



Countryside Ranger

Part time role:	Full Time
Based:	At sites throughout Cornwall – Head Office is based in Redruth
Salary	£23,660pa
Contract:	Fixed term contract for an initial period of 2 years
Benefits:	Pension scheme and membership of Cornwall Heritage Trust

Cornwall Heritage Trust

A charity based in Cornwall and tasked with preserving and strengthening Cornwall's heritage through the ownership and management of historic sites; establishment of a volunteering scheme; managing a programme of education activities, resources and funds; providing an attractive membership offering; and engaging with Cornwall's communities to promote "Cornwall's heritage for one and all".

Established in 1985 CHT is heading towards its 40th anniversary and has been focusing on ensuring its sustainability for the future. Having recently undertaken a "Resilience Project" funded by the Culture Recovery Fund we have defined our Business Development Plan and Fundraising Strategy for the next four years and this role has been created specifically to help deliver this strategy as it evolves.

Summary

Working throughout Cornwall in some of the most stunning landscapes in the Duchy and caring for unique heritage properties this is a rare opportunity to get involved at the start of an exciting new project. We are looking for a Countryside Ranger, a brand-new role designed to bring the routine sites maintenance activities in-house and enable us to manage their care more flexibly and consistently. An important element of the job will involve growing our on-site volunteering and outreach activities and working with partner organisations.

The Role

CHT owns or manages 13 historic sites around Cornwall and this number is growing; our sites acquisition policy aims to add one new site per year. You will be working with our Heritage Sites Officer to create an annual management plan for each of our properties and be responsible for ensuring that this work is carried-out. Each site has its own unique needs and it will be important to be aware of the varied habitats and heritage features that must be managed and considered. We are also subject to constraints such as the legal protection afforded to scheduled ancient monuments and listed buildings and the land management considerations of being part of a SSSI for example.

We are growing our volunteering scheme and plan for management of volunteering and schools' groups to be a major part of this role. We will also require you to supervise an apprentice Countryside Ranger, another exciting addition to our fledgling team, who will be tasked with assisting you in the day-to-day management of the sites.

You will work closely with external partners, such as groups local to particular sites, or larger partners such as English Heritage or Historic England. You will also be the first point of contact for queries “on the ground” while working at the locations.

The sites maintenance work is hands-on and you will need to have demonstrable experience of a working within a similar type of role and holding the skills required to carry out this role. You will have to be able to work independently and be aware that this is a job based outdoors in all weather conditions.

The role will include:

- General estate management of the portfolio of historic properties in the care of CHT; this may include fencing repairs, access works or Cornish hedging for example
- Vegetation/ scrub clearance and heathland management
- Balancing the needs of conservation with visitor management
- Helping to formulate site management plans
- Environmental monitoring activities
- Volunteer supervision and management
- Liaison with the public and engaging with the community, including partner organisations
- Responsibility for health and safety on the sites
- Maintaining equipment and machinery
- Overseeing and training of apprentices

(This is not an exhaustive list and other tasks may be necessary according to the needs of the Trust)

Requirements

Attributes	Requirements		Method of Assessment
	Essential	Desirable	
Education & Qualifications	GCSE Maths and English grade C or 5 or equivalent	Further qualification in land management, conservation and/or countryside stewardship or equivalent level of vocational experience	Application form
	<ul style="list-style-type: none"> • PA1 and PA6 training • NPTC 201/202 • Brushcutter training • Emergency First Aid Or willingness to achieve any of these accreditations not currently held	Experience of operating large machinery e.g. ATV vehicles and tractors	Application form and certificates
	Full UK driving licence	Licence to tow trailers, if not held – the willingness to gain this qualification	Application form and licences
Knowledge & Experience	Good technical knowledge and experience of working	Experience of working on open access land	Application form and interview

	in estate management e.g. fencing repairs, hedging and access works		
	Practical experience of scrub clearance and heathland management	Experience of having worked on land containing historic features e.g. scheduled ancient monuments	Application form and interview
	Experience in environmental surveys and management for conservation management purposes	Experience of working with properties holding various designations e.g World Heritage Site, SSSI etc	Application form and interview
	Knowledge of the requirements of Higher Level Stewardship scheme		Application form and interview
	Experience of volunteer management	Ability to design and lead work plans for volunteer activity	Application form and interview
	Good, practical knowledge of health and safety requirements and capable of working within the risk assessment framework	Experience of writing risk assessments	Application form and interview
	Experience of helping people to develop practical skills, particularly young people between 11 and 25	<ul style="list-style-type: none"> • Experience of working with people with additional needs • Experience of working with schools • Experience of working with people from deprived areas 	Application form and interview
	Experience of helping to interpret sites to maximise the visitor experience	Involvement in previous interpretation projects on heritage sites	
	Supervisory experience	An understanding of effective management of a land-based apprenticeship	Application form and Interview
Skills & Abilities	Excellent communication skills and confident with dealing with a wide variety of people and stakeholders		Application form and Interview
	Able to lead a group of people (of varying ages and abilities) in practical tasks	Track record of delivering compelling workshops and activities	Application form and Interview

	Digital and social media skills		
	Ability to work to (and meet!) deadlines and targets		Application form and Interview
	Creative problem-solver		Application form and Interview
Personal Qualities	Motivated self-starter, able to work independently or as part of a team		Application form and Interview
	Able to manage and prioritise own workflow		Application form and Interview
	Enthusiastic, friendly and flexible		Application form and Interview
Other	A passion for protecting and sharing the Cornwall's heritage landscapes		Application form and Interview

Key Accountabilities

- Reporting to the Heritage Sites Officer and the CEO
- Working, as necessary, with the other members of staff and volunteers but particularly the Countryside Ranger apprentice

How to Apply

An application form can be downloaded from our website; this should be completed with reference to the contents of this document. Please email your application form to info@cornwallheritagetrust.org by midday on Wednesday 1st February 2023 and ensure that your email is entitled "Application for Countryside Ranger vacancy". You may enclose a CV and covering letter if you wish, **however applications without the application form will be disregarded.**

It is anticipated that, following shortlisting, interviews will take place during the week commencing 13th February 2023. All candidates will be informed of the outcome in due course.

Contact

If you would like more information about the vacancy, please contact Cathy Woolcock by email for an informal chat: cathy@cornwallheritagetrust.org

CHT website: www.cornwallheritagetrust.org