

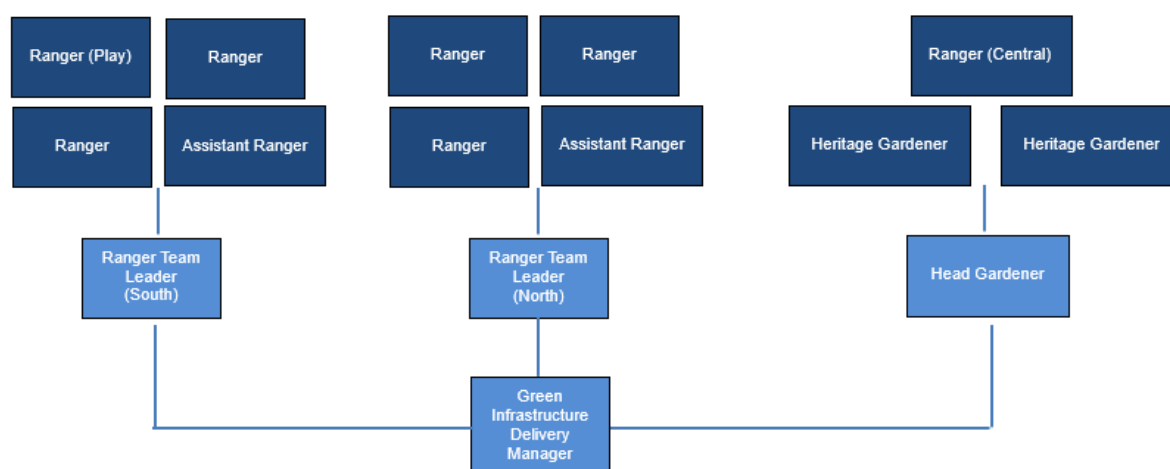
JOB DESCRIPTION

Job Title:	Lead Ranger		
Directorate:	Place, Planning and Regeneration	Salary:	£36,363 - £40,777 FTE plus £729 London Weighting
Section:	Parks and Countryside	Grade:	BG-G, SCP25-30
Location:	The Look Out / Westmorland Park	Work Style:	Flexible

Key Objectives of the role

- To lead a team responsible for the management of high quality parks and open spaces.
- To organise and undertake maintenance, promotion of outdoor recreation and public access to natural spaces.
- To ensure the conservation of wildlife, landscape character and heritage features within open space, and to promote and manage related functions such as play areas and sports pitches as required.

Designation of post and position within departmental structure



The Lead Ranger post reports directly to the Green Infrastructure Delivery Manager.

The Lead Ranger post receives four direct reports, which will include a combination of Ranger, Assistant Ranger and Ranger (Play) posts.

The post holder is responsible for the day to day management of the team.

There are two Lead Ranger positions which work closely together and cover for each other during periods of absence.

The two Lead Ranger roles collaborate with the Head Gardener and work together as a management team under the direction of the Green Infrastructure Delivery Manager, to provide consistency and efficiency of practical work across the natural estate.

Daily and monthly responsibilities

- Organisation and coordination of the Ranger team, monitoring performance and delivery to ensure that sites are safe, clean, welcoming and maintained in accordance with good practice. This includes site inspections, work programming, undertaking maintenance tasks and preventing and clearing litter.
- Co-ordinate and supervise the work of a team of Rangers, including delivery of Warden activities such as public liaison, byelaw enforcement, promoting community safety and provision of a rapid response and repair service.
- Correspondence with residents, contractors, wildlife and interest groups, parish and town councils, sporting and recreation clubs and other council services around the delivery of green space provision.
- Co-ordinate all health and safety matters relating to the Ranger teams, including undertaking routine health and safety inspections and implement appropriate schemes to ensure the safety of staff, volunteers and visitors. Ensure security and maintenance of buildings, vehicles and equipment and carry out regular checks, including monitoring and recording of data.
- Managing parks and open spaces for the benefit of people and wildlife, preparing, implementing and reviewing site management plans in accordance with appropriate policies and strategies.
- Identify, plan and manage improvement projects such as those for Suitable Alternative Natural Greenspace (SANG) and Biodiversity Net Gain.
- Develop specifications and supervise works for grounds maintenance. Arrange, supervise and monitor contractors (and volunteer working groups) in accordance with council policies and procedures
- Develop ideas around conservation and commercial projects for the natural estate.
- Support the Green Infrastructure Delivery Manager with the management of the Ranger team and wider natural estate.
- Coordinate and encourage the provision of volunteering across parks and green spaces.
- Provide formal and informal recreational facilities for the local community including young people. Encourage children's play, recreation, health, fitness and sports development through access to open spaces.
- Encourage outdoor recreation, promote environmental awareness / nature conservation and increase understanding and enjoyment through interpretation, events, walks and talks.

Scope of role

The post has no direct budgetary control.

From a financial perspective, the post supports the organisation of contracted works as above, and confirms when works are completed, checking this is to the appropriate standards. The post tracks spend against agreed budgets, but these are managed and approved by other roles.

The post has line management and supervisory responsibility for four staff on a permanent basis, with occasional responsibility for day-to-day supervision of up to 10 staff, during periods of absence of other team leaders.

The post includes regular weekend and evening work in accordance with the requirements of the service.

Commitment to the Council's Equal Opportunities policy at all times

Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only.

PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
Skills and qualifications	<p>Working experience in the management of recreational green space.</p> <p>Diploma in Countryside Management, or a closely related subject. (Or the ability to demonstrate knowledge to the equivalent level.)</p>	<p>Degree in Countryside Management or a closely related subject.</p> <p>First aid certificate.</p> <p>Use of power tools including N.P.T.C chainsaw certificate.</p> <p>Tree inspection training / qualification.</p> <p>Protected species training / licences.</p>
Competence Summary (Knowledge, abilities, skills, experience)	<p>Knowledge of U.K. wildlife and habitat conservation best practice.</p> <p>Ability to foster community / partnership working</p> <p>Ability to manage health and safety processes surrounding outdoor working, heavy equipment use and public events.</p> <p>Ability to tender and operationally manage small works contracts and ground maintenance contracts.</p> <p>Good organisational and communication skills required to lead on the delivery of public events.</p> <p>Ability to motivate and safely lead the activities of volunteers.</p> <p>Practical skills to carry out a variety of estate maintenance tasks e.g. erecting gates and stiles, fencing, strimming and mowing.</p>	<p>Experience of managing a team of staff.</p> <p>Knowledge of national bodies awarding grants for conservation, for instance English Heritage and Natural England.</p> <p>Experience of managing grant applications.</p>
Work-related Personal Requirements	<p>The post holder must hold a full UK driving licence (or valid equivalent). Non-UK licences must be converted to UK licences in the first six months of employment.</p>	<p>I.T. literate</p>

	<p>Able to collaborate effectively and to thrive in team environments.</p> <p>Good interpersonal and customer care skills expressed in all forms, including face to face meetings, phone calls and email / letter. Commitment to the delivery of a high quality service.</p> <p>Able to mediate and develop co-operative relationships between different groups and individuals.</p> <p>Excellent general health and enthusiasm for outdoor working.</p>	
Other Work Requirements	<p>Flexible and able to work regular evenings and weekends.</p> <p>This role has been identified as public facing in accordance with Part 7 of the Immigration Act 2016; the requirement to fulfil all spoken aspects of the role with confidence in English applies.</p> <p>Ability to work outside in all weather conditions.</p> <p>Understanding of and commitment to the requirements for safeguarding children, young people and adults at risk.</p>	<p>Qualification to tow trailers / chippers etc. on U.K. roads.</p> <p>Training in the operation of other plant, for instance chipper or mini-digger.</p>
Role models and demonstrates the Council's values and behaviours	<p>Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities.</p> <p>We make our values real by demonstrating them in how we behave every day.</p>	

All staff should hold a duty and commitment to observing the Council's Equality & Dignity at Work policy at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.

