

<b>Role:</b> Estate Ranger	<b>Business Function:</b> Highlands & Islands
<b>Reports to:</b> Visitor Services Manager Estate (Culloden)	<b>Pay Band:</b> Grade 3 Lower £26,884 - £28,684 pro-rata, per annum
<b>Location:</b> Culloden, with Cluster wide responsibilities.	<b>Type of Contract:</b> Permanent, Full Time

### **JOB PURPOSE**

The role of Ranger will combine responsibilities on nature conservation, visitor services, learning and community engagement, provide support to Visitor Services Manager, Estates and assist with the training and development of the Estate VSA's, contributing to the delivery of the National Trust for Scotland's conservation and operational objectives at the Culloden Cluster.

### **CONTEXT**

The Culloden Cluster includes Culloden Battlefield Visitor Centre, Abertarff House in Inverness and Hugh Miller's Birthplace Cottage and Museum in Cromarty.

The Ranger role is positioned to provide an 'on the ground' support to the wider properties in the cluster but will be primarily based at Culloden. Working as part of the estates team they will provide support in the day-to-day care of our conservation grazers and deliver outdoor engagement activities throughout the year in conjunction with our onsite engagement team.

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

- **Habitats:** Assist with the protection of the habitats in the cluster's care, monitoring of our skylark and wildlife populations and caring for the mixed conservation grazing fold on the moor.
- **Visitors and learning:** Enable more people to experience cultural and natural heritage more often, get more out of it & put more back into it.
- **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:** Work with the Estates Team to protect the built and archaeological heritage in our care and use them to help us explain the "habitats" outcome and achieve the "visitors" outcome.

### **KEY RESPONSIBILITIES AND ACCOUNTABILITIES**

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

- **Nature conservation.**
  - Assist in the management and care of the conservation grazing fold (mixed fold of cattle, goats and horses)
  - Survey wildlife and countryside habitats and feed this knowledge into projects and management decisions.
  - Assist with the maintenance and management of 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.

- **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.
- **Community engagement.**
  - Working with the Visitor Services Manager (Estates) to 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.**
  - Deliver and develop educational and outreach activities and develop an events programme on site or to the local community to promote the site’s cultural and natural heritage and to communities of interest including for volunteers.
- **Other responsibilities specific to the role.**
  - Support VSM Estates ensuring daily and weekly record keeping updates
  - Organise, facilitate and deliver training to support estates team Visitor Service Assistants
  - Duty Manager on a rota system
  - Management of practical conservation and wildlife recording.
  - Develop and deliver visitor safety in the countryside.
  - Engagement and involvement with projects as required.
  - Embody the Trust’s values.

#### **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 the wider team, visitors, contractors and volunteers working within the property portfolio as required, alongside Estates Manager.
- 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 and effectively.

##### Tools/Equipment

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

##### Physical Environment

- Support the Estates Manager in 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**

- Undergraduate level qualifications or equivalent experience in one or more of the following subject areas: nature conservation, rural studies or outdoor education,
- 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:**

- Previous experience working in outdoor education or ranger post.
- Practical experience of maintenance of rural estates infrastructure.
- 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.
- Experience of working with either cattle and small farm animals i.e. goats
- 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 with regards to the management of Highlands and Islands estates.

### **Desirable:**

- Previous experience of designing and developing of outdoor learning activities for a range of ages and stages
- Good understanding of the Curriculum for Excellence and Community Learning and Development.
- Experience of working with a conservation grazing programme.
- Archaeological understanding.
- Experience of leading groups of volunteers and visitors in an outdoor activity/learning environment.

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](mailto:workforus@nts.org.uk), by Sunday 8th December 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"

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