

JOB DESCRIPTION

JOB TITLE	Lyscombe Ranger
TEAM	Nature Recovery
GRADE	C
RESPONSIBLE TO	Reserves Manager
RESPONSIBLE FOR	Contractors, volunteers, trainees

OVERALL ROLE

Focusing primarily on our 335ha Lyscombe Nature Reserve, near Dorchester, carry out day-to-day practical works including habitat restoration and creation, access improvements, interpretation and public engagement. Lyscombe is an interesting combination of wonderful chalk downland and woodland, requiring traditional management, mixed with intensively managed land. Here we will be using natural processes to restore wildlife to the whole site.

Through the Species Survival funded 'Making Space for Nature in Dorset' project, work within a small delivery team to deliver ground works aimed at increasing wildlife abundance across 18 sites. Your work will include assisting with grazing animals, restoring chalk downland, estate management, engagement with the public and helping with wildlife monitoring. You will be working with volunteers, trainees, and contractors.

I. Key responsibilities

- Be responsible for carrying out practical conservation and estate management tasks to a high professional standard, including downland and woodland management, wetland creation, installation and maintenance of public access and interpretation.
- Liaise with and supervise contractors undertaking work on project sites.
- In combination with the area Reserves Manager, liaise with and direct graziers regarding management of the reserve.
- Work with volunteers to deliver an annual programme of project activities. Lead weekday and weekend conservation volunteer parties as required.
- When required, manage assistant wardens, work placement students, volunteers and trainees, helping to guide their work programmes, personal development and training.
- Undertake recording and monitoring of biodiversity across the site for project monitoring in liaison with the DWT Ecologist.
- Work with the Landscape Advisor to keep local communities, site users, DWT members and stakeholders informed about the vision, activities and wildlife at Lyscombe. Engage with local residents, groups and schools to encourage active involvement in the site.
- As directed by the Reserves Manager, work on other DWT nature reserves in combination with the wider team.
- Service and maintain project vehicles, power and hand tools, keeping records and log sheets.
- Ensure safe working practices are strictly adhered to at all times, and sites are maintained in an appropriate and safe condition. Ensure up-to-date record keeping is maintained.

- Comply with legal requirements associated with management on reserves, notably Health & Safety legislation, prepare generic and site-based risk assessments, undertake tree safety surveys, and COSHH assessments.

2. Other DWT Duties

- Undertake any other duties appropriate to the post as delegated by the line manager.
- Contribute to other Dorset Wildlife Trust activities when required, to deliver the aims of the Strategic Plan.
- Engender a culture of membership recruitment within the team.
- Abide by organisational policies and procedures laid down in the Staff Handbook, including promoting equal opportunities particularly with regard to volunteer work.
- Promote good public relations by behaving appropriately towards visitors and members, and respond to enquiries from members of the public in relation to reserves in a professional manner.
- When asked provide advice to landowners, partnerships and public related to general wildlife and management enquiries about the project.

Some evening and occasional weekend working may be required with time off in lieu. There also may be periodic travelling within the county with occasional journeys further afield; Project vehicle is available but own vehicle may be needed. A valid driving licence is a requirement of this position. Overnight stays are only rarely required.

PERSON SPECIFICATION

Area A Experience

The post holder will be expected to have relevant experience in the following areas:

- Experience of a broad range of practical conservation management tasks (essential).
- Off-road, 4-wheel drive vehicles and power tools such as chainsaws and clearing-saws, including their maintenance (essential).
- Management of practical groups, staff, trainees, contractors and volunteers (essential).
- Working to management plans and work programmes (essential).
- Safe working practices and first aid (essential).
- Tractor work, including awkward trailed loads and difficult terrain (desirable).
- Involving people from all backgrounds in natural heritage (desirable).
- Conflict resolution (desirable).
- Livestock management (desirable).
- Habitats and species surveying and monitoring (desirable).

Area B Knowledge

The post holder is expected to have knowledge of the following:

- Knowledge of practical habitat management and policies and land uses that influence Dorset habitats (essential).
- Knowledge of safe working practices, health and safety legislation and implementation (essential).
- Substantial knowledge of land management using hand tools (essential).
- Knowledge of countryside and access legislation and best practice (essential).
- Natural history and/or ecology (essential).
- The practical operation of agri-environment schemes (essential).
- Good practice in public engagement (desirable).
- Some knowledge of animal husbandry (desirable).
- Some knowledge of habitat and species ecology as relevant to Dorset (desirable)

Area C Skills/Qualifications

The post holder will require the following skills/qualifications:

- Qualifications in use of chainsaw (NPCT), other hand operated tools, herbicides, and first aid (essential) and tractor and ATV (desirable).
- Good written and spoken communication skills (essential).
- Ability to create a safe and enjoyable working environment for volunteers (essential).
- Ability to keep to timescales, meet deadlines and organise work efficiently (essential).
- Ability to engage and motivate others, and to negotiate positive outcomes (desirable).
- Hold a full driving licence (essential), including use of mini-bus and trailers (desirable).
- Ability to identify a good range of species and have surveying class licences (desirable).
- Ability to work in a team and under own initiative (essential)
- Computer literacy (word processing, Geographical Information Systems) (desirable).

Area D PERSONAL QUALITIES

- Resilience.
 - A passion for conservation of wildlife with enthusiasm, self motivation and self discipline.
 - Good time-keeping and Flexibility.
 - Tact, diplomacy and integrity.
 - Sense of humour.
 - Presentable appearance and ability to talk to and engage with people from differing backgrounds.
 - Initiative and creativity.
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