

Role: Ranger	SW Region/Brodick
Reports to: Senior Ranger	Pay Band: Grade 3 Lower, £28,228 - £30,118 Per Annum
Location: Brodick Country Park, KA27 8HY	Type of Contract: Permanent, Full-Time
Cost Centre: 3BRO	Activity Code: CYZ
Note <i>The post is subject to the standard terms and conditions provided with the application pack and the following special terms also apply: hours of work = 40 per week on 5 days out of 7 days and at times to suit the needs of the job (this will include regular weekend duties and some unsocial hours as required). Shared accommodation may be available.</i>	

JOB PURPOSE

To combine responsibilities on nature conservation, visitor services, learning and community engagement to help deliver the strategic objectives of the Brodick Country Park property and wider National Trust for Scotland.

Protect the landscapes in our care as part of ecologically healthy habitat networks where natural processes predominate and help combat climate change. Undertake repairs or construction of fences, footpaths, bridges and other built infrastructure. Enable people to experience our heritage, get more out of it & put more back into it. Use evidence and practice from our natural heritage properties to support our voice in national debates advocating for natural heritage. Work with communities living close to our land or with an interest in our land so that they collaborate with us to help achieve our natural heritage outcomes. Protect the built and archaeological heritage in our care and use them to help us explain the “habitats” outcome and achieve the “visitor’s” outcome.

BRODICK COUNTRY PARK & GOATFELL

Brodick Country Park (72 ha) was designated the first island Country Park in Scotland in 1980. The Country Park forms part of the designed landscape surrounding Brodick Castle and with its mosaic of native woodland, gorges, ponds and mature parkland, is of considerable local natural heritage value. The Country Park supports a number of locally and nationally significant species such as red squirrel, barn owl, long-eared bats and a wide array of flowering plants, ferns and mosses.

The property is a well-used local recreational resource and is exceptionally important to the local economy being one of the most visited tourist attractions on the island (approx 45,000 visitors annually). The diversity of the property and the opportunities it provides for recreation, education and enjoyment makes it of outstanding recreational value and an outstanding amenity resource for visitors and locals alike.

Goatfell is of local, national and international significance for the quality of its landscape, geology/geomorphology and the opportunities it provides for walking and mountaineering in a dramatic and challenging upland landscape. It's extensive tracts of moorland are recognised as having European importance and most of the Goatfell property is designated as a SSSI (for geological and ecological features) and SPA (for hen harrier and other upland bird species), as well as being part of the North Arran National Scenic Area. Conservation projects ongoing on the property include peatland restoration, upland habitat revival and upland footpath repairs.

Brodick Castle, Country Park & Goatfell could be described as the archetypal Trust property exhibiting all the elements that the Trust aims to conserve from the built and natural heritage, to the collections, designed landscape and wild land.

Brodick Castle, with its magnificent gardens and policies, rises majestically above Brodick Bay on the Isle of Arran. Once owned and created by the Dukes of Hamilton, one of Scotland's grandest aristocratic families, the property derives much of its significance from this association. The Castle is of national importance for its architectural and archaeological interest, and the gardens have three national collections of Rhododendrons.

Although the main work will be on the Brodick Country Park property, the post holder will be part of the NTS Ranger team and some of the post holders time will be required to assist with the management of Goatfell.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

Combine responsibilities across the following areas of work with direct implementation yourself and by overseeing the work of others such as contractors, volunteers, seasonal staff and colleagues:

Nature conservation

- Survey wildlife and habitats and feed this knowledge into management decisions, promoting of natural heritage, and further development of our voice.
- Maintain and manage habitats and wildlife with the aim of protecting species and increasing biodiversity.
- Manage projects aimed at enhancing our natural heritage as outlined within Brodick Country Parks Annual Operating Plan and the Plan for Nature. (For example, habitat revival and invasive species control projects).
- Contribute to the planning and lead the delivery of practical conservation to deliver the outputs agreed in the Annual Operating Plan and Plan for Nature.

Visitor Services

- Maintain countryside estate infrastructure at small, day to day scale (e.g. paths, fences, gates, signs, bridges, vegetation management) to achieve ecological, visitor services and safety outcomes.
- Provide information to visitors to encourage engagement with our natural heritage and help people give more back to it including "upselling" (e.g.: of membership and donations) using face to face and by other means of interaction such as social media.
- Lead guided walks and countryside events. Assist with events such as public gatherings, and wider NTS events.

Community engagement

- Communicate with local stakeholders, neighboring landowners, local businesses, local / regional agencies and others to increase understanding of their and our aims and develop collaborative working to help deliver our priorities.
- Develop and maintain sound relationships with representatives of key parties who have interests in the property including neighbors, local businesses, the local community and user groups.

Learning

- Provide educational and other outreach activities on site or to the community local to the natural heritage and to communities of interest, including for volunteers.

Other responsibilities

- Planning and delivery of NTS Ranger Service education programs.

- Management of practical conservation and wildlife recording.
- Ensure that all activities undertaken are compliant with the Trust's health and safety policies and procedures including the safe system of work (SSOW), and environmental policy and practices.
- Manage contractors and supervise volunteers and seasonal staff.
- Develop and deliver visitor safety in the countryside.
- Engagement and involvement with projects as required.
- Assist with the implementation and review of property plans and contribute to successful delivery of relevant Natural Heritage plans/ annual operational plans.

REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

Qualifications

- Graduate level qualifications or equivalent experience in one or more of the following subject areas heritage or cultural studies, visitor services, rural land management, nature conservation, environmental studies.
- First Aid certificate
- Strimmer, chainsaw (CS30/31) and pesticide certification (PA1/6).
- A full, clean driving licence for driving in the UK is essential.
- Criminal records (Disclosure Scotland) checking and clearance essential for safeguarding of children/vulnerable adults.

The role is one for which the duties/responsibilities/accountabilities of the role will require staff to become a member of the Protection of Vulnerable Groups (PVG) scheme.

Skills, Experience & Knowledge

Essential

- Significant experience of one or more of the following areas of work and the ability to apply knowledge from others across all of them: heritage or cultural studies, visitor services, rural land management, nature conservation, environmental studies, rural community development.
- Significant practical experience in a relevant / similar conservation or ranger service role.
- Practical land management and maintenance of small-scale rural estates infrastructure.
- Interaction with a wide range of staff, volunteers, visitors, educational groups and other stakeholders.
- Working knowledge of Scottish habitats and species and of ecological survey and monitoring techniques.
- Experience of leading groups of volunteers and visitors in an outdoor activity/learning environment.
- Experience of managing safety in the countryside.
- Working within a small team and lone working.
- Competent user of Microsoft Office.
- Ability and willingness to undertake strenuous physical work
- Good organisational and time-management skills with the flexibility to re-prioritise work to meet changing demands and weather
- Excellent interpersonal skills, with an ability to build strong, professional relationships with a wide range of stakeholders.
- A pro-active approach to driving forward ideas and projects designed to improve daily operations or enhance visitor experience.
- An understanding and commitment to the aims and objectives of the National Trust for Scotland.
- Living the values of the National Trust for Scotland and encourage colleagues to do the same
 - The ability and willingness to understand others' perspectives and to consider the impact of your actions on them and to adapt your actions as necessary.
 - The ability and willingness to learn and try new things, to be flexible and step outside of your comfort zone.
 - An open and honest way of communicating, ready to ask others for their ideas and to be open to hear and consider different points of view.

- A pro-active approach to taking initiative and to driving forward ideas and projects designed to improve daily operations and deliver an exceptional visitor experience.

Desirable

- Project management, involving several stakeholders and activities.
- An interest in developing new initiatives particularly in relation to environmental sustainability and nature based tourism
- Summer Mountain Leader certificate
- Tree audit / review certification.
- Ability to drive 4W drive vehicle & trailer.

DIMENSIONS AND SCOPE OF JOB

Scale

The ranger works closely with the Senior Ranger who is responsible for the day-to-day management of the NTS Ranger Service and the Goatfell & Brodick Country Park Properties.

People Management

- No line management responsibility but will be responsible for the day-to-day management of Ranger activities whether maintenance, conservation or visitor experience objectives.
- Post will include management of volunteer individuals / teams and seasonal staff ensuring planning of and safe practices followed on daily basis.
- Will work closely with other property colleagues and may be required to liaise with other technical/specialist advisory colleagues based in other locations and departments.
- Will have frequent interaction with suppliers and contractors.
- Will have regular interaction with members of the public of all ages and abilities.

Finance Management

- This role is not a budget-holder.
- Assist in making the best use of resources and ensuring best value.
- Contribute to the income of the Trust through recruiting new members and encouraging donations.

Tools / equipment / systems (subject to appropriate training.)

- Various hand tools.
- Strimmer and chainsaw (if qualified).
- Use of chemicals.

Physical Environment

- Responsibility for implementing the Trust's "Health & Safety Policy", being mindful at all times of the health and safety of self, staff, volunteers, and visitors.
- Responsibility for working in a manner mindful of the Trust's obligations to minimise impact on the environment, through e.g. efficient use of water/heat/light, recycling and the disposal of waste, considered use of transport

The Key Responsibilities, Scope of Job, and Required Qualifications, Skills, Experience & Knowledge reflect the requirements of the job at the time of issue. The Trust reserves the right to amend these with appropriate consultation and/or request the post-holder to undertake any activities that it believes to be reasonable within the broad scope of the job or his/her general abilities.

Applications

Interested applicants should forward their Curriculum Vitae (CV) or an Application Form to the People Services Department (Applications) by email via workforus@nts.org.uk by Friday 29th August 2025.

Please ensure your CV includes your full name and contact details, the CV file sent to us should be titled your first initial and surname. When submitting your CV please state the position and job location of the vacancy you are applying for in the subject title or body of your email: For example, "Ranger - Brodick"