



Job Title	Community Ranger
Pay Band & Range	Pay Band 6a / CS AO - £25,641 to £27,056
Starting Salary	£25,641
Business Area	Visitor Services
Location	1 x West Calder, 1 x Clydebank
Contract Type	Permanent
Number of Posts	2
Line Manager	Andrew Clark RVSM
Closing Date	Applications are accepted until 11.55 pm on the closing date.
Working Pattern	This is a full time vacancy; however, we are a flexible employer and encourage applicants who wish to work other flexible working patterns to apply, as requests will be considered.
Nationality Requirements	We are currently unable to sponsor individuals to work in the UK; therefore it is essential that you ensure you have the Right to work in the UK before applying to work with us. You are also be required to meet the nationality requirements to work for the Civil Service .
Disability Confident Scheme	Applicants claiming a guaranteed interview will be invited for further assessment should they meet the minimum essential criteria listed in this document.
Further Information	Further information about this post is available from HR@forestryandland.gov.scot . If you have any queries relating the recruitment process or require any adjustments for the application process, please contact HR@forestryandland.gov.scot .



About the team

The Visitor Services team in Central region manage public access and safety across 92,000 ha of forests, urban woodland, open hill and agricultural land. The geographically diverse holding includes 112 managed trails, 1 visitor centre and around 40 urban woodlands that support the mental and physical wellbeing of over 2.6 million visitors annually.

West Calder

We are looking for an enthusiastic, practical and proactive Community Ranger to join the team based at West Calder. This role is varied and exciting, covering a range of sites and communities in eastern central Scotland, including existing forest blocks, urban woodlands and newly establishing forests on reclaimed sites.

Clydebank

There is an exciting opportunity to join FLS as a Community Ranger based in Clydebank. The post covers various communities and sites around Glasgow – such as Cuningar Loop woodland park. We are looking for an enthusiastic, practical and proactive individual who would be eager to engage with a wide range of user groups across the area to facilitate access to our forests and green spaces.

What you will do

You will work with colleagues to provide a high quality visitor experience, in a safe and cost effective way.

You will act as a first point of contact for neighbours, community groups and stakeholders, so excellent communication skills are essential for the role.

Community Rangers work with managers to specify and monitor routine maintenance work for sites across the Region while liaising with colleagues to ensure standards are met.

An important part of this role is to encourage community groups, schools and missing audiences to make use of the woodlands in your beat. You will plan this community engagement, working closely with the Area Visitor Services Manager and the rest of the beat team. This engagement should be through face to face meetings, continuous professional development, first visits, events programmes and interpretation and use of communication such as press, web and newsletters.



Main Duties

- Work positively and proactively with customers, stakeholders, communities, neighbours, businesses and partners;
- Deal promptly and helpfully with any enquiries and complaints;
- Develop strong and positive relationships across the region and promote excellent internal communications;
- Provide support to the wider team, including Operations and the Area Land Agent, carrying out site visits and providing reports as necessary;
- Specify and monitor routine safety checks for your sites; support colleagues as necessary to carry out these checks;
- Support the AVSM by contributing to work plans and public access management plans as needed and work closely with delivery colleagues to get this work done;
- Facilitate visits and events for schools, communities and wider user groups;
- Represent FLS at community, business, partner and stakeholder meetings.

Success Profile

Below are details of the [Success Profile](#) that make up this role. You will be expected to provide evidence to show how you meet the criteria at application and/or interview stage.

Behaviours

Behaviour 1 and Lead Criteria: Managing a Quality Service

Behaviour 2: Communicating and Influencing

Behaviour 3: Working Together

Behaviour 4: Seeing the Big Picture

Experience

Essential:

- Excellent communication skills;
- The ability to work effectively with a wide range of people;
- Experience of partnership working with communities and stakeholders;
- Competent in the use of IT with a good working knowledge of Microsoft applications including Excel, Word and Outlook.

Desirable:

- Ability to use GIS or equivalent software, with a commitment to learn more;



- Knowledge of countryside and land management, including estate maintenance tasks, i.e. fencing and drainage.

Strengths

You will not be assessed against this at application stage. However, this will be assessed if you are successful for interview.

What we offer you

If successful, you will be entitled to a wide range of benefits. This includes:

- A generous annual leave allowance of 25 days, rising to 30 days per year after 5 years' service. In addition, there are currently 11.5 days of public and privilege holidays, dates of which are set annually;
- A competitive [contributory pension scheme](#);
- Annual pay progression (subject to Scottish Government approval);
- Access to an ASVA card, giving you free access to over 480 visitor attractions and sites across Scotland;
- Employee discount with Forest Holidays;
- Cycle to Work Scheme;
- A generous paid maternity and paternity leave;
- We recognise the importance of enabling employees to achieve a healthy work-life balance by offering flexi-time arrangements in areas of the business where it is appropriate to do so;
- Access to join the Civil Service Sports Council (CSSC), which offers a number of discounts, access to leisure activities, gyms and much more;
- Free car parking spaces for staff (dependent on the office location);
- Employee development opportunities - Personal and professional development with a range of in-house courses offered by our Learning and Development team;
- Fully funded professional accreditation fees required for your role, where applicable;
- Access to the Employee Assistance Programme – available all year round (24 hours, 7 days a week);
- Trade union membership for those interested in joining one.



Additional information

Where a vacancy attracts more than 10 applications, only certain 'essential' criteria, known as 'lead criteria', will be assessed at sift stage, providing this is specified in the advert. However, it is still important that you complete the entire application form in sufficient detail, as there is no way of knowing that a vacancy will have a high number of applications.

We strongly believe in an inclusive and supportive work culture. We welcome applications from everyone regardless of background. We are currently under-represented by women; therefore we encourage applications from females.

Concerns about our recruitment

If you believe that the Civil Service Recruitment Principles have been breached you can submit a complaint to the Head of People and OD who will assess compliance with the Recruitment Principles but will not review the decision(s) of the selection board.

If you are not satisfied with the response from your complaint, you may submit an appeal to the Civil Service Commission, as set out in the complaint outcome letter. For more information on the Civil Service Commission Complaints Procedure, please [click here](#).