



Job Description

This job description has been designed to indicate the general nature and level of work required of the post to indicate the level of responsibility. It is not a comprehensive or exhaustive list, and the line manager may vary duties from time to time which do not change the general character of the job, or the level of responsibility entailed.

Post Details	
Job Title	Biodiversity Ranger
Job Reference	New Post
Service	Environmental Services
Team	Countryside Service
Location	Dinton Pastures Country Park
Reports to	Simon Bartlam, Countryside Officer (Operations)
Responsible for	Biodiversity surveying, report writing, and meadow management.
Grade	G7
Contract Type	Permanent
Hours	37 hours

Main Accountabilities	
1.	Support and implement site surveying and report writing for site management and Biodiversity Net Gain
2.	Implementing the authority's meadow management by setting up grazing agreements and organising hay cutting.
3.	Maintaining and auditing site furniture, including fencing, stiles, and gates
4.	Inspection of sites and audits from a H&S and integrity perspective, including tree inspections
5.	Working with external stakeholders and contractors to deliver biodiversity projects
6.	Investigate and implement future funding streams such as HLS grant funding and Countryside Stewardship
7.	Performing habitat management tasks and supporting the wider Estate Team
8.	Supervision of Assistant Estate Ranger and Seasonal Staff

Person Specification

The ideal person is proactive, knowledgeable, and highly organised, with a strong commitment to biodiversity conservation and habitat management. They are skilled in surveying, wildlife monitoring, and report writing, translating data into actionable management plans. They can implement and maintain site management practices, including meadow management, fencing, gates, and other site infrastructure, while ensuring high standards of health & safety. Collaborative





and adaptable, they work effectively with staff, volunteers, external stakeholders, and contractors to deliver biodiversity projects. Solutions-focused and attentive to detail, they support risk assessments, operating procedures, and wider estate management tasks, driving positive environmental outcomes.

	Essential	Desirable
Education/Qualifications	<ul style="list-style-type: none"> • Relevant qualification in ecology, conservation, countryside management, or a related field • Health & Safety, First Aid, or Risk Assessment certification (or willingness to obtain) • NPTC Tractor driving and related tractor operations. • Full driving license 	<ul style="list-style-type: none"> • Higher-level qualification in habitat management, environmental science, or arboriculture • Training in project management or grant funding applications RYA Powerboat Level 2 • NPTC Chainsaw, Brushcutter
Technical Skills	<ul style="list-style-type: none"> • Competence in wildlife surveying, habitat monitoring, and data recording • Practical countryside and estate skills e.g. livestock fencing, gates and stiles, and other site furniture installation and repair. • Ability to write reports and contribute to management plans • Competence in using computer systems for data recording, spreadsheets, and management systems 	<ul style="list-style-type: none"> • Experience with GIS or mapping software for site monitoring • Grant application and funding management skills (e.g., HLS, Countryside Stewardship) • Machinery and power tools skills • Good customer care skills
Knowledge	<ul style="list-style-type: none"> • Understanding of biodiversity, habitat management, and Biodiversity Net Gain principles • Awareness of health & safety legislation, risk assessments, and site inspections. • Knowledge of estate and meadow management practices, including grazing agreements and hay cutting 	<ul style="list-style-type: none"> • Understanding of sustainability practices in site and asset management • Awareness of partnership opportunities with external stakeholders and contractors • Knowledge of animal husbandry and livestock management
Experience	<ul style="list-style-type: none"> • Implementing and maintaining site surveying and recording systems • Delivering habitat management tasks and supporting wider estate projects 	<ul style="list-style-type: none"> • Experience in setting up and managing Biodiversity Net Gain projects





	<ul style="list-style-type: none"> • Working with contractors and external partners to deliver biodiversity projects • Supporting the creation and review of risk assessments and operating procedures • Experience producing detailed management plans for multiple sites 	<ul style="list-style-type: none"> • Delivering commercial or grant-funded conservation initiatives • Experience dealing with graziers, farming tenancy, hay contractors • Supervising volunteers
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Purpose Details	
Service Purpose	To effectively manage the council's Country Parks, Nature Reserves and SANGs. To provide a contracted Public Rights of Way (PRoW) cutting and reactive maintenance service for the Council. To generate sufficient revenue from car parking, cafes, fishing, events, land hire and rental agreements to fund the operation of the Service. With the aim to generate further income to fund capital improvement works on Service facilities.
Role Purpose	To support the implementation of the Countryside Service Business Plan and be part of a comprehensive ranger service with specific responsibilities for implementing Biodiversity Net Gain initiatives, conducting wildlife and habitat surveys, producing management plans and reports, maintaining site infrastructure for grazing, delivering habitat management tasks, and liaising with graziers, hay contractors, and other stakeholders to ensure effective site management.

Supervision and Relationships	
Supervision Received	Reports to Countryside Officer (Operations)
Supervision Given	Occasional supervision of Assistant Estate Rangers and Seasonal Staff.
Contacts	External stakeholders, local farmers / graziers, survey companies, other local councils.

Resources/Budget Management
Responsible for ensuring the safe and appropriate use of Service vehicles, machinery, and tools, and for the proper care, security, and use of IT equipment, including hand-held devices and smartphones.

Special Requirements
<ul style="list-style-type: none"> • Supervision of volunteers in an outdoor setting. • Required to travel within the Borough. • Requirement to undertake such duties as are reasonably expected by the line manager. • Ability to work flexibly including occasional evenings and early mornings for wildlife surveying. • This role requires regular outdoor work and the ability to perform duties in all weather conditions. • Undertake daily equipment and vehicle checks • Participate in annual health surveillance relevant to the duties of the role.





- Remote Working and Lone working.
- Responsibility for locking/unlocking of sites and buildings.
- Handling Chemicals according to COSHH Regulations.
- Up to date on a vaccination (tetanus) and to carry a Leptospirosis card.

Occupational Health Risk Assessment	Details
Skin/Respiratory Sensitisers	Y
Working at Height	Y
Exposure to Noise (>80-85dB)	Y
Confined Spaces	N
Frequent Display Screen Equipment Use	Y
Driving for Work	Y
Hand Arm Vibration	Y
Lone Working	Y
Healthcare/Social Contact with Patients	N
Blood Borne Viruses Exposure	Y
Food Handling	Y
Working with Animals	Y
Specialised Medical Screening	Y
Night Working	N
Safety Critical Work	Y

Nature of the Role	Details
Healthcare or Hospital Work	N
Working with Children (under 18)	Y
Working with Elderly/Vulnerable Adults	Y
Work Environment Details	Based at Dinton Pastures Country Park office and workshop, but working outdoors across 35 countryside sites and Public Rights of Way

Role Involvement	Details
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Working with Children	Y
Working with Vulnerable Adults	Y
Both of the Above	Y
Providing Care/Supervision for Children	Y
Providing Care/Supervision for Vulnerable Adults	Y
Both of the Above	Y
None of the Above	N

Disclosure and Barring Service (DBS)		Details
DBS Requirement		Enhanced DBS
Eligibility Tool		Using the eligibility tool, and Enhanced DBS without a barred list check, see attached pdf.

Re-checks
<Details of required regular checks in line with regulations.>

Evaluation Declaration	
Date of Evaluation:	October 2025
Evaluated by:	Nargis Phagura Ass HRBP

