

Job Description & Person Specification

Job Title	Parks Ranger
Division/Location	Medway Norse Grounds
Reporting to	Head of Countryside & Rangers
Weekly Hours	37
Grade/Salary	Medway Norse Local Payscale

Job Description

The Role:

The Park Ranger is responsible for overall upkeep and maintenance of our Award Winning Country Parks. The postholder will also be responsible for regular engagement with members of the public and volunteers.

The Park Ranger is also responsible for increasing the understanding of visitors of the natural beauty, biodiversity and cultural heritage of the Country Park, helping people to enjoy and benefit from these special qualities whilst avoiding negative impacts.

Main Responsibilities

- Maintaining Medway's parks in line with Management plans, ensuring the parks are safe for use and kept to a Green Flag standard.
- Responsible for the conservation areas in the parks. Knowledgeable on a variety of habitats and key species, conservation work will be required to continue the enhancement of existing habitats.
- Responsible for comprehensive species monitoring of flora and fauna as this is required for the assessment of the effectiveness of the management plan, and the possible creation of new habitats to increase biodiversity across the sites.
- Strimming, hedge cutting, and use of mowers both push and ride on, the use of a tractor, mowing and side arm flail, as well as hard installations.
- Clearance of litter and fly tipping, as well as use of a variety of hand tools.
- Ensuring all works are carried out within the parameters of company risk assessments and method statements.
- Creating and delivering events and educational programmes within the Parks, liaising with partners to build a positive image of the service, and actively promoting Medway's parks and open spaces.
- Developing close working relationships with local schools to promote the Ranger Service and Parks, supporting work experience pupils, and lead on activities for those within local communities with additional needs. Work closely with local schools and other
- First point of contact with the community, resolving health and safety and cleanliness issues, responding to customer enquiries. Assisting the public including as First Aider's.
- Liaising with Medway Council in relation to development plans of the park, implementing ideas and projects.

Approval/Review Date

Approved by Operations Director:		Date:	
Approved by Head of Resourcing:	Jo Wishart	Date:	10.03.2022

- Responsible for contractors on site visits, ensuring specification is clear, monitoring performance and adherence to health and safety, including the inspection of completed works.
- Occasional public facing role in the Visitor Centre as and when necessary.

Other Duties

The duties listed are not exhaustive and may be varied therefore the post holder will be expected to undertake other duties as appropriate to the role and as requested by his/her line manager, including:

- Carrying out duties appropriate to the grade of the post, including occasional travel to other offices as required.
- Promoting continuous improvement and delivering demonstrable high-quality products and services which embrace quality standards.
- Demonstrating personal commitment to the Norse Way CSR Strategy.

Person Specification			
Category	Requirement	Essential or Desirable	Assessment Method Application Form (AF) Interview (I) Test(T)
Qualifications/ Knowledge/ Training	Qualification in Countryside Management or demonstrable experience in the land based sector.	Essential	AF / I
	Knowledge of current environmental management legislation	Essential	AF / I
	Knowledge of Health & Safety / Risk Assessments	Essential	AF / I
	A qualification in health and safety (IOSH) or similar	Desirable	AF / I
	NPTC / Lantra award in chainsaw maintenance cross cutting and small trees up to 380mm	Desirable	AF / I
	ROSPA Play area inspection - Routine Visual Inspections and/or Operational Inspections	Desirable	AF / I
Experience	Practical work within the same or similar sector	Essential	AF / I
	Use of small tools such as strimmer's / hedge cutters	Desirable	AF / I
	Leading activities and education sessions	Desirable	AF / I
	Experience of leading volunteers and friend's groups	Desirable	AF / I
	Working within a team environment	Desirable	AF / I

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Skills/Abilities	Ability to demonstrate theoretical and practical knowledge in countryside matters, biodiversity, habitat management	Essential	AF / I
	Practical can-do attitude and the ability to problem solve	Essential	AF / I
	Ability to deal with considerable levels of work-related pressure, for example from deadlines, interruptions, or conflicting demands.	Desirable	AF / I
	Ability to use written and oral communication skills. Including use of Microsoft package.	Essential	AF / I
	Ability to work within defined procedures and to work independently and part of a team	Essential	AF / I
	Ability to handle and process cash/documentation.	Essential	I
	To supervise, co-ordinate or train other employees where required	Essential	AF / I
Other Requirements	Full UK Driving License due to requirements of the role	Essential	AF / I

General

Job descriptions are accurate at the time of compilation but are open to change and therefore will be subject to regular review.

It is the individual's responsibility to take reasonable care for the Health, Safety and Welfare of themselves and others in accordance with the Health & Safety at Work Act (1974) and associated Company policy and procedures.

The individual is required at all times to comply with the provisions of the Data Protection Act 1998 and with any policy introduced by the Company to comply with the Act.

We are committed to employment practices and behaviours which encourage diversity, promote equality of treatment and eliminate unlawful and or unfair discrimination.

Our Values

You will be expected to promote and adhere to the workplace values of our organisation:

Quality – We will focus on the delivery of high standards in all that we do.

Innovation – We will have the courage and commitment to embrace new ideas and support different ways of working to ensure our services are delivered in the most effective way possible.

Respect – We will aim to listen and fully understand what is required of us by the people, organisations and communities with which we work.

Trust – We will be transparent, accountable and take ownership of our responsibilities.

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