

Northumberland County Council

JOB DESCRIPTION

Post Title: Senior Wildlife Ranger		Director/Service/Sector: Planning/Conservation		Office Use
Band:		Workplace: Site-based with hot desking at Seahouses Hub and Druridge Bay Country Park		JE ref: HRMS ref:
Responsible to: Principal Ecologist and AONB Officer		Date:	Manager Level:	
Job Purpose: To establish and run a coastal mitigation service operating from the Tyne estuary to the Scottish border, 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	Manages three Wildlife Rangers, volunteer groups and individual volunteers		
	Finance	Responsible for annual project budget of about £80,000 pa and periodically for larger budgets for individual projects		
	Physical	Responsible for two fleet vans		
	Clients	The Coastal Mitigation Service Steering Group; members of the public		
Duties and key result areas: <ol style="list-style-type: none">1. To develop and implement an annual work programme for the ranger team and line-manage the rangers.2. To lead the ranger team in day to day interaction with coastal recreation users3. To agree monitoring indicators with the project steering group concerning disturbance levels and implement the agreed monitoring protocol, collate the data collected and undertake basic statistical analyses.4. To develop and implement a media strategy including the frequent use of social media to develop positive messages about coastal wildlife and how the coast can be enjoyed without harming it, and provide engaging information about the species concerned on an ongoing basis, so as to develop a distinctive identity for the Coastal Mitigation Service and a social media following among coastal users.5. To identify capital works required to further the aims of the CMS, present them to the steering group for approval, secure external funding where required and implement the works.6. To liaise with coastal landowners as required to secure consent for capital works and control of pirri-pirri bur, and with Natural England to secure SSSI consents etc.7. To liaise with coastal user groups, both recreational and conservation.8. To ensure the considered and proportionate use of Fixed Penalty Notices under Public Space Protection Orders by the ranger team to protect coastal wildlife.9. To liaise with other NCC departments and officers with responsibilities for work on the coast including Public Protection and Countryside Service staff.10. To liaise with conservation organisations operating on the coast including the National Trust, Northumberland Wildlife Trust and Natural England staff at Lindisfarne National Nature Reserve to ensure that the CMS rangers work effectively with project partners.11. To prepare reports as required for the project steering group including an annual publically-accessible project report, and for monitoring the expenditure of S.106 funding.12. Other duties as required.				
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.		

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PERSON SPECIFICATION

Post Title: Senior Wildlife Ranger		Director/Service/Sector:	Ref:
Essential	Desirable		Assess by
Qualifications and Knowledge			
Detailed understanding of ecological processes and nature conservation policy and practice. Good natural history field skills, in particular concerning the identification of shore birds. Ecological knowledge is likely to require relevant qualifications at HND or higher in ecology or a related discipline but an equivalent standard may be acquired through experience of relevant work.			a, i
Experience			
Managing habitats and species for nature conservation Undertaking ecological survey work	Advocating solutions to conflicts between wildlife and people Line-managing staff Budget management Developing and implementing work programmes Working with traditional media outlets and social media Leading and managing volunteers Leading guided walks and similar activities to show and explain wildlife to people Being responsible for the health and safety of others in challenging environments		a, i
Skills and competencies			
Excellent communication and advocacy skills with a range of audiences, with traditional media and to develop and maintain an active and compelling social media presence. 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. Strong leadership skills to shape and direct a new service and ensure that team members and volunteers undertake effective and satisfying roles. Creative thinking to resolve conflicts between recreational users and coastal wildlife. Good report-writing skills and ability to undertake basic statistical analysis Practical countryside management skills including fencing and vegetation management			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