 Job Description May 2024

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| **Role:** Ranger  | **Region/ Department:** South & West |
| **Reports to:** Head Ranger, Dumfries & Galloway | **Pay Band/Starting Salary:** Grade 3 Lower, £26,884 to £28,684 |
| **Location:** Threave Garden & Nature Reserve, Castle Douglas, DG7 1RX | **Type of Contract:** Permanent/Full Time |
| **Cost Centre:** 3THR | **Activity Code:** CYZ |
| **Note**The post is subject to the standard terms and conditions provided with the application pack and the following special terms also apply: Available to work weekends, no evening work planned (unless arranged for a specific function). This is a physical job that will include the use of ladders, stepladders, working at heights, lifting, fetching and carrying objects. |

**JOB PURPOSE**

To combine responsibilities on nature conservation, visitor services, learning and community engagement to help deliver the strategic objectives of the property and wider National Trust for Scotland.

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. Enable more people to experience more heritage more often, get more out of it & put more back into it. Use evidence and practice from our natural heritage properties to support our voice in national debates advocating for natural heritage. 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. Protect the built and archaeological heritage in our care and use them to help us explain the “habitats” outcome and achieve the “visitor’s” outcome.

This role has a pivotal role in the delivery of our ambitious long-term project to restore the landscape at Threave Nature Reserve. The ‘Threave Landscape Restoration Project’ will return the land of the Kelton Mains Farm (81 ha) to a fully restored woodland-wetland ecosystem, self-sustaining and self-adapting to Scotland’s changing climate over the next one hundred years.

**KEY RESPONSIBILITIES AND ACCOUNTABILITIES**

Combine responsibilities across the following areas of work with direct implementation yourself and by overseeing the work of others such as contractors, volunteers, and colleagues:

**Nature conservation**

* Survey wildlife and habitats and feed this knowledge into management decisions, marketing of natural heritage, and further development of our voice.
* Maintain and manage habitats, wildlife with the aim of protecting species and increasing biodiversity.
* Contribute to the planning and lead the delivery of practical conservation to deliver the outputs agreed in the Annual Operating Plan

**Visitor Services**

* Provide information to visitors to encourage more visitors and help people get more out of their engagement with natural heritage and give more back to it including “upselling” (e.g.: of membership) using face to face and by other means of interaction such as social media.
* Maintain countryside estate infrastructure at small, day to day scale (e.g. paths, gates, signs, vegetation management) to achieve ecological, visitor services and safety outcomes.
* Occasional Visitor Services duties as cover, when required.
* Assist with events such as public gatherings and NTS events.

**Community engagement**

* Communicate with local stakeholders, neighbouring landowners, local businesses, local / regional agencies and others to increase understanding of their and our aims and develop collaborative working to help deliver our priorities.

**Learning**

* Provide educational and other outreach activities on site or to the community local to the natural heritage and to communities of interest, including for volunteers.
* Delivery of formal and informal learning activities including events, workshops, walks and talks.

**Other responsibilities**

* Management of practical conservation and wildlife recording.
* Ensure that all activities undertaken are compliant with the Trust’s health and safety policies and procedures including the safe system of work (SSOW), and environmental policy and practices.
* Manage contractors and supervise volunteers

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

**Qualifications**

* 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.
* Graduate level qualifications or equivalent experience in one or more of the following subject areas heritage or cultural studies, visitor services, rural land management, nature conservation, environmental studies.
* Experience of managing safety in the countryside.
* Strimmer, chainsaw and pesticide certification.

**Skills, Experience & Knowledge**

**Essential**

* Significant experience of one or more of the following areas of work and the ability to apply knowledge from others across all of them: heritage or cultural studies, visitor services, rural land management, nature conservation, environmental studies, rural community development.
* Practical land management and maintenance of small-scale rural estates infrastructure.
* Interaction 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.
* Competent user of Microsoft Office.
* Ability and willingness to undertake strenuous physical work
* Good organisational and time-management skills with the flexibility to re-prioritise work to meet changing demands and weather
* Excellent interpersonal skills, with an ability to build strong, professional relationships with a wide range of stakeholders.
* An understanding and commitment to the aims and objectives of the National Trust for Scotland.
* Living the values of the National Trust for Scotland and encourage colleagues to do the same
* The ability and willingness to understand others’ perspectives and to consider the impact of your actions on them and to adapt your actions as necessary.
* The ability and willingness to learn and try new things, to be flexible and step outside of your comfort zone.
* An open and honest way of communicating, ready to ask others for their ideas and to be open to hear and consider different points of view.
* A pro-active approach to taking initiative and to driving forward ideas and projects designed to improve daily operations and deliver an exceptional visitor experience.

**Desirable**

* Project management, involving several stakeholders and activities.
* First Aid, Chainsaw certification.
* Tree audit / review certification.
* Significant practical experience in a relevant / similar conservation or ranger service role.

**DIMENSIONS AND SCOPE OF JOB**

**Scale**

* Threave Garden & Nature Reserve comprises 1069 acres of woodland, wetland, mixed grazing and farms.
* Venniehill and Rockcliffe are of smaller scale, 4 acres and 102 acres respectively, with mixed use (grazing meadows, amenity woodland, public footpaths).

**People Management**

* No line management responsibility but will be responsible for the day-to-day management of Ranger activities whether maintenance, conservation or visitor experience objectives.
* Post will include management of volunteer individuals / teams ensuring planning of and safe practices followed on daily basis.
* Will work closely with other property colleagues and may be required to liaise with other technical/specialist advisory colleagues based in other locations and departments.
* Will have frequent interaction with suppliers and contractors.
* Will have regular interaction with members of the public of all ages and abilities.

**Finance Management**

* This role is not a budget-holder.
* Assist in making the best use of resources and ensuring best value.
* Contribute to the income of the Trust through recruiting new members and encouraging donations.

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 26th May 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"