



# Candidate Pack

## Senior Ranger (Revitalising our Estuaries)

[www.groundwork.org.uk](http://www.groundwork.org.uk)



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# Who are we?

Our mission to mobilise practical community action on poverty and the environment.

We aim to create a society of vibrant, healthy, green communities with resources and resilience to shape their futures, where individuals reach their full potential, lift out of poverty and communities thrive

We work across the North East and Cumbria helping communities find practical sustainable solutions to the challenges they face. We provide training and create jobs, fight climate change, reduce energy and waste, reconnect people with nature and transform whole neighbourhoods. We are passionate about changing places and lives for the better. With over 200 staff across the North East & Cumbria, and nearly 40 years experience, we are always keen to hear from people with the drive and determination to make a difference. Many of our senior managers and executive team began their careers as volunteers or entry level project staff. By providing a range of training and continuous professional development opportunities at the local, regional and national level we are able to recruit and retain the very best.

Each year Groundwork makes an incredible difference to people and communities across the North East and Cumbria. We work on hundreds of individual projects, supporting disadvantaged communities but what's most important is how we change people's lives. Our local programmes and services are tailored to the needs of partners and communities in each locality. When all that local activity is added together, it becomes a major force for regional change.

We want you to be yourself at Groundwork and value everything that makes you unique. We recognise and celebrate people's differences and together we make Groundwork a great place to work. Groundwork are committed to safeguarding and protecting the welfare of children, young people and vulnerable adults, and expect all staff and volunteers to share this commitment.



# Revitalising Our Estuaries Project



Our new Revitalising our Estuaries (RoE) Project, supported by the Green Recovery Challenge Fund, responds to the North East coastal and estuaries crisis by delivering a blue/green recovery. The health, economy and environment of our coastal regions and communities have been significantly and disproportionately affected by the Covid-19 pandemic, recession and climate change.

Our estuaries and coastal communities also suffer from the highest deprivation nationally and have been largely overlooked. They are in serious need of environmental/economic support to restore habitats, protect priority species and create more green jobs putting young people at the front of our Green Recovery.

RoE is an exciting new programme supported by and DEFRA through their Green Recovery Challenge Fund, a national multi-million pound boost for green jobs and nature recovery, administered by The National Lottery Heritage Fund. The project will support nature and economic recovery in 6 areas across the North East as we recover from Covid and to help fight climate change. Project activity will take place across the Wansbeck, Blyth, Tyne, Wear, Tees and Esk estuaries. It will deliver impressive, high profile habitat protection and creation schemes to help improve and save our estuary habitats and the wildlife found there.

As part of our regional charity with a £10 million annual turnover, you will help to develop and implement our new RoE project which aims to protect and enhance our North East River Estuaries, fighting climate change and creating over 40 new jobs.

The candidate will be responsible for managing a team of five trainee operatives implementing a range of nature based solutions on the estuaries and general environmental improvements along the Tyne and Wear estuaries. The post holder will be managing and delivering practical tasks as such, tree planting, wetland creation, wildflower sowing/planting, fencing, boardwalk construction, green space furniture installation, interpretation installation, will be required to work outside in all conditions. They will support delivery of larger nature based solutions and coordinate contractors whilst on site.



# What are we looking for?

We are looking for an experienced, reliable, inspiring team leader who has a complementary mix of practical conservation skills and supervisory experience to join our new Revitalising our Estuaries project as a Senior Ranger. We have 3 opportunities available: Wansbeck & Blyth; Tyne & Wear; and Tees & Esk. You will be confident at developing and delivering community engagement activities such as school visits, public events and volunteer days to engage local people in the project, as well as being able to monitor and report on activities as part of a daily routine.

Ideally with experience of working by water, your skills and qualifications in countryside maintenance and improvements will enable you to deliver a range of ecological habitat enhancements on these local estuaries. To assist you in this process you will encourage, train and supervise a team of five trainee Estuary Rangers; your patient, supportive nature will obtain the best out of the team, maximising the environmental and social impact of Revitalising our Estuaries.

You will have the confidence to liaise with external landowners and stakeholders to meet their organisational requirements plus the attention to detail to ensure tasks are planned, delivered and completed on time. Ideally you will possess a minibus licence or willingness to learn this and take part in other training opportunities related to the role, the project and Groundwork.

You will be passionate about improving our blue green spaces, conserving and improving the environment. You'll also enjoy facilitating the development of young people, setting them on their path along the career ladder. You will be supportive with strong leadership skills to ensure the work is carried out safely, efficiently and also to a high standard. You'll be someone who likes to learn new innovative methods of habitat/species restoration and develop the skills to enable this project to excel.



## What difference will you make in the role?

The majority of the week (approx. 3 days) will be spent on site with your team of Estuary Rangers at a location around the estuaries. Initially meeting and briefing the team at your office you and the team will gather all the necessary tools and equipment for the tasks at hand. Travelling to a predetermined site you may be required to assist in estuary edge bank side re-profiling, or repair footpaths and fencing, all done with the support and approval of the landowner/manager.

Other site activities may involve the wider community where you may be asked to deliver educational activities to a school group or deliver an event with members of the public. There will also be the opportunity to run volunteer days and citizen science programmes to maximise the impact of the project. The remainder of the week will be dedicated to planning, monitoring and reporting on delivery.



# Who you will be working for and with?

You will work with our Landscape Design Team, who will lead on the delivery of our wider estuary and river portfolio. You will also be regularly in contact and working alongside Land and Communities' Community Project Managers, and the whole Revitalising our Estuaries team. This includes our Project Assistants, who support community engagement, marketing and landscape & monitoring.



There are 3 roles, each covering a different area:

- Revitalising our Estuaries (RoE) Senior Ranger - North (Wansbeck and Blyth)
- Revitalising our Estuaries (RoE) Senior Ranger - Central (Tyne and Wear)
- Revitalising our Estuaries (RoE) Senior Ranger - South (Tees and Esk)

## What will we offer you...

- ✓ Competitive salary, of circa £25,000 per annum
- ✓ 37 hour working week
- ✓ Excellent holiday entitlement of 25 days, rising to 27 days per annum plus public holidays
- ✓ Family friendly policies to support work/life balance and time off in lieu for out of hours work
- ✓ Business travel expenses
- ✓ Better health at work activities
- ✓ Access to a Cycle To Work
- ✓ A commitment to equality, diversity and inclusion which ensures everyone can make best use of their skills, free from discrimination or harassment
- ✓ Staff life insurance scheme
- ✓ Friendly, team environment where we support each other to achieve
- ✓ Access to staff discount schemes (such as EE and Reward Me Now)



***For more a comprehensive Job Description, Person Specification and application pack please visit our website***



# Want to Apply?



Great, all you need to do is complete the application pack available on our website, located here:

<https://www.groundwork.org.uk/about-groundwork/careers-across-groundwork/>

**All completed applications should be sent to:**

*(In current circumstances, can we ask that you please return applications via email if possible)*

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