



## City of Bradford Metropolitan District Council Job Profile

<b>Reference Number</b>	50233083
<b>Role Title</b>	Green Space Change Instigator – Nature Towns and Cities
<b>Directorate</b>	Growth
<b>Service Area</b>	Planning Transportation & Highways
<b>Reports to</b>	Saira Ali, Team Leader, Landscape Design & Conservation

### Role Purpose (maximum of 3 points, with no sub bullet points)

An innovative and analytical Green Space Change Instigator to assist in the delivery of the Nature Towns and Cities: Bradford's Green Blue Steppingstones (BGBS) programme. This flagship project aims to transform access to green and blue infrastructure across Bradford and its surrounding towns, enhancing biodiversity, promoting health and wellbeing, and inspiring community action. This role is central to helping the council and its partners understand how to manage green and blue infrastructure more sustainably, ensuring it delivers long-term value for biodiversity, climate resilience, and community wellbeing.

Green Space Change Instigator will work with colleagues who manage and maintain the open spaces across the district on a review and valuation of potential future green and blue spaces management and maintenance models. The models to be developed will be forward-thinking approaches that align with ecological goals and financial sustainability. This will involve working closely with a wide range of internal council departments and external stakeholders to drive systemic change in the way we care for and invest in our public realm.

### Duties and Responsibilities (maximum of 15 points, with no sub bullet points)

- Working with colleagues to produce a comprehensive analysis of current green and blue infrastructure maintenance practices across the council.
- Help to develop innovative, practical models for more sustainable and biodiversity-focused maintenance and stewardship.
- Lead on the implementation of on new practices at a diverse number of sites across the district.
- Quantify the value—environmental, social, and economic—of investing in nature-positive maintenance approaches.
- Work collaboratively across council departments (e.g. parks, planning, highways, public health, education) to embed new practices.
- Coordinate with external partners to share learning, test approaches, and influence wider systems change.
- Capture and disseminate insights locally and nationally as part of the BGBS programme's knowledge-sharing commitment.
- Support the development of sustainable funding models and long-term strategies for blue-green infrastructure e.g. maintenance funding models (BNG)

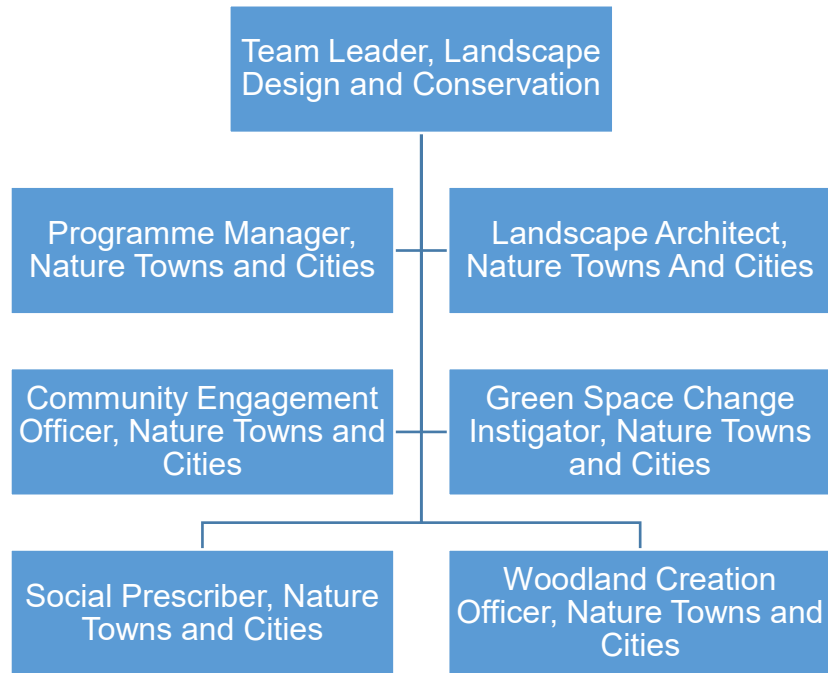
**Dimensions of role (direct or indirect as applicable) e.g. total number of staff managed, total budget, total scope of role**

Nature Towns and Cities: Bradford's Green Blue Steppingstones (BGBS) programme has a budget of £950k (including a grant of £850k administered by the National Lottery Heritage Fund on behalf of the Nature Towns and Cities partners the National Lottery Heritage Fund, the National Trust and Natural England) and will run until June 2028. The Green Space Change Instigator – Nature Towns and Cities will contribute to the delivery of the BGBS project and achieving the approved purposes of the funding.

The Approved Purposes of the funding are:

1. Attendance and participation in regular online network events and cohort learning sessions, to contribute to cohort working and to attend in-person visits to learn from other projects. This is anticipated to be a day a month for the duration of your project.
2. Develop a pipeline of possible capital project interventions, identifying areas for investment, conducting feasibility studies, developing detailed project proposals, and preparing projects for funding.
3. Acknowledge funding using Nature Towns and Cities branding in all printed media, website and social media output, and in all formats.
4. Commission a Green and Blue Infrastructure (GBI) Strategy to provide an understanding of the assets, define the network, and provide evidence to support policies within BMDC's Local Plan. It will identify gaps in provision and support partners in developing projects to provide new and enhance existing GBI. A new Parks and Green Spaces Strategy, will align plans for management and maintenance, ensuring that GBI is integrated into future planning.
5. In partnership with Bradford Institute for Health Research, mapping and evaluating the public health and wellbeing benefits that arise from access to GBI in Bradford. The data will assess the relationship between green spaces and public health, identify health disparities and measure specific health outcomes.
6. Evaluate sustainable models for maintaining GBI, assessing current approaches and explore alternative models.
7. Deliver social-prescribing using nature-based interventions. Create clear referral pathways to offer guided walks, community gardening, nature therapy, or volunteering as a way for individuals to engage with green spaces for health benefits.
8. Develop educational resources to integrate nature education into school curriculums. Creating activity books, interactive guides, digital resources, toolkits and developing workshops and outdoor experiences to directly engage children with nature.
9. Create capacity-building initiatives, such as facilitating partnerships, offering training and disseminating best practices that aim to empower local community partners to engage with and take ownership of GBI.
10. Evaluate and develop habitat banks and biodiversity net gain credit use, as a mechanism to fund and sustain green infrastructure, support biodiversity recovery, and deliver long-term environmental and social benefits.
11. Engage major urban landowners such as Yorkshire Water, faith groups, NHS, and schools to unlock potential underutilised or strategically located land for nature-based interventions.
12. GIS mapping to create more joined up habitat networks, using data in the 2021 Bradford Council Open Space Audit and collating qualitative and quantitative site assessments of habitats.

## Structure Chart (showing direct reports)



## Person Specification

### Knowledge / Skills / Experience required

#### Essential:

- Strong background in environmental planning, landscape management, sustainability, or related discipline.
- Experience in asset management, valuation or policy analysis related to public green infrastructure.
- Understanding of biodiversity, climate adaptation, and nature-based solutions in an urban context.
- Confidence working across departments and sectors to influence and implement change.
- Excellent analytical and communication skills.
- Commitment to inclusive, sustainable approaches to public space management.

#### Desirable:

- Experience working within or alongside local authorities.
- Familiarity with Bradford's green and blue assets or similar urban environments.
- Knowledge of green finance, natural capital, or ecosystem services frameworks.

<b>Key benchmarked competencies, traits and motives required to successfully deliver the role. These will support recruitment, succession planning, development and performance management</b>		<b>Essential</b>
<b>Health and Safety</b>	Uses knowledge of Health, Safety policies, procedures and regulations including risks in own area of work	Yes
<b>IT Packages</b>	Uses a range of complex IT packages relating to area of work	Yes
<b>Service Improvement</b>	Ability to adopt a process of continual improvement and suggest ways of working more efficient and effectively to improve service delivery	Yes
<b>Continued professional Improvement</b>	Carries out a variety of working practices, applies complex regulations, rules, procedures and processes across a technical /specialist area	Yes
<b>Communication</b>	Knows and understands how to use, interpret, handle and communicate, often complex and detailed information, and relay it to service users/stakeholders in writing and/or over the telephone / face to face.	Yes
<b>Numeracy &amp; Literacy</b>	Demonstrates a high level of numeracy, literacy and accuracy across a range of activities	Yes
<b>Relevant Professional Qualification</b>	Educated to Degree/Graduate level in a relevant discipline and member of a relevant professional body	Yes
<b>Carries out performance management</b>	Covers the employees' capacity to manage their workload and carry out a number of specific tasks accurately and to a high standard.	Yes
<b>Communicates Effectively</b>	Covers a range of spoken and written communication skills required as a regular feature of the job. This includes exchanging information/building relationships, giving advice and guidance, counselling, negotiating and persuading and handling private, confidential and sensitive information.	Yes
<b>Carries Out Effective Decision Making</b>	Covers a range of thinking skills required for taking initiative and independent actions within the scope of the job. This includes planning and organising, self-effectiveness and any requirements to quality check work.	Yes
<b>Undertakes Structured Problem-Solving Activity</b>	Covers a full range of analytical skills required for gathering, collating and analysing the facts needed to solve problems. This includes creative and critical thinking, developing practical solutions, applying problem solving strategies and managing interpersonal relationships.	Yes
<b>Operates with Dignity and Respect</b>	Covers treating everyone with respect and dignity, maintains impartiality/fairness with all people, is aware of the barriers people face.	Yes
<b>Practices Appropriate Leadership</b>	Our managers motivate their staff to exceed expectations through raising their awareness of goals and moving them beyond self-interest for the sake of the team or service. They consider serving the District in all that they do.	Yes
<b>Operates with Strategic Awareness</b>	Our managers work with corporate priorities and policies in a joined up way with others, internally and externally. Works democratically, transparently and accountably.	Yes
<b>Delivering Successful Performance</b>	Our managers monitor performance of services, teams & individuals against targets & celebrate great performance. They promote the District's vision & work to achieve Council's values & agreed outcomes.	Yes
<b>Applying Project and Programme Management</b>	Our manager's work to ensure that outcomes and objectives are achieved within desired timescales, make best use of resources and take a positive approach to contingency planning	Yes

<b>Developing High Performing People and Teams</b>	Our managers coach individuals and teams to achieve their potential and take responsibility for continuous improvement. They champion the Council's values and goals	Yes
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**Applicants with disabilities are only required to meet the essential special knowledge requirements (clearly marked)**

Due to the Governments Fluency in English Duty for posts where employees speak directly to members of the public the postholder is required to meet the Lower threshold level.

You should be able to demonstrate that you can use a wide range of simple words and a standard English sentence structure to express and maintain a flowing conversation even though you pause to think of the correct words with the ability to express and make yourself understood (this will also be tested during the interview).

<b>Completed by:</b>	<b>Saira Ali</b>	<b>Date:</b>	<b>31.10.2025</b>
<b>Quality checked:</b>	<b>Ian Poppleton</b>	<b>Date:</b>	<b>24.10.2025</b>

