



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	Estate Ranger
Service	Place and Growth
Team	Countryside Service
Location	Dinton Pastures Country Park, Davis Street, Hurst, RG10 0TH
Reports to	Richard Westwood
Worker Style	Community - Work is based at Dinton Pastures and 35 other sites across the borough
Responsible for	Practical habitat management and estate maintenance across the Council's countryside sites, including paths, play areas, site furniture and machinery, while ensuring safe working practices and supervising volunteers and support staff.
Grade	4
Contract Type	Permanent

Main Accountabilities	
1.	Carry out practical habitat management and conservation work across countryside sites.
2.	Maintain footpaths, fencing, site furniture, play areas and associated equipment.
3.	Safely operate and maintain machinery, power tools and workshop facilities.
4.	Create, install and maintain interpretation materials and site signage.
5.	Engage with and support park visitors, providing information, assistance and advice on responsible site use.
6.	Develop and implement risk assessments, safe working procedures and monitoring systems.
7.	Supervise volunteers, Assistant Estate Rangers and seasonal staff.
8.	Support day-to-day site operations, including maintaining car park ticket machines, checking equipment and securing sites and buildings.





Person Specification	Essential	Desirable
Education/Qualifications	NVQ Level 3 or BTEC Level 3 Diploma in associated area or equivalent skill level. First Aid at Work Brushcutter & Trimmer Chainsaw CS30/31 Full Driving Licence	Degree in associated area or equivalent skill level. Chainsaw Medium / Large Trees CS32 Tractor driving and related tractor operations. Trailer Driving Pesticide PA01/PA06 Ride on Mower
Experience	Practical countryside and estate skills; coppicing, fencing, footpath maintenance, site furniture installation and repair. Experience of working outdoors in all weather conditions Experience of working in a customer-facing role and dealing with members of the public.	Experience of leading a work party. Experience of supervising other staff and volunteers.
Skills/Knowledge	Good communication and customer service skills Ability to manage and prioritise a varied workload Ability to work weekends Keen eye for detail and ability to identify issues requiring attention Understanding of the importance of completing tasks to a high standard Practical ability to safely use tools and machinery relevant to grounds and countryside maintenance Ability to work independently and as part of a team	Good knowledge of the local area and countryside sites across the borough Awareness of countryside visitor management and health & safety good practice Confidence supporting events, activities, and site hirers in a public setting

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 organisation and supervision of volunteers.
Corporate Parenting	You will champion the principles of corporate parenting by embedding its ethos in all aspects of service delivery, ensuring decisions and actions consistently reflect the responsibility to act as a corporate parent to children in care and care leavers, and actively contribute to shaping and implementing the wider corporate parenting strategy.





Supervision and Relationships	
Supervision Received	Reports to Countryside Officer (Community)
Supervision Given	Supervision of volunteers and/or Assistant Estate Rangers/Seasonal Staff
Contacts	External stakeholder - Friends of Group, Local Town & Parish Councils, Local Wildlife Groups, and Educational Establishments

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
• Supervision of children and vulnerable adults 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 regular weekends and occasional bank holidays. • 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	N
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
Working with Children	Y	
Working with Vulnerable Adults	Y	
Both of the Above	Y	
Providing Supervision for Children	Y	
Providing 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 checked	

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

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

