Trydan Gwyrdd Cymru



Candidate Information Pack

Land & Property Manager

Hybrid / Full-time / Wales-wide travel

Closing date: Noon 23rd November 2026

Reference: TGCLPM

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Welcome from Trydan Gwyrdd Cymru



Dear Applicant,

Thank you for your interest in the Land & Property Manager position at Trydan Gwyrdd Cymru (Trydan). At **Trydan Gwyrdd Cymru**, we are delivering renewable energy projects that will help power Wales for generations to come. As the Welsh Government's publicly owned renewable energy developer, our mission is to maximise the value Wales receives from renewable energy development while ensuring communities and nature benefit together.

Working across the Welsh Government Woodland Estate and wider public estate, we are developing a portfolio of renewable energy projects that will contribute to a cleaner, more secure and more prosperous future for Wales. Drawing on extensive experience and working collaboratively with communities and stakeholders, we are committed to ensuring that the benefits of renewable energy are retained in Wales and invested back into improving people's lives.

We are now seeking an experienced **Land & Property Manager** to play a critical role in delivering this vision.

This is a unique opportunity to join a growing organisation at an exciting stage of its development.

Reporting directly to the Development Director, you will lead and coordinate land and property activities across a portfolio of renewable energy projects throughout Wales. You will work closely with Project Managers, technical specialists and external advisers to secure and manage the land rights required to progress projects from early development through to construction and operation.

Initially focused on large-scale onshore wind developments, the role may also support solar and other renewable energy technologies as our portfolio expands.

You will become Trydan Gwyrdd Cymru's lead specialist on land matters, building productive relationships with landowners, occupiers, public bodies and other key stakeholders, while ensuring land-related risks and opportunities are effectively managed throughout the project lifecycle.

Richard Evans
Chief Executive Officer

About us

Background

Trydan was incorporated in October 2023, as a company limited by shares and wholly owned by Welsh Government, with the objective of accelerating the development of renewable energy projects on the Welsh Public Estate and increasing the value to Wales from this activity, which would be aligned with Welsh Government policy and Ministerial objectives.

The overarching strategic objective for the company is to realise the ambitions of the Welsh Government by delivering one gigawatt of new locally owned renewable energy by 2040. Trydan's delivery model will ensure the financial value of these projects is retained in Wales and their outputs, both directly and indirectly, contribute to delivering wider economic, social and environmental benefits for the people of Wales.

The Welsh Government is currently consulting on proposals to create a single, consolidated public energy company for Wales. The proposed company would be publicly owned and would bring together, strengthen and build on existing Welsh energy delivery functions, including Trydan, Ynni Cymru and relevant energy support functions currently delivered through the Welsh Government Energy Service. It is anticipated that Trydan's current remit of delivering a pipeline of utility scale onshore wind and solar developments on the Welsh public estate, will remain a core function of the consolidated energy company.

Our mission

Our mission is to unlock the renewable energy potential of Wales, and deliver benefits to our society, our environment and our economy, for everyone living and working in Wales today and for future generations. We will do this through delivery excellence, responsible leadership and proactive collaboration.

Location

The company will operate using a hybrid model where staff will spend a proportion of their time working from home and at the Company's Head Office in Merthyr Tydfil. The role holder will need to be flexible as the job will require travel within the country.

Further information on Trydan Gwyrdd Cymru

Further information can be found on the company website: Home | Trydan Gwyrdd Cymru.

About the role

Job purpose

The Land & Property Manager will lead and coordinate land-related activity across Trydan Gwyrdd Cymru's portfolio of renewable energy projects in Wales. Reporting directly to the Development Director and working closely with the Project Managers and Technical Lead, the post holder will secure and manage the land rights (including wind farm Option for Lease agreement, access and grid easements) and stakeholder relationships needed to progress projects from early development through consenting, construction and operation.

The role will initially focus on large-scale onshore wind projects, with potential to support solar and other renewable energy technologies as the portfolio develops. Many projects are expected to involve publicly managed land, forestry, common land and third-party interests, requiring a practical, collaborative and commercially aware approach.

The post holder will act as Trydan's principal point of contact for land matters, managing external land agents, solicitors and other advisers. They will ensure land risks, costs, dependencies and programme requirements are understood early and managed effectively, while maintaining respectful and constructive relationships with landowners, occupiers, commoners and other stakeholders.

Key Responsibilities

Your key tasks and responsibilities:

- Develop and maintain a proportionate land strategy for each project, aligned with the wider development, consenting, procurement and construction programmes.
- Identify the land rights, access arrangements and agreements required for project infrastructure, surveys, grid connections, abnormal load access routes, environmental mitigation and associated works.
- Lead negotiations for options, leases, easements, wayleaves, licences, access agreements and other land arrangements, working with legal and professional advisers as required.
- Build and maintain positive working relationships with landowners, occupiers, tenants, commoners, land managers and representative bodies, ensuring communication is timely, clear and respectful.
- Arrange access for environmental, engineering, geotechnical, wind resource and other surveys, including intrusive works where required.
- Appoint, brief and manage external land agents, solicitors and specialist advisers, including monitoring quality, cost, programme and performance.
- Maintain accurate land ownership, contact, agreement, payment and access records, supported by appropriate mapping and document-control systems.
- Provide clear advice to Project Managers and the wider project team on land risks, opportunities, dependencies, costs and programme implications.
- Prepare, manage and report land budgets, commitments, forecasts and compensation costs in collaboration with project and finance colleagues.
- Support route and site design by identifying land constraints and opportunities and contribute to design reviews and option appraisals.
- Coordinate land inputs to planning and Infrastructure Consent documentation, consultation, environmental assessment and any compulsory acquisition process.
- Support consideration of common land, forestry, agricultural and rural land management matters, drawing on specialist advice where necessary.
- Ensure land activities comply with Trydan's policies, governance requirements, health and safety responsibilities, data-protection obligations and agreed professional standards.
- Represent Trydan at meetings, site visits, negotiations, consultations and stakeholder events across Wales.
- Provide ad-hoc land, commercial and project-development support across the wider portfolio.

Person specification

Essential skills and experience:

- Educated to degree level in a relevant discipline, or able to demonstrate equivalent professional experience in land, rural surveying, estate management, property or infrastructure development.
- Professional membership or qualification with the Royal Institution of Chartered Surveyors (RICS), Central Association of Agricultural Valuers (CAAV), or a comparable professional body, or demonstrable progress towards membership.
- Significant practical experience of securing and managing land rights for infrastructure, utilities, renewable energy or similarly complex development projects.
- A strong understanding of land ownership, occupation, agricultural and rural land management practices in Wales or the wider UK.
- Experience of negotiating commercial agreements with landowners, occupiers and professional advisers.
- Knowledge of Heads of Terms, option and lease structures, easements, wayleaves, licences and land compensation principles.
- Experience of managing external land agents, solicitors or other third-party suppliers.
- Ability to interpret plans, title information and land referencing data, and to work effectively with GIS and project mapping outputs.
- Strong commercial awareness, including experience of budget management, forecasting, cost control and supplier performance.
- Excellent stakeholder-management and communication skills, with the confidence to handle complex or sensitive discussions professionally.
- Ability to identify land risks and dependencies, develop practical solutions and communicate recommendations clearly to project teams and senior colleagues.
- Proven organisational skills, with the ability to manage multiple projects, priorities, records and deadlines with limited supervision.
- Willingness and ability to travel regularly across Wales, including to rural sites and meetings with land stakeholders.
- Evidence of Continuous Professional Development (CPD).
- A full UK driving licence.

Desirable skills and experience:

- The ability to communicate in the medium of Welsh, both verbally and in writing or as a minimum a willingness to learn.
- Experience of onshore wind, solar, grid connection or other energy infrastructure projects.
- Knowledge of the Welsh planning and Infrastructure Consent processes and the land requirements associated with major infrastructure projects.
- Experience of common land, forestry, public estate, agricultural tenancy or compulsory acquisition matters.
- Experience of projects involving overhead lines, underground cables, substations, abnormal load access routes or off-site mitigation land.

- Experience of land referencing systems, ownership databases, Geographic Information Systems (GIS) or digital land-management platforms.
- Experience of working constructively with public bodies, statutory organisations, community representatives and rural stakeholder groups.

Terms and conditions of appointment

- Salary: Competitive
- Job Type: Permanent
- Hours per week: Full time – 37 hours per week
- Annual Leave 28 days raising to 29 days after two years' service and 30 days after three years' service
- Public Holidays: 8 days per annum

Other benefits

Defined contribution pension scheme
Flexible working
Electric vehicle salary sacrifice scheme

Indicative timeline

Applications must be submitted no later than noon on 23rd November 2026. Those applicants selected to attend for interview will hear via email on the 27th November 2026. Any applications received after the above closing will not be considered. Should you be selected for interview, these are expected to be held via Teams on the afternoons of the 2nd and 3rd December.

How to apply

To apply for this position, please provide the following:

1. A comprehensive CV setting out your career history with key responsibilities and achievements and details of your current remuneration package.
2. A supporting statement in the form of a covering letter of no more than two sides of A4, explaining how you believe your skills and experience match the key responsibilities and person specification requirements for the role. Please note that the covering letter is an important part of your application.
3. Details of two professional referees together with a brief statement of their capacity and over what period of time they have known you, one of whom is expected to be your current or last employer. Referees will not be contacted without your prior consent.
4. A completed diversity monitoring form.

On finalising your application, please forward to the following email address: swyddi@TrydanGwyrddCymru.wales

Further information about this role

If you have any queries about any aspect of the appointment process, need additional information or wish to have an informal and confidential discussion, please email swyddi@TrydanGwyrddCymru.wales to request a call and we will be pleased to get back to you. We will respect the privacy of any initial approach or expression of interest in this role, whether formal or informal.

Equality and diversity

We are committed to creating an inclusive working environment for everyone. We especially encourage applications from all underrepresented groups. We do not discriminate on the basis of age, race, religion, colour, national origin, gender, marital status (including equal, same sex marriage or civil partnership), sexual orientation, or disability.

Welsh language

Wales is a bilingual country, with both Welsh and English used routinely in our daily lives and workplaces. The Welsh language has official status in Wales. There are measures in place to ensure it is treated no less favourably than English.

Applications for any post can be submitted in either Welsh or English. Those applicants submitting their applications in Welsh will be assessed on an equal basis with applications submitted in English.

Data consent

We will process the data you provide to us in applying for this role as necessary for the performance of this task, which is carried out in the public interest. We will also share the data with any third-party data processors engaged on our behalf to deliver the recruitment service. More information is available here: https://www.trydangwyrddcymru.wales/privacy-policy/

Diversity monitoring form

Trydan Gwyrdd Cymru is committed to valuing equality and diversity for our workforce. To ensure these objectives are fully met, it is essential that we monitor our recruitment and selection procedures. Therefore, we would like you to complete the questionnaire linked on the advert – https://www.trydangwyrddcymru.wales/jobs/land-property-manager/

Purpose and Benefits

We need to find out whether our policy is working in practice and ensure there is no discrimination in the way that we appoint and promote staff. The purpose of monitoring is to identify trends that indicate problems, so that we can remedy them in order to provide a fairer and more effective appointments process for all applicants.

What happens to the information I supply?

- Any information provided will be treated in **strict confidence** and will not affect your application in any way.
- The data will be used to produce statistical reports. These comprise a series of anonymous figures, by which we can monitor our

applicant numbers and the outcomes of our recruitment and selection processes.

- Only those monitoring job advertising will have access to the data. The information collated will be used entirely anonymously, but names are included on forms to enable cross-checking between the forms and the paperwork to be undertaken by our recruitment professionals.
- Staff involved in sifting and interviewing for the post will **not** see your questionnaire.
- The information collated will not lead to a quota system nor be used against any particular group.

Helping us to help you

Your co-operation is much appreciated; please help us to improve equal opportunities. We strongly encourage **all** applicants to complete, save separately and return the linked questionnaire together with the other sections of your application documentation.

We thank you for your co-operation.