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|  | Job Description January 2024 |  |

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| **Role:** Ranger | **Business Function:**  Highlands & Islands |
| **Reports to:** Operations Manager - Islands | Pay Band/Starting Salary: Grade 3 Lower  £25,603 - £27,318 pro-rata, per annum |
| **Location:** Isle of Canna, Small Isles | **Type of Contract:** Full Time - Permanent |
| **Terms and conditions**  Hours of work = 40 per week on 5 days out of 7 and at additional times to suit the needs of the job (this will include weekend duties). Accommodation is available with the post. | |

# KEY PURPOSE

The role of the Ranger will combine responsibilities on nature conservation, visitor services, learning and community engagement and contribute to the delivery of the National Trust for Scotland’s conservation and operational objectives on the Isle of Canna.

**CONTEXT**

The Isle of Canna is one of a group of islands known as the Small Isles situated 19 miles off the coast of the nearest mainland port of Mallaig, Western Scotland and is owned and managed within the Trust’s Highland & Islands regional portfolio. The island is unique in both its natural and cultural heritage, welcoming approximately 10,000 visitors per year to explore and experience its rich archaeological sites, marine environment, wildlife, and cultural and natural history.

The Canna Ranger role offers a unique opportunity within a vibrant community and is positioned to provide an ‘on the ground’ support function to the island and carry out specific surveys and monitoring to safeguard the island natural culture in alignment with the Trust’s conservation plans.

Overall, this will be in pursuit of the following outcomes for and with the natural heritage cared for by the National Trust for Scotland:

* **Visitors and learning:** Enable more people to experience cultural and natural heritage more often, get more out of it & put more back into it.
* **Habitats:** Protect the landscapes in our care and associated marine habitats as part of ecologically healthy habitat networks where natural processes predominate and help combat climate change.
* **Our voice:** Use evidence and practice from our natural heritage properties to support our voice in advocating for natural heritage.
* **Communities:** Work with communities living on or close to our land or with an interest in our land so that they collaborate with us to help achieve our natural heritage outcomes.
* **Built heritage:** Protect the built and archaeological heritage in our care and use them to help us explain the “habitats” outcome and achieve the “visitors” outcome.

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| **ORGANISATIONAL CHART** |

# KEY RESPONSIBILITIES AND ACCOUNTABILITIES

Combine responsibilities across the following areas of work by facilitating and overseeing daily the work of others, i.e., visitors, contractors and volunteers

* **Nature conservation.**
  + Survey wildlife and countryside habitats and feed this knowledge into projects and management decisions.
  + Maintain and manage habitats, wildlife, and countryside estate infrastructure on a day-to-day basis (e.g.: paths, gates, signs, vegetation management) to achieve ecological, visitor service and safety outcomes.
  + Monitor and survey various conservation initiatives, e.g., Biosecurity for Life, AECS Rabbit Surveys, Corncrake studies.
* **Visitor Services.**
  + Provide information to visitors to encourage and help people get more out of their engagement with natural heritage and give more back to it including “upselling” (e.g.: of membership, guided tours, specific events) using face-to-face presentation and/or by other means of interaction such as social media.
* **Community engagement.**
  + Communicate with local stakeholders, businesses, local / regional agencies, and others to increase understanding of their and our aims and develop collaborative working relationships/partnerships to help deliver the Trust priorities.
* **Learning.**
  + Provide educational and outreach activities and develop an events programme on site or to the local community to promote the island’s cultural and natural heritage and to communities of interest including for volunteers.
* **Other responsibilities specific to the role.**
* Management of practical conservation and wildlife recording.
* Support and contribute with conservation land management in conjunction with the

Farm Manager.

* Develop and deliver visitor safety in the countryside.
* Engagement and involvement with projects as required.
* Embody the Trust’s values.
* To work with the property Operations Manager to meet business needs for the island.

**OTHER DUTIES**

The role is one for which the duties/responsibilities/accountabilities of the role will require staff to become a member of the Protection of Vulnerable Groups (PVG) scheme.

**DIMENSIONS AND SCOPE OF JOB**

**People Management**

* Day to day responsibility for engagement with visitors, contractors and volunteers working within the property portfolio as required.
* Will liaise with other property colleagues, contractors, and the local community and will have some interaction with other technical/specialist advisory colleagues based in other locations and departments.

**Finance Management**

* Not a budget-holder but will be expected to take responsibility for effective management of Trust resources in allocated areas.
* Ensure all general administrative tasks are undertaken efficiently, effectively, and timeously.

**Tools/Equipment**

* Will be frequent user of machinery, tools, vehicles, and equipment subject to appropriate training.

**Physical Environment**

* Responsibility for implementing the Trust’s “Health & Safety Policy”, being mindful at all times of the health and safety of self, staff, volunteers, and visitors.
* Responsibility for working in a manner mindful of the Trust’s environmental obligations in working towards reducing the impact on the island in relation to efficient use of water/heat/light, recycling, and waste disposal, considered use of transport.

# REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

The above outlines the key functions of the post. In addition, either knowledge of or experience in the following is required:

**Qualifications**

* Qualification or proven knowledge and experience in one or more of the following subject areas, heritage or cultural studies, visitor services, rural land management, nature conservation, environmental studies.
* A full, clean driving licence for driving in the UK is essential.
* Criminal records (Disclosure Scotland) checking and clearance essential for safeguarding of children/vulnerable adults.
* Experience of Managing Safety in the Countryside.

**Essential:**

* Significant experience of one or more of the following areas of work and the intellectual capacity to apply knowledge from others across all areas: heritage or cultural studies, visitor services, rural land management, nature conservation, environmental studies, and rural community development.
* Practical land management and maintenance of rural estates infrastructure experience.
* Experience of interacting with a wide range of staff, volunteers, visitors, educational groups, and other stakeholders.
* Working knowledge of Scottish habitats and species and of ecological survey and monitoring techniques.
* Working within a small team and lone working.
* Sound knowledge of Microsoft and social media technology.
* Excellent interpersonal skills, with an ability to build strong, professional relationships with a wide range of stakeholders.
* A pro-active approach to driving forward ideas and projects designed to improve daily operations or enhance visitor experience.
* Proven track record in delivering exceptional visitor experience within a countryside setting.
* A genuine understanding of and belief in, the work of the National Trust for Scotland, particularly about the management of Highlands and Islands estates.

**Desirable:**

* Project management, involving several stakeholders and activities.
* Significant practical experience in relevant/similar conservation or ranger service role.
* Tree audit / review certification.
* Experience of leading groups of volunteers and visitors in an outdoor activity/learning environment.
* Experience of living in a rural/isolated area.

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# The Key Responsibilities, Scope of Job, and Required Qualifications, Skills, Experience & Knowledge reflect the requirements of the job at the time of issue. The Trust reserves the right to amend these with appropriate consultation and/or request the post-holder to undertake any activities that it believes to be reasonable within the broad scope of the job or his/her general abilities.

**Applications**

Interested applicants should forward their Curriculum Vitae (CV) or an Application Form to the People Services Department (Applications) by email via workforus@nts.org.uk, by Sunday 11th February 2024

Please ensure your CV includes your full name and contact details, the CV file sent to us should be titled your first initial and surname. When submitting your CV please state the position and job location of the vacancy you are applying for in the subject title or body of your email: For example "Gardener - Culzean"