant more trees, grow green spaces, capture carbon and rethinking land use for future generations. The forests provide more habitats for wildlife than any other public, private or charitable body and are the largest provider of outdoor recreation in England. All this is built on the foundation of Forestry England’s expertly managed sustainable productive forests, producing over 1.2 million tonnes of certified timber to market annually.*

*This is a rare opportunity for an exceptional candidate to bring your financial expertise to play an influential part in supporting and strategically shaping an organisation that plays a key role in improving nature, the environment of this country, the wellbeing of the people, as well as the climate of the planet.”*

Sir William Worsley, Chair Forestry England Board and Forestry Commission



Please see our introductory video at [We are Forestry England](#) and our strategy [Growing the Future 2021-26](#)



## For wildlife

Nature is in crisis. Currently ranked 189 of 218 countries assessed on a Biodiversity Intactness Index, the UK has lost more biodiversity than most other countries. The recent UK State of Nature report showed that 13% of species are at immediate risk of extinction.

## For people

Essential for energising, restoring and supporting mental and physical wellbeing; time outdoors is a necessity for all. We are always learning more about the positive effects of being in nature for everyone.

## For the climate

We are facing a climate emergency. The nation's forests are critical for reducing the causes and mitigating the impacts of climate change. We see those impacts today at landscape scale in the resilience of forests, trees and land management.

# Why join Forestry England?

“ Thank you for your interest in this role. This is a great opportunity to contribute to the strategic future of the nation's forests and Forestry England. ”

Forestry England is the largest land manager in the country - a scale unmatched in its potential to benefit people, wildlife, and the climate. We are shaping landscapes for the nation as guardians of the nation's forests and inspiring people to connect with our forests.

The business delivers an annual traded turnover of c.£105 million as well as delivering c.£50m ring-fenced government-funded programmes. We are ambitious to strengthen our financial position and increase our environmental and social impact, and we have an energetic, passionate and talented executive team at the helm.

There is a real appetite for growth and innovation as we seek to realise more of our potential through progressive plans.

We have an extraordinary staff group of just over 1,200 many of whom have been with the business for much of their careers, along with 4,800 dedicated volunteers.

There is a wealth of expertise and experience, coupled with a love for forests and sustainable land management that makes us a world leader in forestry. Our staff engagement levels are high, and staff turnover is well below that of the wider Civil Service.

Our Forestry England brand gives us a distinct identity in the Forestry Commission family, building trust, attracting support, unlocking funding and partnerships, and helps us reach more people. All critical to grow our impact.

The Forestry England Board is a high-performing leadership group with a strong, productive relationship with the executive leadership. It shares and drives the ambitions for growing the organisation to deliver more benefit for all from the nation's forests and to build a sustainable organisation fit for future generations.

Do you have an outstanding record of financial management, strategic leadership and accountancy skills? Will your expertise support our ambitions for growth and innovation in our commercial businesses and exploring new opportunities in green finance? Can you ensure we meet our public finance responsibilities? If the answers are “yes”, then we would like to hear from you.

We have an impressive foundation of performance and staff engagement here caring for fantastic forests and a rich history. Do you want to help us build on that as we aspire to do much more growing resilience forests fit for the next 100 years?

**Mike Seddon**  
Chief Executive, Forestry England





# Where adventures are made



**More than 285 million visits**

We are the largest single provider of countryside leisure visits in England

## Woodland creation and design

Forestry England is expanding the nation's forests

- We select woodland creation sites and design them using our natural capital approach.
- We have a successful track record. We created thousands of hectares of new community forests and woodland in the 2000s.
- So far, we have developed 278 hectares of new woodland across the nation, with more scoped out and ready to plant.

## Passionate about sustainable forest management



Last year our nurseries produced over **7.5million new trees** to plant, comprising of **45 different species**.

In the same year, we planted over **6.8 million trees** and harvested over **4 million** for use in everything from home building to furniture making.

## Wilding

World-leading examples of wilding in the nation's forests



We have over 8,000 hectares of land designated to wilding in England, spanning from Wild Kielder in the North, to Wild Neroche in the South. These areas are designated to natural regeneration and have some of the most biodiversity-rich areas in the country.


## Making a difference



From aiding conservation projects to greeting visitors, we have volunteers donating their time and skills to support our forests.

Last year they clocked up more than **201,000 hours of help**. That's over 108 years of volunteering time!

## Discover more Experience more Enjoy more



We sell membership for different sites and have over **39 membership schemes** and over **110,000 members**

It gives benefits such as free parking and offers on activities





Forestry England

Forestry England is part of the Forestry Commission. We manage England's beautiful, diverse and productive, publicly-owned woods and forests. At over 252,000 hectares, we are the largest single land manager in England.

Our mission is to 'grow forests for all, for life'. Our forests already welcome over 285 million visits every year and the opportunity is far greater: to make the nation's forests a household name, embedded in family life, creating childhood memories, and a lifelong connection with nature.

It is important to us that we strive to encourage all parts of society to enjoy and benefit from what is on offer.

We offer memorable experiences from live music and iconic arts projects, to mountain biking, dog walking and Gruffalo spotting.

We are the largest provider of home-grown, sustainably produced timber in England. We sell around 1.2 million tonnes per year, around one-third of the English-grown annual supply.

We generate income from commercial partnerships letting land and buildings for residential or commercial use.

Over half of our landscapes are covered by statutory designations, including Sites of Special Scientific Interest (SSSIs), Areas of Outstanding Natural Beauty (AONBs) and National Parks making them some of the most valuable habitats for nature. From capturing carbon and easing flooding, to a positive impact on our mental health, the benefits our forests and diverse landscapes bring to society are valued at £63 billion.

More information about Forestry England can be found at [www.forestryengland.uk](http://www.forestryengland.uk)

## About Forestry England

### Our forests are for...

Timber, shops, bike hire, film locations, sculpture trails, husky training, cafes, horse riding, plant centres, illuminated trails, den building, theatre in the forest, Christmas trees, UFO trail, conservation, astronomy, art galleries, weddings, walking, scheduled ancient monuments, playing, orienteering, team building, paintballing, conferences, charity events, rock climbing, canine capers, craft workshops, laser quest, running, 4x4, wild forest food, boot camp, Christmas fairs, folklore and magic, picnics, Segway safari, Forest Holidays and much more...

### Closer than you think...

We look after more than 1,500 forests and woods

99% of people live within an hours drive of one of our forests

# We're Forestry England. We live and breathe forests

## Who we are

We're foresters, professionals and experts.

We're a passionate team who love to share our enthusiasm and want to make a positive difference for everyone and the environment.



## Our people and values

Our values are an essential part of who we are and are embedded in all we do.

### Think beyond a lifetime

We make plans today for a better tomorrow, so our business and our forests are sustainable and fit for the future.

### Be adventurous

We approach challenges with creativity and adventure, embracing research and innovation to stay relevant.

### Do it together

We get our best results when we work with others, and we encourage diverse perspectives, so we make better decisions.

### Look out and look after

We care about our colleagues, volunteers, partners and customers, and we take a stand against unsafe behaviour.



# In short

It's a single sentence that sums up who we are and what we do.

**We use our scale and expertise to grow and care for the nation's forests for this generation and the next.**





**The Forestry Commission (FC)** is a non-ministerial department (NMD) that has a vital role to play in helping the government achieve its objectives. It is headed by a board of Commissioners, with a Chair and up to 10 other Commissioners, made up of non-executive and executive appointments.

The FC was established over a century ago as a body serving Great Britain (GB), but the departure of Wales from the Commission in 2013 and Scotland in 2019, means that the FC's work will be primarily in England.



**Forestry England** uses its scale and expertise to grow and care for the nation's forests for this generation and the next. It is busy adapting these landscapes for tomorrow and getting stuff done today, like creating amazing places and experiences for people to enjoy. Its actions are providing vital homes for wildlife, making our air cleaner to breathe and producing sustainable timber. Forestry England manages more land and trees than any other organisation in England and its work is made possible by the support of many, from individuals through to government. In short, Forestry England is growing forests, for all, for life.

**Forest Services** are the part of the FC that provides expertise and support in order to expand, protect, improve and connect England's woodlands. Forest Services regulate and incentivise landowners to encourage new tree planting and to help keep private forests, trees and woodlands under sustainable management. The plant health team inspects imports and exports on wood, as well as our forests, and manage outbreaks to minimise the impacts of pests and diseases.

**Forest Research** provide the evidence base for UK forestry policy, practice and innovation. They are internationally renowned for the delivery of applied forest science, by providing research, evidence, data and services in support of sustainable forestry. Forest Research's work informs the development and delivery of UK Government and devolved administration policies for sustainable management and protection of trees, woods, forests and natural resources sectors.



## Role and responsibilities

The Forestry Commissioners delegated their responsibilities and duties for managing the nation's forests to the Forestry England Board. The Board sets the strategy for Forestry England, provides leadership by setting the standards for how Forestry England does its work and the culture it promotes. It also supports the Forestry England executive with constructive challenge and guidance, so we maintain the highest levels of corporate governance. Meet our current Board members [How we are run](#)

The main duties of the [Forestry England Board](#) are to:

- discharge functions delegated to them by the Board of Forestry Commissioners, to achieve a reasonable balance between social, environmental and economic outcomes.
- set the strategic direction for the activities of Forestry England, including their part in the delivery of the objectives of the Forestry Commission, Defra and the Government's forest policies.
- ensure excellence in sustainable forest and land management, including ensuring that UKWAS Certification is maintained.
- ensure sound financial management of Forestry England; ensure commercial objectives are met, approve the allocation of finance in line with its functions and priorities.
- monitor and steer the performance of Forestry England, ensuring clear, consistent, comparable performance information is used to drive improvements.
- determine Forestry England's risk profile, ensure controls and mitigations are implemented, ensure a safe, healthy and inclusive working and recreational environment, ensure value for money and compliance with statutory or administrative requirements of a Public Corporation and Executive Agency.
- ensure Forestry England has the expertise to deliver current and future needs through management and succession planning.
- communicate the work of Forestry England to staff, volunteers, the public, partners and the media.

## Meetings

The Forestry England Board meets 5 times a year; with 2 meetings combined with overnights including a visit to a site, 1 at the national office in Bristol and 2 held virtually. Additional meetings may be required, as necessary.



The full Terms of Reference for the board are published here: [Forestry England Board Terms of Reference](#)

The Forestry Commission maintains one ARAC which supports Forestry England and the other parts of the Forestry Commission.

The ARAC advises the Board of Commissioners, the Forestry England, Forest Services and Forest Research boards, and the associated Accounting Officers. The ARAC's main duties are to review and provide assurance to the Forestry Commission on:

- the strategic process and governance of risk management,
- the annual report and accounts for each area,
- agreeing and reviewing the planned activities of external audit,
- governance and review of security, fraud and whistleblowing and any associated incidents.

The terms of reference and further information for the ARAC can be found here: [Forestry Commission Audit and Risk Assurance Committee \(The ARAC\) - GOV.UK](#)

This role will bring financial expertise and accountancy practice to the ARAC and will be the Forestry England representative sitting on it.







We need someone who can :

- be a non-executive member of the Forestry England board, with a specific remit to support the board and accounting officer (chief executive) in decision-making and in discharging their accountability obligations, particularly regarding the integrity of all elements of financial control and commercial decision making.
- be a non-executive member of the Forestry Commission audit and risk assurance committee (ARAC). The ARAC has responsibility for the two executive agencies, Forestry England and Forest Research, with a specific remit to enable the committee to competently scrutinise financial statements and understand good financial, commercial and risk management disciplines.
- provide strategic advice and constructively contribute to developing the nation's forests and Forestry England's strategy and business. Key to this role is understanding and helping to navigate the issues in establishing a long-term, financially sustainable organisation with both commercial income and public sector funding.



We look after the  
nation's forests

## Essential criteria

The successful candidate will have:

- knowledge and experience, preferably obtained in the private or charitable sector, of financial, business and commercial matters.
- demonstrable experience of financial and risk management in an operational environment as a professionally qualified accountant.
- senior financial experience, including financial and performance management, audit and risk management, with professional understanding of corporate finance and multi-faceted financial structures.
- board -level experience in a large complex organisation, acting to strategically assess the implications, including financial and commercial, of decisions to be made.
- an appreciation of the difference between commercial and government financial requirements.
- sound judgement and a high level of integrity.
- exceptional communication skills, high level of personal impact and the ability to provide constructive and independent challenge and support.
- an enthusiasm for, and genuine interest in, Forestry England's work and support for its purpose, values and strategic direction.

## Desirable experience and expertise:

- A sound understanding of government accounting standards and public sector financial regulations.
- Experience of being a member of an audit risk and assurance committee (ARAC).
- Experience of an organisation that seeks to balance multiple outcomes. For Forestry England this is delivering for the economy, for nature and for people.
- Knowledge of new and emerging funding streams, including green finance.
- Experience of engaging with government departments, regulators or public sector bodies.
- Familiarity with public/private partnerships, land management and diversifying income .



The successful candidate must abide by the [Nolan principles of public life](#) and the [12 Principles of Governance for all Public Body NEDs](#) and the Code of Conduct for Board members



**Time commitment** is expected to be up to 20 days per year, which will include preparation for and participation in Board meetings.

**Daily rate** will be £409. Reasonable travel expenses are also paid. The roles are non-pensionable.

**Start Date** It is anticipated that the successful candidate will **take up their appointment in October 2025**.

**Term of office** The appointment will be initially for three years. A further appointment of up to 3 years may be made subject to satisfactory performance assessment and will be at the discretion of the Chair.

**Location** Meetings will be held at locations around the country including our national office in Bristol.

**Performance - an annual appraisal** will be carried out by the Chair of the Board.

**Conflicts of interest** if you have any conflicts of interest that might be relevant to the work of Forestry England and the Forestry Commission, and which could lead to a real or perceived conflict of interest if you were appointed, please provide details in your application and subsequently you must inform the Chair of the Board of changes to these interests. You should disclose information on any relevant business interest, public appointment or position of authority, including other connection with commercial, public or voluntary bodies.

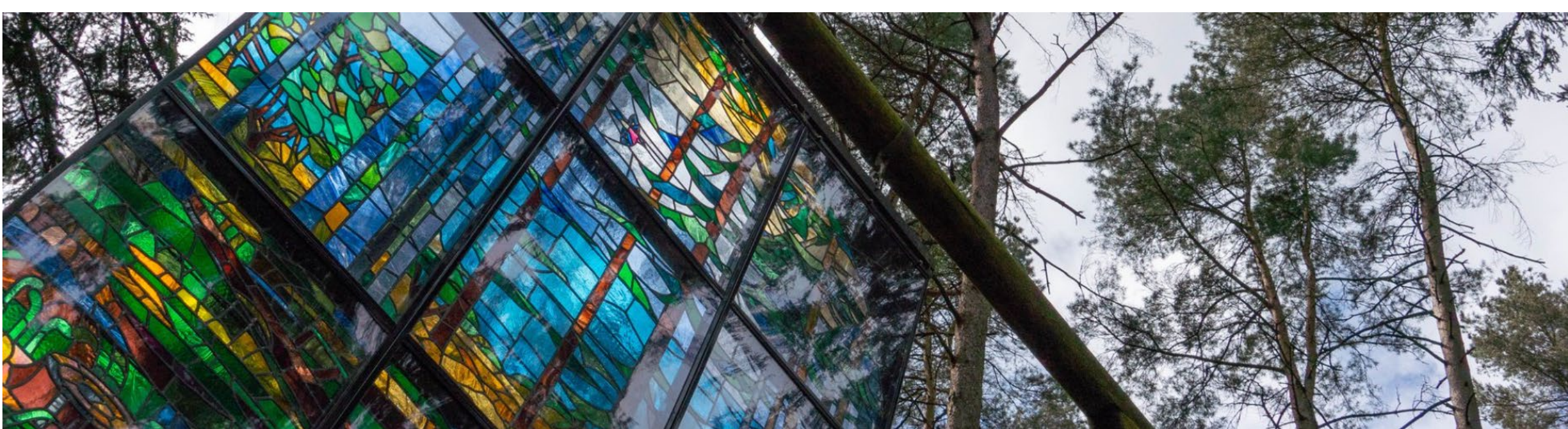




## Application

To apply for this post, you will need to submit a CV and Supporting statement. Please ensure this covers why you are interested in the role, as well as how you meet the essential criteria on page 12 of this pack.

Please submit the documents by the closing date on our applicant tracking portal [here](#). If you need any adjustments for the process, please contact Andrew Timlin on [andrew.timlin@hays.com](mailto:andrew.timlin@hays.com)







## Shortlist

- A panel, including the Chief Executive, Chief Financial Officer, and Forestry England Board member will assess your application to select those demonstrating the best fit with the role by considering the evidence you have provided against the criteria set out in the 'Person Specification' section. Once a decision is made all shortlisted candidates will be advised of the outcome.

## Interview

- An interview panel including the Chair and Forestry Commissioners /Forestry England Board members will interview those shortlisted. The interviews will take place face-to-face in our office in Bristol.

## Offer

- Regardless of the outcome, we will notify all candidates as soon as possible and will provide feedback to all candidates who reached interview.





Please note that these dates and location are only indicative at this stage and could be subject to change. If you are unable to meet these timeframes, please let us know in your application letter.

The anticipated timetable is as follows:

Closing Date for Applications	23:59 on Monday 16 <sup>th</sup> June
Short List Meeting	27 <sup>th</sup> June
Interviews	9 <sup>th</sup> July

Interviews will take place in our national office, Bristol. Candidates are asked to note the above timetable, exercising flexibility through the recruitment and selection process.



From seed to tree





Forestry England

# Our differences enrich us, our diversity makes us stronger.

The nation's forests are for everyone. We welcome applicants from all backgrounds so that our leadership and governance reflects the communities we serve. We are committed to increasing diversity and inclusion in Forestry England as well as in our visitors to the nation's forests. We use our voice and platform to help make our sector more inclusive. This means reflecting critically on all we do, identifying and taking action to reduce inequality and barriers to access.

Photo credit: Sarah Gibson Photography



We are Forestry  
England

**Contact us** If you have any queries regarding your application, please contact: [Andrew.timlin@hays.com](mailto:Andrew.timlin@hays.com)



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