



ADUR & WORTHING
COUNCILS



Sussex Bay

Head of Blue Natural Capital Job Description & Person Specification

Authority	ADC / WBC - Sussex Bay Programme
Directorate	Sustainability & Resources
Post Title	Head of Blue Natural Capital
Post Number	
Accountable to	Director for Sustainability & Resources
Leadership responsibility for	Sussex Bay project managers Specialist consultants
Key leadership relationships	Internal: Members of the Council, Chief Officers and all other appropriate Council officers and managers External: Shoreham Port, Environment Agency, Eastbourne and Lewes Councils, University partners, Sussex Local Nature Partnership, Sussex Wildlife Trust, Ouse & Adur Rivers Trust, Environment Agency, Southern Water, Shoreham Port, other coastal local authorities in Sussex, The Crown Estate, Marine Management Organisation, Sussex Inshore Fisheries & Conservation Association, Worthing Fishermen's Society and others along the Sussex coast, Knepp Wildland Foundation, Living Coast Biosphere, South Downs National Park, community organisations across the Sussex coastline, schools and colleges
Work style	All roles fall within the Blended Working Policy

Job Description - Principal purpose of job (role summary)

We've reached a hugely exciting point in the development of Sussex Bay, a generational vision for integrated seascape restoration across Sussex intertidal rivers, coast and sea - *'the blue mirror to the South Downs'*. With huge potential for large-scale nature recovery across a large area, we see a future where nature, people and the local economy are thriving together.

Adur District and Worthing Borough Councils are the hosts and incubators for Sussex Bay which extends across the whole Sussex coastline. The role will report directly into the Director for Sustainability & Resources, while working alongside our Sustainability team and across into our planning, parks and foreshore, waste management, public health and other teams, providing

valuable connections into coastal local authority services.

The Head of Blue Natural Capital will work extensively with local and national partner organisations to design and implement the UK's first Blue Natural Capital Lab, with the aim of building high integrity, sustainable investment models to enable seascape restoration at scale.

You will develop a programme and funding strategy for the Sussex Bay BNC Lab, working with our local universities and a wide range of local and national partners, supporting the submission of major applications for funding during 2023.

The BNC Lab will provide valuable opportunities for regulators, landowners, academics, project developers, marine users, local authorities, environmental organisations, funders/investors to explore and prototype new models of strategic planning, project development, funding and delivery. Working closely with the Director, the post requires skills in systems leadership, strategy development and strong programme development and management.

In order to develop high integrity blue natural capital investment models for Sussex Bay, we expect the BNC Lab will:

- Develop proposals for a ground-breaking approach to co-production with local communities throughout design, development and delivery phases
- Scope and secure funding for a natural capital baseline assessment
- Scope and secure funding for a seascape restoration strategy
- Secure funding for the kelp research programme
- Prototype a seabed lease for nature with The Crown Estate
- Engage and convene regulators to explore decision-making processes
- Provide opportunities for local communities, marine users and coastal industries to engage with seascape restoration
- Provide a forum for academics, project developers and others to coordinate efforts
- Explore the use of technology to improve research, monitoring & evaluation
- Open up opportunities for innovation in fishing, aquaculture, technology, ecotourism, health & wellbeing, and other social and commercial innovations

As a result of this development work - under your leadership - the BNC Lab will enable the creation of innovative, high integrity and early stage blue natural capital funding models to support nature restoration across Sussex Bay. Early stage investor packages will be developed for different funder types, from international through to local private investors, government and public institutions and schemes, philanthropic funders and local communities themselves.

Main duties, tasks and responsibilities of post holder

Working with the Director for Sustainability & Resources (Director for Sussex Bay), establish the UK's first Blue Natural Capital Lab

Develop and agree guiding values and principles with partners and stakeholders

Develop the Sussex Bay BNC Lab funding strategy and submit major applications with partners for funding during 2023

Develop the medium term financial strategy, business plan and delivery programme
Establish the governance model for Sussex Bay and the BNC Lab, and formalise its partners
Commission specialist consultants and contractors as required
Manage budgets, produce reports and other submissions to funders
Engage with and develop partnerships, including coastal local authorities, environmental organisations, statutory agencies, community groups, businesses, marine users
Work on behalf of the whole system, across Sussex Bay, as an advocate for inclusive change & innovation
Build connections and relationships back into Adur District and Worthing Borough Council teams to deeply explore (and exemplify) how the delivery of broader Sussex Bay outcomes can be achieved in partnership with coastal local authorities
Be a champion for radical collaboration, not competition
Act with openness, honesty and integrity and instilling a clear sense of direction, priority and pace
Lead through change - being brave enough to get your hands dirty to make sense of what needs to happen
Undertake all duties in accordance with Council policies, in particular those relating to Customer Care and Equal Opportunities
Undertake any duties regarding health, safety and welfare at work, civil contingencies and business continuity which may reasonably be allocated to the postholder as a result of legislation, codes of practice or Council policies
Promote the service and Council positively at all times

As the post holder, you will be required to undertake such other duties as may be required within your grade and competence, and therefore the list of duties in this job description should not be regarded as exclusive or exhaustive.

Duties will be set out in this job description but please note that the Council reserves the right to update the job description, from time to time, to reflect changes in, or to, the role. The post holder will be consulted about any proposed changes. Significant permanent changes in duties and responsibilities will require agreed revisions to be made to this job description.

Adur and Worthing Councils recognise the need to ensure the welfare of children and vulnerable adults when they come into contact with services provided by the Councils. Employees, volunteers and Elected Members have regular contact with the general public during the course of their work and are in a position to observe signs which might indicate that a person is at risk of harm and abuse. If signs, which cause concern, are observed, all employees (temporary and permanent), volunteers and Elected Members have a duty to report allegations, disclosures and suspicions of abuse or neglect in line with the Councils' [Safeguarding Policy](#).

Person Specification:

	Essential	Desirable
Participative	<p>Able to engage with senior executives, stakeholders and manage conflict</p> <p>Experience of workshop facilitation and / or formal consultation and engagement processes</p> <p>Public speaking, chairing of meetings</p>	Experience of formal participation approaches such as representative user forums, citizens assemblies
Adaptive	<p>A creative thinker unphased by the new, or changing priorities.</p> <p>Able to make connections, forge and re-shape strategy according in a rapidly evolving context</p> <p>Effective and agile programme and project management</p>	Experience of formal agile project management methodologies
Resilient	Able to work independently, and to be able to manage fast pace and constantly evolving requirements	Experience of working creatively with resource constraints
<p>The requirements above are taken from our Leadership Behaviours and Capabilities document and are an indication of the expectations we have for our Leaders - the full document will form part of your induction</p>		
Qualifications	Educated to degree level or demonstrable equivalent experience in a related field - environmental science, economics/finance, business	<p>Financial related qualification</p> <p>Environment related qualification</p>
Knowledge & Experience	<p>At least 3 years experience working in a related field such as nature project development, eco fundraising, programme management, ecology, marine biology</p> <p>A good grasp of terrestrial and marine natural capital policy, planning policy and regulation</p>	<p>Strategic development of seascape programmes and habitat restoration projects</p> <p>Experience working in the marine environment / marine industries</p> <p>Experience running formal consultations</p>
Communication	Highly developed communication skills, able to talk with a wide variety	Experience of marketing

	Essential	Desirable
	<p>of individuals, communities and organisations</p> <p>Proven success as an innovative thinker and influencer</p>	<p>campaigning, and strategic use of social media</p>
Relationship Building	<p>Proven ability to build positive, solution focussed, professional relationships, both internally and externally</p> <p>Experience of building relationships with politicians - both in administration and opposition</p>	
Leadership	<p>Proven ability to lead, engage and manage a diverse set of partners</p>	<p>Is able to lead using influence and without having hierarchical power</p>
Analytical	<p>Ability to understand and interpret technical information, working to translate complex technical issues into clear and actionable intelligence.</p> <p>Ability to assess and effectively prioritise complex programmes of work, with multiple dependencies, and communicate decisions and programmes effectively with non-technical audiences</p> <p>Demonstrable understanding and experience of data informed decision making</p>	<p>Formal research qualifications or demonstrable skills</p>
Planning/ Organising	<p>Demonstrable experience of working with complexity and translating ideas into achievable outcomes</p> <p>Significant experience in developing large complex programmes, maintaining momentum, driving delivery and ensuring effective reporting and post-project learning</p> <p>Able to work in ambiguity and then create harmony from chaos</p>	
Other	<p>Acceptance of political restriction</p>	

	Essential	Desirable
requirements	Able to travel within the Adur and Worthing Districts and across the Sussex Bay area (the Sussex coastline)	