

Role: Seabird Ranger	Region / Department: Highlands & Islands
Reports to: Western Isles Manager	Pay Band: 3 Lower, £26,884 - £28,684 pro-rata, per annum
Location: Island of Mingulay	Type of Contract: Full time (40hr/week), Fixed-term Contract, late April-August 2025 (may include weekend and evening working)
COST CENTRE: 3MIN	ACTIVITY CODE: RAZ
<p>Terms and conditions</p> <p><i>The post is subject to the standard terms and conditions provided with the application pack and the following special terms also apply:</i></p> <p>This post requires the successful applicant to live and work on Mingulay, an uninhabited island at the far South of the Western Isles in the Outer Hebrides. Occasional work on nearby Pabbay and Berneray (Barra Head) may also be required.</p> <p>Travel to and from Mingulay by is boat from the Isle of Barra; the successful candidate must be willing to undertake these journeys and be prepared for lone-working in an isolated setting. NTS have strict Health and Safety policies in place to ensure staff welfare and contact with the line manager.</p> <p>Accommodation on Mingulay is provided in the Old School House. The house consists of an office/bunk room, a kitchen and two upstairs bedrooms. Washing facilities and composting toilet are in a nearby outhouse. There is no mains electricity, but power is provided via a wind turbine, solar panels and battery storage. There is reasonably reliable internet but poor mobile phone signal.</p> <p>Hours: hours will be worked on days and times to suit the operational needs of the property (this may involve some weekend working and unsocial hours).</p>	

JOB PURPOSE

The Seabird Ranger will undertake a programme of monitoring key seabird species in order to ascertain breeding success and obtain an accurate estimate of population size. Through monitoring, a greater understanding of the status of the colonies and the threats and issues affecting them will be achieved. This information will help in the protection of the seabirds and increase our understanding of their populations and environment. Submitted results will be collated into national datasets to inform a wider understanding of species numbers and health. The seabird monitoring programme will be guided by the NTS Senior Seabird Officer.

It is anticipated that the Seabird Ranger will work closely with one or more volunteers and be responsible for their day-to-day management whilst on Mingulay.

The Seabird Ranger will be the face of the National Trust for Scotland on Mingulay during the busy summer months and will play a key role in welcoming visitors to help ensure their time on Mingulay is highly enjoyable and memorable, while helping to protect and enhance the island's natural and cultural heritage.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

Nature conservation

- ♦ To monitor key seabird colonies including population, breeding success and feeding studies
- ♦ To collate cetacean and other marine sightings
- ♦ To collect, manage and collate biological information in a consistent manner compatible with Trust and national datasets
- ♦ To produce and disseminate results of monitoring, including monthly and end of season reports
- ♦ To contribute to other biological monitoring programmes as appropriate
- ♦ To carry out biosecurity checks following set protocols
- ♦ To support NTS's response to avian influenza

Visitor Services

- Welcoming and engaging visitors, enhancing their experience by providing information about Mingulay, its natural and cultural heritage, including strong messages around safety and respect for wildlife, habitats and cultural heritage.
- Encourage people to further contribute to caring for Mingulay through donating or taking up membership of NTS.
- To assist with visitor management and interpretation, including participating in the guided walk programme and contributing articles for the website and newsletters
- Assist with practical countryside management including litter picks, beach cleans, maintenance and safety checks.
- Lead and assist with events such as guided walks and talks as appropriate.

Community engagement

- Build strong working relationships with Day Boat Operators, their crew members, and other local stakeholders to support consistent messaging to visitors.

Marketing & Communications

- Enthusiastically promote awareness and understanding of the role that NTS plays in protecting and caring for Mingulay and wider work across Scotland.
- Regularly update and contribute positive stories to NTS social media and other communication outlets relevant to Mingulay

Other responsibilities

- Ensure that all activities undertaken are compliant with the Trust's health and safety policies and procedures including the Safe System of Work, Visitor Safety in the Countryside, and environmental policy and practices, mindful of impacts on people and environment.
- Contribute knowledge and experience to projects and management decisions within the NTS Plan for Nature.
- Provide occasional support to Mingulay, Pabbay & Berneray Ranger Service with projects and activities across the islands.
- Responsibility for volunteer work programme including health and safety

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Essential

- A proven track record in seabird population and productivity monitoring
- A considerable degree of self-sufficiency and resilience needed to live and work in isolated conditions for extended periods.
- Excellent data management and report writing skills and good communication skills in other written or visual forms.
- Ability to implement work in a lone working and challenging environment, and within a small team.
- Excellent organisational, time-management skills with the ability to prioritise and be flexible according to weather and changing demands.
- Competent user of Microsoft Office and social media.
- Willingness to initiate conversational relationships with visitors and community partners, be approachable and welcoming.

Desirable

- Knowledge of and interest in the cultural and natural history of the Hebrides.
- Working knowledge of ecological survey and monitoring techniques.
- Practical land management and maintenance of small-scale rural estates infrastructure.
- Ability to think and act quickly when confronted with emergencies.
- Up to date First Aid certificate.
- Experience of managing personal safety and the safety of others in a remote and challenging environment.

DIMENSIONS AND SCOPE OF JOB

Scale

- The post holder will be the main NTS presence and point of contact on Mingulay and will work within a small team comprising the Ranger for Mingulay, Pabbay & Berneray and a number of volunteers.

People Management

- No line management responsibility but will be required to supervise volunteers.
- Develop and maintain positive relationships with colleagues, Day Boat Operators, visitors, NTS staff (local team and other technical/specialist advisory colleagues), contractors,
- Will have regular interaction with members of the public of all ages and abilities.

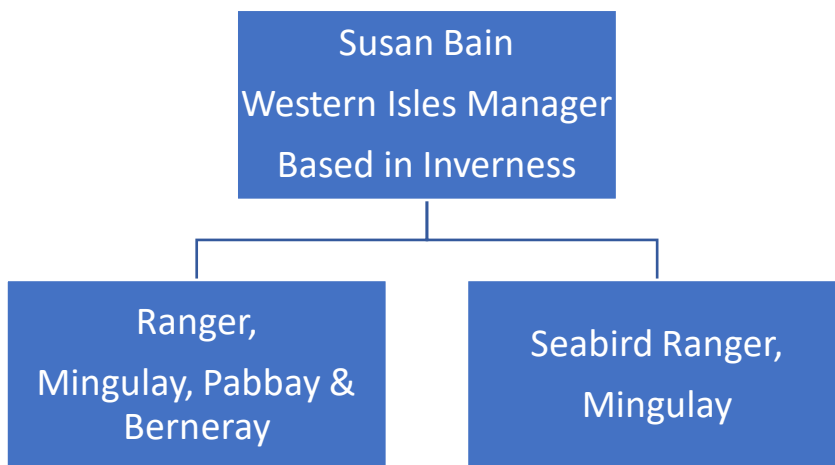
Finance Management

- 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.
- This role is not a budget-holder.

Travel and Wellbeing

- Travel to Mingulay will be from Barra and will be provided by local boat operators.
- It is expected that the Seabird Ranger will stay on Mingulay for the duration of the contract, with only occasional trips to Barra. This may involve being the only person on the island for extended periods.
- Food and post etc will be delivered by the regular day boat operators and/ or Ranger
- NTS will provide appropriate outerwear and footwear appropriate for the environment.
- The ranger will be supplied with a Spot Locator and mobile VHF to enhance safety that will be enabled at all times when delivering the above Service.
- A lone-working check-in/ buddy system is in operation
- There is limited internet access

Place in organisational structure:



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 9th March 2025.

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"