



Northumberland
Wildlife Trust



Rothbury Estate Ranger

Information Pack

Contact Details:

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Who we are...

Northumberland Wildlife Trust was founded in 1971 to protect wildlife and promote nature conservation within Newcastle, North Tyneside and Northumberland. Today, our voice for wildlife is stronger than ever. We are a non-government funded charity, supported by membership, donations, local businesses and charitable trust grants.

Our vision and strategic objectives

A Wilder Future for our area

We want: Everywhere and everything here Wilder, including people's lives and jobs, with landscapes richer in wildlife and better-connected land, wetlands and seas.

We want: To reach more people, form more partnerships and play a greater part in wilding and greening locally, and contribute globally to restoring nature and tackling climate breakdown.

We will create Wilder Places, Wilder People and a Wilder Future, with more, bigger and better joined up areas for wildlife to thrive, more people taking action and connecting to nature and influencing more decisions to secure nature's recovery locally, regionally and nationally.

We will achieve our vision by:

- Defending wildlife and wild places
- Enabling nature's recovery: protecting the best and improving the rest
- Inspiring people and communities to care and enabling them to act
- Influencing organisations to behave in nature's interest
- Growing our resources and partnerships to be more effective and agile

We will deliver our vision through three key strategic objectives

1. Lead nature's recovery
2. Inspire people and organisations to care and mobilise them to act
3. Ensure an agile green culture and sustainable Northumberland Wildlife Trust



We work as part of a national movement

There are 46 local Wildlife Trusts across the UK, the Isle of Man and Alderney, all working for an environment rich in wildlife for everyone.

With 945,000 members, we are the largest UK voluntary organisation dedicated to conserving the full range of the UK's habitats and species, whether they be in the countryside, in cities, or at sea. 135,000 of our members belong to our junior branch, Wildlife Watch.

We manage 2,600 nature reserves covering more than 80,000 hectares; we stand up for wildlife; we inspire people about the natural world and we foster sustainable living.

All 46 Wildlife Trusts are members of the Royal Society of Wildlife Trusts (RSWT), which operates a separate Grants Unit administering major funds on behalf of the Landfill Communities Fund.

To find out more...

www.nwt.org.uk

www.wildlifetrusts.org

Equality, Diversity and Inclusion (EDI) and Safeguarding:

Northumberland Wildlife Trust believes that everyone should have the opportunity to experience the joy of wildlife in their daily lives; that's why we're committed to putting equality, diversity and inclusion at the heart of our movement.

For more information, please see [Our commitment to Equality, Diversity & Inclusion \(EDI\) | The Wildlife Trusts](#)

For more information about our safeguarding commitment, please see [Safeguarding Commitment Statement_0.pdf \(wildlifetrusts.org\)](#)

Disability Confident Committed:

We aim to offer an interview to disabled people who meet the minimum criteria (e.g. Essential skills). This is to encourage positive action. It is important to note that there may be occasions where it is not practicable or appropriate to interview all disabled people that meet the minimum criteria for the job. For example, if there are a high volume of applications. In these circumstances the employer could select the disabled candidates who best meet the minimum criteria for the job rather than all of those that meet the minimum criteria, as they would do for non-disabled applicants.



Rothbury Estates Ranger

The Rothbury Estate Ranger will support the effective management, maintenance and monitoring of The Rothbury Estate in Northumberland, helping to deliver nature conservation, land management and community engagement objectives.

The postholder will lead the development of a volunteer programme, coordinate practical conservation and on-site monitoring activities, support estate operations and work closely with local communities, partners and staff to achieve estate management goals.

Information for applicants

To apply for the position of Rothbury Estate Ranger, please complete the corresponding Application Form in full and return it to Paula Turner (contact details on the front of this pack) by the specified deadline.

Please note, CVs and/or covering letters will not be accepted.

If you require further information regarding any aspect of the application process, please do not hesitate to get in touch.

Thank you for your interest in Northumberland Wildlife Trust.



Job specification

Post title

Rothbury Estates Ranger

Location

The post will be based at The Rothbury Estate, with access to an office on site. Other Northumberland Wildlife Trust offices are also available for occasional working.

Responsible to

Director of Conservation (Northumberland Wildlife Trust)

Responsible for

- Contractors (in certain circumstances)
- Volunteers and placement students

Internal relationships

- Northumberland Wildlife Trust teams
- Royal Society of Wildlife Trusts (national) teams including the Managing Director for The Rothbury Estate
- Volunteers

External relationships

- Land managers and farmers
- Local groups including citizen science groups
- Members of the public including visitors to site
- Contractors
- Other environmental NGOs

Main responsibilities

- Coordinate on-site monitoring across The Rothbury Estate, working with volunteers, researchers and staff from The Wildlife Trusts; this will include maintaining and deploying monitoring equipment and overseeing the collection, recording and submission of data using agreed methodologies and protocols
- Support the delivery of estate management activities and assist with farming operations, working closely with The Wildlife Trusts' site team
- Develop and coordinate a regular volunteer programme with the Northumberland Wildlife Trust Volunteer Manager, ensuring volunteers are actively involved in estate management, monitoring and practical conservation activities wherever possible
- Undertake the inspection, repair and maintenance of estate infrastructure, including access routes, paths, gates, fencing, waymarking and site signage,



ensuring assets remain safe, functional and welcoming for visitors and volunteers

- Plan, coordinate and deliver practical conservation and land management projects across the Estate, working collaboratively with Wildlife Trust colleagues, volunteers and partners
- Working alongside colleagues with responsibility for community engagement, develop and maintain positive relationships with local communities, statutory bodies and recreational user groups, supporting the delivery of the Estate's conservation and land management objectives while balancing public access and recreational interests, and enabling local groups and partners to undertake activities independently where appropriate
- Maintain accurate records of estate activities, monitoring results and volunteer participation, and provide regular updates and reports on progress against agreed objectives.

Salary band

Salary band C £26,981 - £30,339

Contribution to personal pension

A further 5% is payable into the Trust's Stakeholder Pension scheme after three months, conditional on the employee contributing at least 5% of salary.

Holidays

22 days basic (pro rata), plus the period between Christmas and New Year and all English bank holidays (pro rata). Where these are worked, time off in lieu is given. After three years' service, an additional day's leave will be awarded, followed by two after four years and a further two after five years

Hours

The post is full time (35 hours/week). This is normally Monday to Friday, but occasional evening and weekend work may be required

Car & travel

A full UK driving licence is preferred. NWT has a fleet of vehicles that can be used. Mileage is paid for use of own vehicle where necessary. There is good public transport within the urban areas of Newcastle and North Tyneside along with a network of cycle ways, and we encourage staff to use these where appropriate to help lower the carbon footprint of the organisation.

Contract, probation & notice

Two year with option for extension subject to funding. There is a probationary period of 6 months. A minimum of 4 weeks' notice is required from either party.



Person specification

Knowledge & attributes

Essential

- Good written and verbal communication skills
- Good IT skills
- Good knowledge of ecology and nature conservation in the UK – likely to be gained through experience or academic study
- Good wildlife identification skills, with knowledge of British flora and fauna.

Desirable

- Knowledge of the local area's communities, organisations and environmental landscape, or a demonstrable ability to build local knowledge and relationships quickly.

Skills & experience

Essential

- Experience of delivering land management for nature conservation.
- Ability to manage, prioritise and deliver multiple areas of work.
- Experience in communicating with a wide range of audiences, from the general public to experts
- Proven track record in leading volunteers
- Experience of engaging and working constructively with a range of stakeholders, including local communities, landowners, user groups, parish councils, statutory agencies and neighbouring land managers.

Desirable

- Land based skills such as chainsaw, brushcutter and tractor driving
- Understanding of health and safety at work, additional training will be provided
- Experience of conducting site monitoring and ecological surveys
- Experience of maintaining access infrastructure and signage on public-facing sites.

Qualifications

Essential

- Relevant field-based work experience
- Full current driving licence.

Desirable

- Outdoor First Aid certification



- Industry qualifications relevant to the role (ATV, Tractor, etc.)
- Chainsaw certification
- Brushcutter certification.

Personality

Essential

- Able to carry out practical tasks which are physically demanding in remote and/or inhospitable environments
- Personable and friendly, good at developing relationships
- Strong communicator
- Ability to work well on own initiative, but also a team player
- Well-organised
- High level of enthusiasm, self-motivation and self-discipline
- Flexible approach to work
- Willingness to learn new skills and acquire new knowledge.

