



Community Ranger

Job Description

Full-time Permanent.

This post is 50% funded by the CCB Chalk, Cherries and Chairs Landscape Partnership Scheme and therefore 50% of the time is delivering that project. The role description and skills are transferable between both elements of the job.

The remaining time is to be spent delivering a range of similar, smaller projects for a variety of customers and land owners in a very similar geographical area for Chiltern Rangers.

About the role.

Chiltern Rangers are working in partnership with the Chilterns Conservation Board to deliver 'Chalk, Cherries & Chairs'. This programme of 18 projects across the Central Chilterns area over 5 years is funded by the National Lottery Heritage Fund, HS2 and others. The project seeks to support a wide range of NGOs, farmers, public and private landowners to manage habitat and discover the heritage of their land through practical conservation tasks and work parties.

One project 'Landscape Connections', will create, restore, manage and connect habitats across the Central Chilterns project area. Using the Lawton Report recommendations as a framework, it will seek to improve & extent existing sites, create more sites and improve connectivity between sites.

As Community Ranger your role is to help deliver this project with the help of the local community. We are especially keen to engage and inspire people and organisations who don't usually get involved in conservation for whatever reason including Young People, BAME and urban communities as well as people who just can't wait to get involved.

It's about getting people of all ages and abilities to take part and hopefully come back for more! We want our project to be truly representative of the local community and become relevant, welcoming and enjoyable to and for people of all social and economic demographics.

You will work with other projects including Rough Around The Edges (RATE) – your skills and volunteers will help them get to grips with their local patch and break the back of troublesome or larger tasks.

We will expect you to develop a broad range of volunteering opportunities from practical habitat management to citizen science to admin to interpretation design & creation incl. digital media and platforms. Some of these volunteers you will encourage and develop into our advocates and ambassadors - aka Chilterns Champions to help spread the word further and help get even more people on board.

Some of your volunteers will become a roving volunteer workforce which develops throughout the project area and get to work on a wide range of sites and habitats both urban and rural.

By recruiting and training new leaders of all ages and inspiring the next generation of conservation volunteers, your role will be instrumental in achieving landscape scale conservation across the Central Chilterns providing bigger, better and more joined up habitat for our flora and fauna.

You will be supported with all of the training, kit and equipment needed and will have the full back up of the LPS project team and Chilterns Rangers staff, skills and experience to help you develop in your career.

About you

To succeed in this new and exciting role you will be excellent at working with people and will need to transmit your passion for place and wildlife to both new and existing volunteers. You will be able to communicate clearly with people from a range of backgrounds including those with learning difficulties.

You will be innovative and inspirational in your recruitment of new volunteers as individuals and as collective groups and take part in a wide range of new work parties that you will be responsible for establishing, nurturing and leading.

You will be experienced in carrying out a range of practical, physical conservation tasks from scrub cutting, tree felling and hedge-laying as well as building the outdoor site infrastructure such as steps, benches, gates, fencing and bankside berms. There will also be an important element of tracking our impact - by surveying species, habitats and people who take part through the project life.

You will demonstrate a positive, inspiring and 'can do' approach to the role. You will also need to be resilient as recruiting people, especially in hard to reach communities, takes time and effort to build relationships and trust.

You will thrive in working with and engaging people and helping them develop their skills and passion for the landscape. You will be able to think big in terms of creating roles for volunteers, which go beyond practical conservation including support for admin & office function, event support, marketing and promotion, social media and much more.

This is a role with competing priorities: people, partner organisations, places, seasons and so on, so excellent organisation and communication skills are very important. There is the chance to recruit a volunteer/s to help co-ordinate volunteers and even to bake cakes to feed your volunteer army. The possibilities are almost endless...

Community Ranger

Job Description

Job title: Community Ranger

Location: Chiltern Rangers, High Wycombe Buckinghamshire

Salary: £21,300

Hours: 37.5 hours per week.

Reports to: Operations Director, Chiltern Rangers

Job purpose:

Recruit & inspire new conservation volunteers, train new work party leaders, source and maintain kit/equipment, lead and support existing work parties, lead and deliver new work parties, co-ordinate and schedule work parties, carry out habitat and species surveys fulfil activity and impact reporting requirements.

Key accountabilities (CCC):

1. Recruiting a new and more diverse volunteer workforce
2. Training and supporting volunteer Work Party leaders, citizen scientists and other roles
3. Providing leadership support to existing volunteer work parties
4. Providing additional volunteer work party capacity to work on a range of sites
5. Providing kit, equipment and tools to allow work parties to deliver a range of tasks
6. Creating a long-term legacy of establish work parties and volunteers across the project area
7. Working with and supporting other LPS projects such as: Rough Around the Edges, Chilterns Orchards, Mills of the River Wye, Water in a Dry Landscape and more.

Key tasks:

1. Advise, scope and support the design and delivery of habitat management plans.
2. Provide leadership and support to existing volunteer work parties in conjunction with RATE
3. Identify, support and train new volunteer work party leaders
4. Recruit new volunteers to take part in regular volunteer work parties
5. Establish and equip new roving volunteer work party groups
6. Co-ordinate and deploy work parties to fulfil needs of site specific plans
7. Recruit Chilterns Champions to promote the project (and its aims).
8. Engage a variety of community organisations in at least 1 practical conservation sessions.

Key Accountabilities & Deliverables for Chiltern Rangers element.

You will be expected to deliver (or co-deliver) against a number of smaller projects – often with similar outputs and outcomes to CCC. This will require flexible approach working with the CR team. These are usually dynamic and subject to successful funding bids throughout the year. You will also be required to recruit and engage the community to these projects too. There may well be ‘cross pollination’ of projects & volunteer and indeed that is a positive outcome.

Person Specification

Skills and Experience - People

Essential

- Experience of leading, recruiting and co-ordinating volunteers
- Experience of engaging and working with a diverse range of people and backgrounds (esp. YP, BAME, Urban)
- Experience of working with people with a wide range of abilities.
- Positive, ‘can do’ approach to problem solving.
- Passion for delivering positive, place based change – for people and for the environment.

Desirable:

- Experience of developing people’s skills and/or experience base.

Skills and Experience - Practical and conservation

Essential:

- Experience of delivering a wide range of practical conservation tasks incl. surveys.
- Understanding of the Central Chilterns landscape and habitat types
- Driving license (full & clean)
- Training and safe use of brush cutter & strimmers
- Chainsaw CS30 & 31 or equivalent
- Good tea maker - volunteers run on tea!

Desirable:

- Trained in safe use of wood chipper, mowers and trailer towing,
- Minibus driving qualification (MiDAS)

- Species identification and surveying of 2 taxa groups

Skills and Experience - Administration and organisation

Essential:

- Good IT skills (Office) and a good working knowledge of social media
- Good organisation skills
- Good communication skills – written, spoken and digital.
- Flexible, determined and resilient – things often change in these projects and unexpected challenges arise and you will need to cope well with this.

Desirable:

- A working knowledge/some experience of databases, ideally Salesforce
- Experience of developing and/or delivering large partnership projects
- Good marketing skills & experience.

Summary of Terms and Conditions of Employment

1. The post is based in the Chiltern Rangers Office, Kingsmead Depot, 60 Fennels Road, High Wycombe, Bucks, HP11 1SL.
2. The post is offered as full time permanent.
3. Working hours are 37.5 hours per week. In addition, attendance will be required at occasional evening meetings and at week-ends. No overtime is payable but time off in lieu can be taken.
4. The post holder must be able to visit sites across all parts of the Chilterns and will be given the use of a Chiltern Rangers vehicle.
5. The basic leave entitlement will be 25 days plus public / bank holidays

This summary is for information only and does not constitute a contractual agreement