

April 2022

**We are the county's leading conservation charity, committed to protecting wildlife and inspiring a lifelong love of nature. Our climate is in crisis and nature needs our help. Together we can protect the future. Join us!**

Hello and thank you for your interest in the post of Langdon Ranger at Essex Wildlife Trust.

The role is permanent and full time (37.5 hours per week) working 5 days out of 7 Monday – Sunday; a minimum of alternate weekends is expected. The salary for this post is £23,429 per annum rising to £23,929 per annum after successful completion of probation and is based at Langdon Nature Discovery Park.

Essex Wildlife Trust is the county's leading conservation charity. We have more than 39,000 members, manage and protect over 8,400 acres of land on 87 nature reserves, 2 nature parks and run 11 visitor centres. The aim of Essex Wildlife Trust is to protect wildlife for the future and for the people of Essex. It is supported financially by members, local businesses and grant making organisations. It is one of the largest of the 46 county wildlife trusts that work together throughout the British Isles as The Wildlife Trusts.

Langdon Nature Discovery Park covers a landscape-scale area of 461 acres to the west of Basildon. The site comprises extensive areas of woodland, species-rich meadows, lakes and former plotland gardens. It is the largest inland reserve managed by Essex Wildlife Trust and supports the newly opened Langdon Nature Discovery Centre. The nature reserve occupies some of the highest land in the county, where an abundance of wildlife can be enjoyed. Each area of the reserve encompasses its own character and priorities for wildlife, these areas are namely Dunton Plotlands, Langdon Lake and Meadows, Lincewood, Willow Park, Marks Hill and Hoppits Shaw. The entire Langdon complex is of national importance for wildlife and as such is protected as a Site of Special Scientific Interest (SSSI).

The ideal candidate will be a positive person that has a keen interest in protecting wildlife, is passionate about nature and enjoys engaging with people. We are looking for a self-motivated person who can work as part of a small team to successfully deliver the management of this reserve.

The role is outlined in more detail in the job description below.

I really hope this role interests you and you'd like to join our team and play an integral role in furthering the aims of Essex Wildlife Trust. To apply, please complete the application form giving clear examples why you feel you are suited to the role. Please send this to [jobs@essexwt.org.uk](mailto:jobs@essexwt.org.uk) and title your application document with your full name, by 9am on Monday 16<sup>th</sup> May 2022.

Interviews will be held at Langdon Nature Discovery Centre on Tuesday 7<sup>th</sup> and Wednesday 8<sup>th</sup> June 2022

For further information please contact [zoer@essexwt.org.uk](mailto:zoer@essexwt.org.uk)

Thank you for your interest in this role. I look forward to receiving your application.

Yours faithfully

Charlotte Goodman  
Site Manager



**Essex**  
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## JOB DESCRIPTION

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**Job Title:** Langdon Ranger

**Location:** Langdon Nature Discovery Park

**Reports to:** Site Manager

**Responsible for:** approximately 80 volunteers

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### **Job Purpose:**

To manage and enhance Langdon Nature Discovery Park for the benefit of wildlife and people. This involves positive conservation management of 461 acres of woodland, meadows, lakes, scrub, grassland and former plotland gardens. To be a part of the Visitor Centre Team creating, supporting and running an engaging visitor offer that promotes Essex Wildlife Trust's work and values.

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### **Responsibilities**

#### **Service Delivery**

- To work at all times to the Trust values - Inspirational, Collaborative, United and Professional.
- To manage Langdon Nature Discovery Park effectively by ensuring that the management works are carried out in line with the agri-environment scheme agreement, management plan and SSSI objectives.
- To take full responsibility for overseeing cattle grazing, working closely with the grazer to ensure that cattle are grazing at the required time and stocking density to enhance the biodiversity of the grasslands and scrub/woodland mosaic.
- To provide an accessible, safe and enjoyable nature discovery park.
- To ensure H&S best practice is adhered to, ensuring all operations taking place on site follow Essex Wildlife Trust's codes of best practice.
- Take a pro-active approach to site security, repairing and maintaining the reserve infrastructure
- To ensure visitor access and inclusivity is continuously being considered and improvements made, to provide opportunities for all to visit.
- Carry out/coordinate the repair and maintenance of reserve machinery and equipment
- Conduct and coordinate targeted wildlife recording and monitoring together with health and safety surveys including tree inspections and deer impact surveys
- Work closely with key partner organisation
- Work with the fundraising team to devise and implement projects that lead to enhancing and protecting Langdon Nature Discovery Park for the benefit of people and wildlife.

#### **Planning and Organising**

- Work with the Landscape Conservation Area Manager to coordinate the production and implementation of a site management plan
- Carry out regular Health and Safety audits, produce reports and prepare and submit funding claims
- To prepare, administer and control income and expenditure budgets

- To comply with wildlife and other set legislation
- Contribute to a program of events, walks and talks in conjunction with the Nature Discovery Centre and Education Teams

### **People**

- Work with the Lakes and Meadows Ranger to support with the management of the Langdon Lakes & Meadow area of the reserve.
- Plan and coordinate conservation works for volunteer groups at Langdon, including Basildon Natural History Society and Futures in Mind.
- Ensure Staff and Volunteers are adhering to health and safety practice through the implementation of appropriate risk assessments, ensuring compliance with all relevant legislation
- To recruit and manage a group of volunteers to support the management of the site
- Work with the volunteer development team to ensure volunteers have appropriate training and resources to carry out their role(s)
- To provide support to other Reserves within the South West and beyond where required.

### **Problem Solving and Innovation**

- Deal with issues and resolve conflicts from members of the public in a timely manner
- To overcome any issues that arise with practical habitat management
- To ensure we continue to maintain/improve relations with key partners and contractors
- Balance the needs of the various user groups with the conservation management of the site
- Organise the maintenance and repair of machinery and equipment
- Ensure the need for new equipment and resource is well planned.

### **Communication**

- To promote the reserve through agreed social media sites and websites. Working with the media, marketing and centre teams to promote successes on the reserve
- To provide an extensive programme of walks to the public, that will support and promote the Trusts values, aims and objectives
- To provide good interpretation of the reserve through appropriate site interpretation/signage
- To promote Living Landscapes to the public, neighbours and stakeholder groups
- Work with site partners and management committees to negotiate any changes to site management.

**To undertake any other duties which are commensurate with the role.**

## **PERSON SPECIFICATION**

### **Specialist knowledge and experience:**

- Degree or HND in Conservation, Biology or similarly related discipline **and/or** experience in making land management decisions to benefit wildlife and people
- Experience of managing staff and/or volunteers
- Experience of grassland and woodland habitat management, including conservation grazing\*\*
- Understanding of wildlife and other land-based legislation
- Proven IT skills in Microsoft Office, particularly Word, Excel and Outlook including the ability/experience of producing/managing financial reports and budgets
- An understanding of grassland ecology
- Experience undertaking wildlife surveys

- NPTC/LANTRA certification for tractor driving, brushcutter, chainsaw, tree inspection\* and deer impact survey\*
- Passion for wildlife and the conservation of habitats and green spaces within Essex

\*These certificates are desirable

\*\*knowledge and experience of conservation grazing is desirable

## **Essential Skills and Behaviours**

### **Team working**

- Makes a positive contribution to the team, supporting colleagues in their day-to-day work
- Builds a sense of team spirit, encouraging shared ownership of objectives and deliverables
- Understands the needs of both internal and external colleagues and partners
- Shows sensitivity and respect for others' feelings, cultures and beliefs, showing respect for diversity

### **Problem solving and analysis**

- Identifies potential difficulties and their causes. Generates workable solutions and makes rational judgements
- Uses previous experience, standard procedures and common sense to make decisions
- Accurately collects and interprets relevant data in order to support organisation decision-making and delivery of task

### **Professionalism**

- Ensures high standards are achieved and customer needs fulfilled
- Ensures a quality and consistent approach

### **Determination**

- Leads delivery at a team level by prioritising, setting clear milestones and establishing unambiguous measures
- Maintains enthusiasm and commitment to deliver results in the face of difficulties
- Experience of taking responsibility for own actions and making decisions without referring to others
- Shows persistence and resourcefulness in the face of obstacles
- Remains calm, stable and in control of themselves even when challenged

### **Persuasive communication**

- Ability to communicate effectively, both verbally and in writing, adapting style to suit the audience
- Identifies the key points to communicate on any interaction, selecting the right channel for the message and audience

### **Customer focus**

- Quickly builds rapport and easily establishes relationships with customers
- Works with others to identify customer needs and issues to ensure services are fit for purpose

### **People management**

- Provides clear direction to others
- Takes the lead comfortably and proactively

### **Planning**

- Proven ability to effectively prioritise, organise, plan and schedule activities and resources
- Manages the activities of self and others through effective prioritising, organising, planning, and scheduling of activities and resources

## **EWT rewards:**

- Salary reviewed bi-annually against the market with cost-of-living consideration annually
- Pension of 3% from you and 5% from EWT
- Annual leave starting at 25 days, rising by one day a year to a maximum of 28 days + bank holidays
- Employee Assistance Programme offering advice to staff and their families on a variety of topics and including counselling
- Sick pay increasing with length of service
- Maternity, paternity and adoption pay
- Staff days and staff social
- Merit award scheme (staff nomination of colleagues for awards)
- Regular performance development meetings
- 10-20% discount in EWT centres
- Professional and developmental training
- Role related professional membership paid (where required for the role)
- Able to attend 2 wildlife courses per annum
- The satisfaction of making a difference through working for a conservation charity