

Northumberland County Council

JOB DESCRIPTION

Post Title: Wildlife Ranger		Director/Service/Sector: Planning/Conservation		Office Use	
Band: 5		Workplace: Site-based with hot desking			JE ref: 3578
Responsible to: Senior Wildlife Ranger		Date:		Manager Level:	
Job Purpose: Working as part of the Coastal Mitigation Service Ranger Team, to reduce the impact of all forms of coastal recreation on bird species that are interest features of coastal designated sites and to control the spread of pirri-pirri bur in dune grasslands.					
Resources					
Staff	Managing volunteers and volunteer groups				
Finance	Small-scale project expenditure (<£10,000)				
Physical	Use of a fleet van				
Clients	Members of the public				
Duties and key result areas:					
<ol style="list-style-type: none"> 1. To provide advice to recreational users concerning the value of the coast to wildlife and how they can undertake their activities while reducing disturbance to it, face-to-face and through traditional and social media. 2. To inform dog walkers concerning areas subject to 'dogs-on-lead' restrictions and, where information and advocacy prove insufficient to issue Fixed Penalty Notices. 3. To install and maintain temporary fencing around shore bird breeding sites and to monitor these. 4. To undertake programmes of ornithological and disturbance monitoring in accordance with agreed monitoring protocols. 5. To undertake control of pirri-pirri bur. 6. To lead guided walks and similar activities to inform and enthuse people about wildlife on the coast. 					
The duties and responsibilities highlighted in this Job Description are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and extent of the post and the grade has been established on this basis.					
Work Arrangements					
Transport requirements:	Extensive travel along the coast between the Tyne estuary and the Scottish border.				
Working patterns:	Will include regular weekend working and some evenings.				
Working conditions:	Mainly outdoors in all weather conditions and seasons				

PERSON SPECIFICATION

Post Title: Wildlife Ranger	Director/Service/Sector: Planning/Conservation	Ref:
Essential	Desirable	Assess by
Qualifications and Knowledge		
A qualification equivalent to HNC level 4 in ecology, countryside management or an equivalent discipline,. A good understanding of nature conservation policy and practice, especially concerning the regulation and management of designated sites. Strong all round natural history field skills, but especially concerning the identification of shore birds and of dune flora	An understanding of coastal processes and the challenges these bring.	a,i
Experience		
Managing habitats and species for nature conservation Undertaking ecological survey work Leading guided walks and similar activities to show and explain wildlife to people	Advocating solutions to conflicts between wildlife and people Working with traditional media outlets and social media Leading and managing volunteers Working with a coastal environment	a,i
Skills and competencies		
Highly developed communication and advocacy skills with a range of audiences, both interested/ supportive and uninterested/potentially hostile. Excellent negotiating skills, with the aptitude to defuse and resolve conflicts while achieving desired outcomes. Strong assertiveness skills, to impose Fixed Penalty Notices when necessary while minimising conflict. Practical countryside management skills including fencing and vegetation management. Ability to work as part of a team but also to work with limited supervision, managing their own workload and using their initiative to an appropriate degree. Creative and imaginative approach to problem-solving, to identify solutions to conflict between people and wildlife.		a,i,p,r
Physical, mental, emotional and environmental demands		
Enforcing regulations - the postholder will be an authorised person for the purpose of issuing Fixed Penalty Notices under the Anti-Social Behaviour, Crime and Policing Act 2014, with consequent mental and emotional demands arising from potential conflicts with members of the public. Working outdoors for long periods of time in challenging environments and weather conditions. Adherence to strict framework of risk assessments and procedures		a,i,r
Motivation		

<p>Highly motivated to ensure the conservation of nationally and internationally important bird populations and plant communities on the coast of Northumberland and North Tyneside</p> <p>Highly motivated to enable people to enjoy the coast and to learn more about its wildlife.</p> <p>Highly motivated to seek solutions for conflicts between people and wildlife.</p>		i,r
Other		
<p>Full driving licence</p> <p>Access to a car than can be used for work purposes</p>		a

Key to assessment methods; (a) application form, (i) interview, (r) references, (t) ability tests (q) personality questionnaire (g) assessed group work, (p) presentation, (o) others e.g. case studies/visits