

<b>Role:</b> Head Ranger	<b>Region:</b> Edinburgh and East
<b>Reports to:</b> Operations Manager	<b>Pay Band:</b> Grade 4 Lower: £31,925 - £35,134
<b>Location:</b> Dollar Glen, The Hermitage, Dunkeld, Killiecrankie, Craigower, Linn of Tummel	<b>Type of Contract:</b> Full Time, 40 Hours Per Week Permanent
<b>COST CENTRE:</b> 3HER	<b>ACTIVITY CODE:</b> RAZ

## **JOB PURPOSE**

This is an exciting and dynamic leadership role that offers the opportunity to shape the future of some of Scotland's most treasured landscapes and heritage sites. As Head Ranger, you will be at the heart of conserving and enhancing six breathtaking locations, ensuring they remain accessible, engaging, and inspiring for visitors now and in the future.

Your work will blend conservation with creativity—enhancing biodiversity, managing woodland, welcoming thousands of visitors, and fostering a deep connection between people and place. You will champion nature, culture, and community engagement at the region's most heavily visited sites.

Beyond stewardship, you will bring energy and vision to visitor experiences, developing innovative ways to inspire and grow audiences while safeguarding Scotland's natural heritage. You'll also manage visitor operations, including visitor facilities, events, and key partnerships, ensuring these sites thrive sustainably. This is more than a management role—it's an opportunity to leave a lasting legacy for Scotland's landscapes, wildlife, and communities.

If you are a bold leader with a passion for conservation, people, and place, this role offers the perfect platform to make a real difference.

## **KEY RESPONSIBILITIES AND ACCOUNTABILITIES**

### **Audience Engagement**

- Develop and implement strategies to enhance public engagement and access to the natural heritage across the sites.
- Increase audience reach through events, interpretation, and community engagement initiatives.

### **Nature Conservation**

- Provide technical leadership on all aspects of nature conservation across the six sites.
- Lead the development and implementation of appropriate management frameworks – for example the woodland management plans.
- Use expertise and experience to influence and develop internal and external policy statements and positions and implement initiatives to protect wildlife.
- Survey wildlife and habitats and feed this knowledge into management decisions, marketing of natural heritage, and further development of our voice.
- Organising and implementing all ecological monitoring across six sites. All work feeding into national and international monitoring schemes.

- Maintain and manage habitats and wildlife with the aim of protecting species and increasing biodiversity.
- Contribute to the planning and lead the delivery of practical conservation to deliver the outputs agreed in the annual budget process.
- Provide information to visitors to encourage more visitors and help people get more out of their engagement with natural heritage and give more back to it including “upselling” membership and events using face to face and by other means of interaction such as social media.
- Maintain countryside estate infrastructure at small, day to day scale (e.g. paths, gates, signs, vegetation management) to achieve ecological, visitor services and safety outcomes.
- Support Operations Manager and Regional Director by representing the Trust at external meetings as appropriate for example, Woodland management meetings, national media and local committees.

### **Visitor Safety & Site Maintenance**

- Ensure visitor safety across all sites through risk assessments, proactive maintenance, and emergency response planning.
- Oversee the upkeep of paths, signage, gardens, and visitor facilities, ensuring high-quality visitor experiences.
- There are some structures which will require maintained in partnership with the buildings team – for example the Atholl Fountain in Dunkeld, the Killiecrankie Visitor Centre and bridges across all sites.

### **Stakeholder Engagement & Partnerships**

- Build and maintain relationships with local communities, partners, and key stakeholders, including Scottish Forestry, local authorities, and conservation organisations.
- Represent the National Trust for Scotland at meetings and events, advocating for the sites’ strategic objectives.

### **Financial, Commercial & Operational Management**

- Manage budgets and resources effectively, ensuring cost-effective site management and maintenance.
- Identify opportunities for funding and grant applications to support conservation and visitor engagement initiatives.
- Work with the Branklyn VSM and VSS Functions to ensure the wedding programme at The Hermitage runs smoothly.

### **Living the Trust’s Values**

Demonstrate and promote the National Trust for Scotland’s core values in all aspects of work:

- **Brave** – Be willing to take innovative and bold approaches to conservation and engagement.
- **Caring** – Show dedication to the protection of Scotland’s natural and cultural heritage and to the communities engaging with it.
- **Curious** – Seek new opportunities to enhance visitor experiences and learn about emerging conservation practices.

- **Inclusive** – Foster an open and welcoming environment for all visitors, stakeholders, and team members.
- **Vibrant** – Bring energy and enthusiasm to the role, ensuring that the sites remain dynamic and inspiring places to visit.

## **REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE**

### **Essential**

- Demonstrable experience in land, garden, or site management, preferably within the conservation, forestry, or heritage sectors.
- Strong understanding of woodland and natural heritage management, including Scottish Forestry Long Term Forest Plans.
- Experience in public engagement, community outreach, or environmental education.
- Knowledge of biodiversity conservation, habitat restoration, and invasive species control.
- Proven ability to manage visitor safety, risk assessments, and site maintenance in outdoor environments.
- Experience in herbivore management, including working with relevant regulations and best practices.
- Strong stakeholder engagement skills, with experience collaborating with partners, local communities, and conservation organisations.
- Budget and project management experience, with the ability to deliver objectives within financial constraints.
- Excellent communication and leadership skills, capable of managing staff, volunteers, and contractors.

### **Desirable**

- Relevant degree or qualification in forestry, ecology, environmental management, countryside management, horticulture, or a related field.
- Professional tree inspection certification.
- Understanding of the National Trust for Scotland's mission, policies, and conservation priorities.
- First aid qualification or experience in outdoor health and safety.
- Knowledge of grant applications and external funding opportunities for conservation projects.
- Experience with GIS mapping or other digital tools for land management.
- Experience in working with commercial leaseholders to enhance site sustainability and visitor experiences.

## **DIMENSIONS AND SCOPE OF JOB**

### **Scale**

Working across Perthshire and Clackmannanshire to manage Dollar Glen, The Hermitage, Killiecrankie, Craigower, Linn of Tummel, and Dunkeld.

- **Dollar Glen** – A deep wooded gorge with waterfalls, featuring Castle Campbell and designated as a **Site of Special Scientific Interest (SSSI)** for its diverse flora and fauna.
- **Craigower** – A small but prominent hill with panoramic views of Highland Perthshire, managed for woodland regeneration and biodiversity.
- **Linn of Tummel** – A picturesque riverside reserve where the River Garry meets the River Tummel, supporting rich birdlife and ancient woodland habitats.

- **Killiecrankie** – A dramatic wooded pass known for its role in Jacobite history and home to rare plants, red squirrels, and the famous **Soldier's Leap**.
- **Dunkeld** – Encompasses historic features and riverside landscapes, contributing to Scotland's venacular heritage and featuring scenic walking routes.
- **The Hermitage** – A stunning designed landscape with towering Douglas firs, waterfalls, and the iconic Ossian's Hall, offering a mix of **SSSI woodlands** and cultural history.

A significant amount of time spent in the role is non-desk-based and the role-holder can expect to be actively present in most areas throughout a working week (as well as, on occasion, being off-site for meetings, etc.).

Will be required to work flexible working patterns and hours, including evenings, weekends, and public holidays. As part of the role and as a senior member of the team, there will be an expectation that the post holder would attend work at short notice if operational needs demand and circumstances allow.

#### People Management

- Line management of five Rangers and a team of dedicated volunteers.
- Working closely with property, cluster and Regional and National colleagues and external supporters, suppliers and stakeholders.
- Working with volunteer groups, e.g. planning, Conservation volunteer events and liaising with external corporate and charitable groups.
- Frequent interaction with suppliers and contractors.
- The duties/responsibilities/accountabilities of the role require you to become a member of the Protection of Vulnerable Groups (PVG) scheme
- Acting as a first aider for the sites.

#### Tools/equipment

- Will be a frequent user of driven Trust vehicles
- Will be a frequent user of powered tools such as stump-grinders, winches, chainsaws, mowers, strimmers, brushcutters, hedge-cutters, etc.
- Will be a frequent user of hand-tools such as spades, forks, trowels, rakes, hoes, shears, and secateurs.
- Will be a frequent user of IT equipment.
- Ensuring team has access to suitable tools and equipment and have the required certificates to operate these.

#### Finance Management

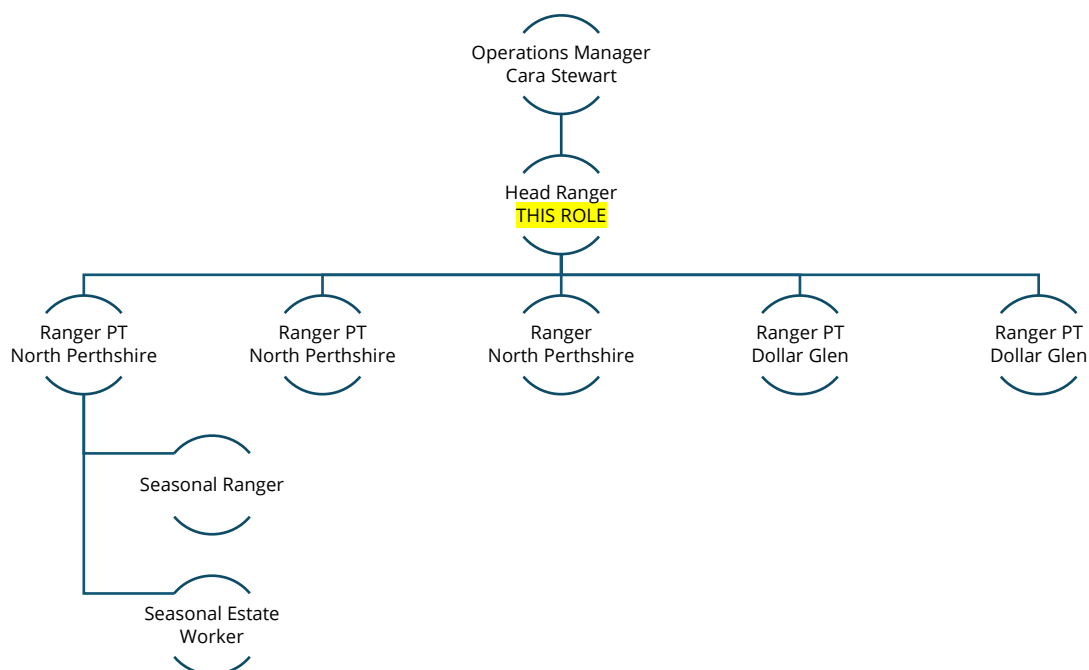
- Whilst not a budget holder, has delegated responsibility for the property budget.
- Will be expected to look after tools and equipment in a manner which is considerate to available charitable funds.
- Will be required to manage expenditure within that defined for the gardens and to contribute fully to the development of an appropriate budget and capital expenditure cases.

#### Additional Responsibilities

- Will be a key holder.

## Example Key Performance Indicators and Targets

- Eradicate financial deficit through cost-saving measures and revenue generation.
- Meet annual membership targets.
- Meet expected visitor survey scores from both mystery visits and visitor engagement surveys.



***This job description reflects 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.***

## **How to Apply**

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](mailto:workforus@nts.org.uk) by Sunday 21<sup>st</sup> September 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, "Head Ranger – Edinburgh & East."