

Job Title	Senior Ranger
Division/Location	Medway Norse Grounds
Reporting to	Head of Countryside & Rangers
Weekly Hours	37
Grade/Salary	£32,438.64

Job Description	
The Role:	
<p>To lead the park rangers in Medway’s Parks and Countryside areas, ensuring that they are kept in good order, assisting with the day-to-day running of the parks, park management, monitoring health / safety and cleanliness issues, helping organise and deliver events / educational programmes, supervising volunteers lead friend groups during practical task days and carry out wildlife surveys.</p> <p>There is also a requirement to work variable hours, including weekends / bank holidays, and the outdoors in all weathers on a shift rota basis with annualised hours.</p>	
Main Responsibilities:	
<ul style="list-style-type: none"> • Ensuring Medway’s parks and green spaces are maintained in good order, safe for use and a high standard of maintenance is achieved. • Leading on the development of the site in terms of park improvements, attaining Green flag status, increasing foot fall in the parks through development of education activities and events. • Providing the first point of contact with the community, working to resolve health and safety, cleanliness issues, by responding to customer enquiries in order to contribute to efficient and effective provision of green spaces • Contributing to the management of the parks following their management plan and industry codes of practice. • Monitoring the performance of contractors including the inspection of works issuing various correspondence ensuring that the specification and conditions are met and carried out to a high standard, reporting any problems to management • Delivering events and educational programmes within the Parks, liaising with partners to build a positive image of the service, actively promoting Medway’s parks and open spaces. • Assisting on the Green Flag delivery at the Parks and Country Parks including liaising with Medway Council and volunteer groups. • This role will require an elements of both hands on approach and desk based activities including planning, staff development budgeting. 	
Other Duties	
<p>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:</p> <ul style="list-style-type: none"> • 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. 	

Approval/Review Date			
Approved by Operations Director:		Date	
		:	
Approved by HR Director:		Date	
		:	

Person Specification			
Category	Requirement	Essential or Desirable	Assessment Method Application Form (AF) Interview (I) Test(T)
Qualifications/ Knowledge/ Training	Demonstrate technical/specialist/policy and procedure knowledge which can be applied across a wide range of activities.	Essential	AF/I
	Qualification in countryside management, arboriculture, or related land management subject.	Essential	AF/I
	Knowledge of current environmental management legislation, and of Health & Safety/risk assessments.	Essential	AF/I
	Demonstrate theory and practical knowledge in countryside matters, biodiversity and habitat management.	Essential	AF/I
	NPTC/Lantra award in chainsaw maintenance cross cutting and small trees up to 380mm (CS30).	Essential	AF/I
	NPTC/Lantra award tree felling medium sized trees (CS31).	Essential	AF/I
	NPTC/Lantra award – tractor driving.	Desirable	AF/I
Experience	Working within defined procedures, independently and as part of a team, using initiative to deal with straightforward situations, referring to supervisor/line manager for unusual/difficult problems.	Essential	AF/I
	Experience of practical conservation work and in the land based sector.	Essential	AF/I
	Previous experience of leading volunteers, activities and education sessions, and friends groups.	Essential	AF/I
	Handle and process cash/documentation relating to small financial amounts (i.e. up to £250 per day).	Desirable	AF/I
Skills/Abilities	Use judgement and creativity to assess situations and solve varied problems and/or development short term plans.	Essential	AF/I
	Ability to use written and oral communication skills to present varied information in an understandable way to a range of audiences.	Essential	AF/I

Approval/Review Date			
Approved by Operations Director:		Date	
Approved by HR Director:		Date	

	Ability to supervise, coordinate or train other employees where required.	Desirable	AF/I
Other Requirements	Full UK Driving License.	Essential	AF

General
<p>Job descriptions are accurate at the time of compilation but are open to change and therefore will be subject to regular review.</p> <p>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.</p> <p>The individual is required at all times to comply with the provisions of the Data Protection Act 2018 (DPA) and the General Data Protection Regulation (GDPR) and with any policy introduced by the Company to comply with the Acts.</p> <p>We are committed to employment practices and behaviours which encourage diversity, promote equality of treatment and eliminate unlawful and or unfair discrimination.</p>

Our Values

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

Quality – We strive to deliver outstanding quality and make business excellence the standard by which we measure ourselves.

Innovation – We embrace new ideas and have the courage to be creative so our services are delivered in the most effective and safe way possible.

Respect – We value everyone as an individual. We respect their rights, life choices and the personal contribution they make to our business success.

Trust – We want to be a trusted provider, partner and employer, recognising that to do so, our word must be our bond. If we say we will do something, we do it

Approval/Review Date			
Approved by Operations Director:		Date :	
Approved by HR Director:		Date :	