

Northumberland County Council

JOB DESCRIPTION

Post Title: Wildlife Ranger (CM Service)		Director/Service/Sector: Planning/Conservation		Office Use	
Band: 5		Workplace: Site-based with hot desking at Seahouses Hub and Druridge Bay Country Park		JE ref:3578 HRMS ref:	
Responsible to: Senior Wildlife Ranger		Date: July 2019		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. 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. 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. 7. 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. 					
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			

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PERSON SPECIFICATION

Post Title: Wildlife Ranger (CM Service)	Director/Service/Sector: Planning/Conservation	Ref: 3578
Essential	Desirable	Assess by
Qualifications and Knowledge		
Broad understanding of nature conservation policy and practice and good natural history field skills, in particular concerning the identification of shore birds.		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	a,i
Skills and competencies		
Excellent communication and advocacy skills with a range of audiences. Practical countryside management skills including fencing and vegetation management The assertiveness required to issue Fixed Penalty Notices and the conflict resolution skills required to ensure that this sanction is only resorted to when absolutely necessary.		a,i,p,r
Physical, mental, emotional and environmental demands		
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.		a,i,r
Motivation		
Highly motivated to ensure the conservation of nationally and internationally important bird populations and plant communities on the coast of Northumberland and North Tyneside Highly motivated to enable people to enjoy the coast and to learn more about its wildlife		i,r
Other		
Full driving licence Access to a car than can be used for work purposes		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