

GROUNDWORK

CHANGING PLACES

CHANGING LIVES



PERSON SPECIFICATION

JOB TITLE: Senior Ranger

Factor	Criteria No	Criteria	Ranking	Criteria to be tested by...(tick as appropriate)						
			(Essential/ Desirable)	Application Form	Interview	Presentation	Practical Exercise	Work Simulated Test	Certificate	
Education & Qualifications	1	Good standard of education to GCSE equivalent, particularly in english and mathematics	E	X						X
	2	Information, Advice & Guidance, Teaching, Training, Assessor, Verification or Skills for Life qualifications at Level 3 or above or equivalents	E	X						X
	3	NVQ Level 2 Qualification in a relevant subject	E	X						X
	4	MIDAS Qualification	D	X	X					X
	5	City and Guilds / Lantra /NPTC licences e.g. chainsaw/brushcutter/pesticides	E	X	X					X
Experience	1	Proven experience of delivering a supervisor role managing a team of people	E	X	X					
	2	Proven experience of good quality general construction and horticultural skills	E	X	X					
	3	Experience of working by water and managing health and safety in this capacity	E	X	X					

	4	Proven experience of managing a varied workload tasks to meet deadlines whilst maintaining quality	E	X	X				
	5	Experience of engaging and supporting unemployed and/or disadvantaged people and facilitating personal development	D	X	X				
	6	Basic experience of using software packages in particular Microsoft Office Suite.	E	X	X				
	7	Experience of working in / by rivers and estuaries	D						
	8	Experience of dealing with external partners, contractors and suppliers.	E	X	X				

Knowledge	1	Use of a variety of general tools and maintenance equipment.	E	X	X				
	2	Sound understanding of the principles of risk assessment and how to undertake effective risk assessment.	E	X	X				
	3	A demonstrable understanding and knowledge of health and safety issues in an external environment	E	X	X				
	4	Understanding of organisations providing support to meet needs of disadvantaged people	E	X	X				
	5	Knowledge of coastal and estuarine ecosystems	D	X	X				
	6	Understanding of the principles of working with vulnerable people and Safeguarding procedures	E	X	X				

Personal Skills	1	Good organisational skills to enable the provision of an effective and efficient delivery of the work programme.	E	X	X				
	2	Good communication skills (both written and verbal) to support the achievement of the project's objectives and to deal with people from a diverse range of backgrounds	E	X	X				
	3	Ability to work on own initiative, taking responsibility for task delivery to time and within agreed budget, referring matters upwards as necessary	E	X	X				
	4	Ability to lead and/or work as part of a team	E	X	X				
	5	Non-judgemental and supportive approach to working with people	E		X				

Additional Requirements	1	Prepared to undertake occasional work out of hours	E		X				
	2	A commitment to Equal Opportunities and Diversity in all work practices	E	X	X				
	3	Full Driving Licence	E	X					

	4	An appreciation and commitment to Health and Safety issues in the workplace	E	X	X				
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