

**UOS reference number**

ST0923

**Trailblazer reference number**

TB0223

**Title of occupation**

Professional Forester

**Trailblazer name**

Horticulture & tree work

**Core and options**

No

**Resubmission**

No

**Level of occupation**

Level 6

**Route**

Agriculture, environmental and animal care

**Typical duration of apprenticeship**

36 months

**Target date for approval**

05 May 2021

**Occupational profile**

**Summary**

This occupation is found in governmental, non-governmental, private, public, charitable and local authority organisations in England, Scotland, Wales and Northern Ireland that have an interest in forestry and woodland creation and management. Landowning organisations, e.g. Local Authorities or private estates, may employ their own Professional Foresters, whereas private landowners, e.g. farmers, may bring one in as a consultant.

The broad purpose of the occupation is to provide expert technical advice on the planning, creation, management, harvesting and utilisation of woodlands and forests (known as silviculture). Professional Foresters form the link between landowners, contractors and timber-buyers, providing technical expertise to inform and manage delivery of sustainable multi-purpose forest management outcomes in relation to the UK Government's Forestry Act. Expertise in forest and woodland carbon accounting and land use change are becoming increasingly important for Professional Foresters who will be responsible for writing

Woodland Management Plans (WMPs), Forest Design Plans (FDPs) and Woodland Creation Design Plans (WCDPs), using expert knowledge of legislation, regulation and silvicultural good practice, and will be responsible for overseeing the implementation of those plans.

Professional Foresters will be integral to the achievement of Government targets for delivery of public goods under the 25-Year Plan for the Environment, and Net Zero 2050 targets for carbon reduction. In their daily work, an employee in this occupation interacts with landowners and agents, statutory bodies, local authorities, local & national interest groups, ecologists, engineers and other professional experts, timber buyers, contractors, suppliers, colleagues, volunteers and the public. In many cases Professional Foresters will be required to understand how forestry fits into the wider land-management planning of a given client or organisation and will liaise with other stakeholders to manage conflicting pressures and achieve complementary outcomes. The uniquely long-term nature of forest planning cycles means that many Professional Foresters will have long-term professional relationships with their clients, sometimes spanning decades. In some cases, especially hardwood silviculture, management decisions made by a Professional Forester now may not even come to fruition in their or their clients' lifetime.

An employee in this occupation will be responsible for:

- Autonomous decision making relating to land use change pertaining to woodland operations
- Appropriate decision making within organisational structures (e.g. Woodland Officer reporting to Field Manager)
- Budget management, including applying for and/or administering grant funding
- Awarding and managing contracts to contractors
- Procurement and sales
- Gathering, analysing, interpreting, implementing and communicating information
- Regulatory compliance.

**Typical job titles**

['forester', 'forestry consultant', 'forest and woodland advisor', 'woodland officer', 'beat forester', 'planning forester', 'head forester', 'forest officer', 'forest manager', 'district forester']

Duty	Knowledge	Skills	Behaviours
D1: Provide technical expertise in relation to all aspects of sustainable forest management from woodland creation to timber harvesting.	K1, K2, K6	S6, S9, S17, S19	B1, B2, B3, B4, B5
D2: Research survey and collect data on established woodlands and forests, and measure, map and record established forest management units (fmus) using, for example, on-the-ground mapping, geospatial and uav technology.	K1, K2, K3, K6	S1, S2, S3, S15	—
D3: Survey, collate and interpret silvicultural data on established woodlands and forests for safety, resilience, pests & diseases, tree health, and woodland condition.	K1, K2, K3, K6, K7, K9, K13	S1, S2, S3, S4, S11, S15	—
D4: Survey, evaluate and inventory woodland potential for timber production and communicate results to clients, colleagues and others to inform, for example, commercial timber sales contracts and production forecasts.	K1, K2, K3, K6, K7, K9, K12, K13, K14, K18	S1, S2, S3, S4, S8, S11, S15	—
D5: Collect, analyse and evaluate landscape and environmental information to write woodland creation design plans for new woodland planting and afforestation schemes.	K1, K2, K3, K6, K7, K11, K14	S1, S2, S3, S4, S6, S15	—
D6: Advise clients / landowners / others on the commercial potential for woodland carbon, for example the woodland carbon guarantee.	K1, K6, K7, K9, K10, K11, K12, K13, K14, K18	S8, S9, S18	B1, B2, B3, B4, B5
D7: Analyse and evaluate silvicultural and other information, for example archaeological or ecological to develop ukfs-compliant forest / woodland management plans for established woodlands and forests.	K1, K2, K5, K6, K7, K8, K9, K10, K14, K23	S6, S8, S9, S12	—
D8: Interpret and implement forest / woodland management plans for the management of established woodlands and forests for timber production.	K1, K4, K5, K6, K7, K8, K10, K16, K17, K19, K20, K21, K22, K23	S1, S3, S4, S5	—
D9: Provide expert technical advice to others on the development, interpretation and implementation of forest / woodland design creation and management plans.	K1, K5, K6, K7, K8, K10, K11, K12, K13, K14, K16, K17, K18, K19, K20, K21, K22, K23	S9, S10	B1, B2, B3, B4, B5
D10: Interpret and implement forest / woodland establishment, maintenance and harvesting operations in accordance with forest / woodland design creation and management plans, and production forecasts.	K1, K4, K5, K6, K7, K8, K10, K16, K17, K18, K19, K20, K21, K22, K23	S7, S10, S13, S14, S17, S18	B1
D11: Plan, manage and be responsible for onsite operations, including health, safety & welfare, legal and regulatory compliance, silvicultural & environmental good practice, compliance with the ukfs, access and haulage.	K1, K4, K5, K6, K8, K11, K15, K16, K17, K18, K19, K20, K21, K22, K23	S7, S10, S13, S14, S17	B1, B2
D12: Develop, maintain and manage relationships with clients, timber buyers, colleagues, contractors and volunteers.	K1, K4, K6, K12, K15, K19, K20, K21, K22, K23	S9, S10, S16, S18, S19	B1, B2, B3, B4, B5

### Knowledge

- K1: Terminology used in forestry and silviculture.
- K2: Survey and assessment techniques for information gathering e.g. techniques for constraints and opportunity mapping, use of LIDAR, remote sensing, satellite imagery.
- K3: Legislation, industry guidelines and best practice in Health and Safety for Forestry including Health and Safety at Work Act (1974), FISA guidance e.g. Managing Health and Safety in Forestry.
- K4: Forestry legislation and governance including principles of the Forestry Act (1967) and relevant amendments, UK Forestry Standard and UK Woodland Assurance standard.
- K5: Sources and use of Woodland Management Plan templates and tools.
- K6: The factors affecting tree growth and woodland condition including species selection.
- K7: Interpretation of silvicultural data to include analysis and predictive models for example, natural capital assessment, climate change impacts.
- K8: Silvicultural techniques for woodland management, for example selective thinning, clearfell.
- K9: Manual, digital and remote silvicultural mensuration and survey techniques, for example Blue Book, digital reloscope, satellite imagery.
- K10: The forest industry business and market requirements and sector intelligence including timber and land markets & values, grant and incentive regimes, investment forestry, production forecasts.
- K11: Woodland creation and forest design principles, including regulatory requirements, effects of land use change, forest resilience, species selection, ecology and use of appropriate decision support tools.
- K12: Strategies and techniques for stakeholder engagement for example consultations, public relations, use of media.
- K13: Silvicultural systems in relation to carbon modelling and accounting, sequestration and climate change mitigation.
- K14: Carbon markets, the Woodland Guarantee, the Woodland Carbon Code and incentives such as the Woodland Carbon Planning Grant.
- K15: Techniques for management of own performance.
- K16: Principles of relationship management e.g. volunteers, contractors or staff.
- K17: Legislation and regulation relating to wider land use for example Public Rights of Way, Countryside Rights of Way, Town and Country Planning Act, use of UAV's, Countryside and Wildlife Act, European Protected Species, Statutory Plant Health Notices.
- K18: Financial management including grant applications, budgeting, contract management, timber tenders and sales.
- K19: Planning, resourcing and procurement of forest works, including seasonal and operational implications for working and impact on the environment, in line with UKFS requirements and guidance.
- K20: Responsibilities in relation to risk to people including dynamic site / operation risk

assessment, lone working, safety software (for example what3words), promoting safety culture, public safety.

K21: Factors affecting the planning, management and mitigation of risk on a forest works site (Forest Works Supervisor role), for example biosecurity, pollution control, environmental factors.

K22: Operational management of establishment, maintenance, harvesting and restock sites, including roles and responsibilities of landowner, works supervisor, contractors and sub-contractors (in line with FISA guidance and industry best practice).

K23: Safe and effective methods for timber handling, storage, haulage and roading.

### Skills

- S1: Navigate to work sites using tools (e.g. maps, compasses, location apps, GPS)
- S2: Create maps to represent forestry / woodland sites using both paper and digital formats.
- S3: Identify, classify and prioritise different sources of silvicultural information and data
- S4: Use digital technology to conduct desk-based surveys.
- S5: Apply accurate mensuration and survey techniques.
- S6: Create Woodland Management / Creation Design Plan
- S7: Produce and manage silvicultural operational assessments / schemes of work / operational and harvesting plans.
- S8: Develop complex silviculture modelling scenarios including carbon balance, land use, landowner objectives, timber and/or other income.
- S9: Communicate with others using different methods, for example digital, written, verbal, presentational (maps & sketches).
- S10: Establish and manage internal and external relationships, for example contractors, media, stakeholders.
- S11: Select and apply appropriate online silvicultural tool or application for task, for example MyForest, Felling Licence Online, Ecological Site Classification Tool, ForestGales
- S12: Select and apply appropriate silvicultural systems to achieve management objectives.
- S13: Manage risks to the environment including pollution, biosecurity, habitat degradation.
- S14: Identify and manage risks to self, employees, public and others using dynamic site and operational risk assessment according to FISA Guidance.
- S15: Collate, analyse and interpret silvicultural data and make recommendations.
- S16: Develop and maintain effective information networks.
- S17: Create and manage financial models and budgets.
- S18: Prepare and manage financial and contractual documents (e.g. tenders, sales contracts, grant agreements).
- S19: Manage, maintain and record own performance, professional development and currency of silvicultural knowledge.

### Behaviours

## Knowledge, skills and behaviours (continued)

B1: Act with integrity, for example being open and transparent in dealing with clients and respecting their confidentiality. Take full responsibility for your actions.

B2: Communicates effectively and respectfully towards clients and colleagues and takes into account cultural sensitivities and business practices

B3: Act professionally, providing a high standard of service based on sound business evidence.

B4: Adopt and promote a safety culture within the organisation and acts with regard to health, safety and wellbeing for self and others.

B5: Embed sustainable working practices.

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D3: Survey, collate and interpret silvicultural data on established woodlands and forests for safety, resilience, pests & diseases, tree health, and woodland condition.	14
D4: Survey, evaluate and inventory woodland potential for timber production and communicate results to clients, colleagues and others to inform, for example, commercial timber sales contracts and production forecasts.	14
D5: Collect, analyse and evaluate landscape and environmental information to write woodland creation design plans for new woodland planting and afforestation schemes.	14
D6: Advise clients / landowners / others on the commercial potential for woodland carbon, for example the woodland carbon guarantee.	8
D7: Analyse and evaluate silvicultural and other information, for example archaeological or ecological to develop ukfs-compliant forest / woodland management plans for established woodlands and forests.	12
D8: Interpret and implement forest / woodland management plans for the management of established woodlands and forests for timber production.	12
D9: Provide expert technical advice to others on the development, interpretation and implementation of forest / woodland design creation and management plans.	8
D10: Interpret and implement forest / woodland establishment, maintenance and harvesting operations in accordance with forest / woodland design creation and management plans, and production forecasts.	14
D11: Plan, manage and be responsible for onsite operations, including health, safety & welfare, legal and regulatory compliance, silvicultural & environmental good practice, compliance with the ukfs, access and haulage.	12
D12: Develop, maintain and manage relationships with clients, timber buyers, colleagues, contractors and volunteers.	8

Qualification	Basis for mandate
<b>BSc Forest Management Hons</b> Level: 6 (integrated degree) Type: Type 1 Qualification that accredits occupational competence Ofqual regulated: No Awarding bodies <ul style="list-style-type: none"><li>University of Cumbria</li></ul>	<b>Professional Body Requirement</b>

### Entry requirements

No entry requirements specified

### Professional recognition

Professional body	Level	Full or partial recognition	What further requirements are needed for full recognition
Institute for Chartered Foresters	Professional (MICfor)	Full	—

### Progression routes

No progression routes specified

### Progression routes comments

This is a level 6 role in forestry and for many this will be the most senior position in their career. Some will, however, develop specialisms through short course, personal research and experience into areas such as ecology, riparian woodlands, carbon or commercial forestry. Some will move into research or policy roles and in a very small number of cases they may move into more senior leadership roles in large organisations and may do further management study e.g. the level 7 senior leader apprenticeship.

## Trailblazer membership details

### Chair

Steve Fowkes (Forestry Commission)

### Facilitator

ros burnley (Adrow)

### Employer members

Name	Employer
Ajay Joshi	London Borough of Lambeth
Alison Bucknall	Woodland Trust
Andrea Fowler	Royal Horticultural Society
Andy Lederer	Oxfordshire County Council
Andy Tipping	London Borough of Barnet
Ben Southall	Treetech Arboricultural Services Ltd
Bill Malin	The Tree Company
Charles Cartwright	CRC Ecology
Dan Hotchkiss	Forestry England
David Johnson	Barcham - The Tree Specialists
Elaine Callaghan	
Elinor Davies	English Heritage
Ian Sheppard	London Borough of Waltham Forest
James Chambers	Tim Moya Associates
James Doble	Sedgemoor Tree Services
James Hedges	Royal Borough of Greenwich
Jim Quaife	Quaife Woodlands
John Beavan	Nurture Landscapes
John McKenna	Scottish and Southern Electricity Networks
Justin Mumford	Lockhart Garratt
Kate Nicoll	National Trust
Mark Townsend	Savills
Martin Glynn	Martin Glynn FICFOR
Martin Hales	Wildways
Martin Osman	Camps Environmental Services Ltd

Name	Employer
Martin Staniforth	Royal Botanic Gardens, Kew
Michael Crutchley	M&S; Woodland Services
Michelle Grisman	Jenks Oxford Ltd
Mick Brown	Chatsworth House Trust
Neil Huck	Ground Control
Nick Organ	Tree Maintenance Ltd
Paul Campbell	Brighton and Hove City Council
Paul Knight	Cormac Solutions Ltd
Philip Louis	London Borough of Bexley
Richard Trippett	Bartlett Tree Experts
Richard Wilson	Wilson Tree Surveys
Russell Horsey	Goetre Villa
Sharon Durdant-Hollamby	Sharon Hosegood Associates
Simon Rotheram	Beachwood Trees and Landscape Ltd
Simon Wallis	Euroforest
Steve Fowkes	Forest Services
Toby Allen	Say it with wood
Tony Kirkham	Royal Botanic Gardens, Kew

### Other members

Name	Organisation
Alexandria Jenkins	Horticulture Trades Association
Caroline Ayre	Confor
Darren Lake	Skills & Education Group
Louise Simpson	ICF
Lu Mason	Herefordshire & Ludlow College
Phil Tremayne	The Association of Professional Landscapers
Sarah Hopkinson	Reaseheath College
Simon Lloyd	Royal Forestry Society
Simon Richmond	Arboricultural Association
Stephen Ensell	BALI