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| Description: Description: cid:_com_android_email_attachmentprovider_1_4837_RAW@sec.galaxytab | **Job Description** | | January 2024 |
| **Role:** Ranger | | **Region / Department:** Highlands & Islands | |
| **Reports to:** Western Isles Manager | | **Pay Band:** Grade 3 Lower, £25,603 - £27,318 pro-rata, per annum | |
| **Location:** Mingulay, Pabbay & Berneray | | **Type of Contract:** Permanent part-time 20 Hours per week | |
| **COST CENTRE (e.g.:3CUZ): 3MIN** | | **ACTIVITY CODE (e.g.: VSZ): RA** | |

**JOB PURPOSE**

The post of Ranger for Mingulay, Pabbay & Berneray is key to delivering our conservation, access and engagement goals for the property. The job is to ensure the safe running of the property on a day-to-day basis and contribute to the property’s overall conservation and development and its enjoyment by visitors and supporters.

**KEY RESPONSIBILITIES AND ACCOUNTABILITIES**

* Collect, manage and collate biological information in a consistent manner compatible with Trust and national datasets, and to enable effective reporting to NatureScot
* Undertake and oversee basic maintenance to buildings
* Maintain the solar panel system, internet system, water and sewage provision
* Contribute to and deliver a robust biosecurity policy to ensure no invasive non-native species are introduced.
* Engage with the public and communities to promote responsible access and the work of the Trust.
* Engage with local communities and communities of interest to build interest in and support for the islands.
* Undertake monitoring of built structures, including ruinous buildings.
* Arrange regular servicing of equipment and machinery to ensure all are maintained to the highest possible standards and meet all compliance requirements.
* Contribute to a positive Health and Safety culture at the properties to ensure best practices are maintained in line with the National Trust for Scotland’s Health and Safety policy.
* Undertake pest control.
* Support the delivery of research and conservation projects.
* Work with colleagues to deliver education, interpretation and archaeological programmes.

**REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE**

Essential

* Practical experience in habitat management, ranger services or equivalent degree in relevant subject
* Self-motivated and self -reliant with the ability to work alone or work with minimal supervision.
* Flexible and adaptive to change and working in a variety of situations
* Strong knowledge of natural history and conservation, especially upland flora & fauna of Scotland. Hold a qualification in a relevant discipline and / or at least a year’s ranger experience.
* Experience of engaging the public in nature tourism or working in a busy countryside setting.
* Competent in an outdoor environment
* Confident communication and influencing skills with colleagues, volunteers and the public.
* Experience of working in a team and working with volunteers.
* Self-motivated and self -reliant with the ability to work alone or work with minimal supervision.
* IT literate and competent user of Microsoft Office products.

Desirable

* Full Driving Licence, valid for driving in the UK.
* Holder of the appropriate certificates for the use of firearms in relation to this work
* Current First Aid Certificate.
* Summer Mountain Leader Award
* VHF radio experience
* Gaelic language skills

**DIMENSIONS AND SCOPE OF JOB**

Scale

The islands of Mingulay, Pabbay & Berneray lie at the southern end of the Outer Hebrides and are now uninhabited. They lie within the Western Isles local authority area and have strong cultural links with the neighbouring inhabited islands of Vatersay and Barra. The islands have the following designations for their natural and cultural heritage:

* Special Protection Area for a variety of seabird species
* Site of Special Scientific Interest for its diverse range of breeding seabirds
* Scheduled Monuments – one on Berneray, one on Mingulay and two on Pabbay reflecting the settlement of the islands from prehistory to the 20th century.

In addition to the designated features there are significant habitats and species as well as buildings and archaeology.

There is no scheduled transport to the island and access to the islands is by boat from the island of Barra. A shared house is available to staff on Mingulay and a simple bothy on Berneray and it is a requirement of the post that the Ranger is resident on island for significant periods of time over the summer months. Access can be limited by weather and requires a good level of physical fitness. Communication is also limited. It is a requirement of this post that the Ranger works variable hours, many more in summer than in winter. Winter work will be largely home based.

People Management

* The team that covers Mingulay, Pabbay & Berneray comprise the Property Manager, one permanent part-time Ranger (this post) and a Seasonal Ranger
* This post has no direct line management responsibilities.
* This post will have occasional responsibility to supervise long and short-term volunteers.
* The post will on occasion will be required to supervise contractors.
* The post will work closely with tourism operators, particularly the day trip boats and also the local community.

Mingulay, Pabbay & Berneray Organisational Chart.

Regional Director

Operational Manager Manager

Property Manager

Part-time Ranger (this post)

Seasonal Ranger

Finance Management

* This post is not a budget holder

Tools / equipment / systems

* The ranger will be expected to be familiar with and show competence in the safe use of a variety of hand tools used for day-to-day tasks such as installation of satellite dish and basic household repair and maintenance, including painting.
* The role requires a level of computer competency sufficient to carry out day to day tasks in Microsoft Word, Excel and Outlook.

Example key performance indicators and targets

* Ensuring that equipment and machinery are serviced and repaired, and accurate logs are maintained.
* Ensure that outdoor assets such as bridges and culverts and monitored and records kept and maintained.

**The Purpose, Context, Key Responsibilities, and Person Specification 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"