

Role: Seasonal Ranger	Region: Edinburgh & East
Reports to: Head Ranger, Borders	Pay Band: Grade 2 Upper, £26,757 - £28,252 pro-rata, per annum (£12.86 ph)
Location: Grey Mare's Tail Nature Reserve	Type of Contract: Full time, fixed term 1 st April to 31 st October 2026
Cost Centre: 3GRM	Activity Code: RAZ
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 on a rota basis).</i>	

JOB PURPOSE

As part of the team which cares for our sites across the Scottish Borders, a Seasonal Ranger plays a crucial role in ensuring that our conservation ambitions go hand in hand with welcoming our local community and visitors from across the globe to this well-loved place.

To provide a warm and informative welcome for visitors to Grey Mare's Tail nature reserve and be a passionate advocate of the site and the National Trust for Scotland. Giving our places a voice and improving the visitor experience for all.

You will work out in the landscape, on walking routes, in our parking areas, acting as an ambassador for the National Trust for Scotland, building awareness and support for our charity. You'll leave those you meet with a desire to respect, protect and enjoy this special natural environment and an understanding of how they can help do this.

You will work on your own and with other staff and volunteers, on a variety of tasks to help us achieve the high presentation and habitat management standards expected of a National Trust for Scotland sites.

You will contribute to the long-term sustainability of our region through income generated at paid-for events, memberships and donations inspired by our work, growing our capacity through volunteers and cost-effective use of resources.

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, and colleagues:

Nature conservation

- Survey wildlife and habitats and feed this knowledge into management decisions, marketing of natural heritage, and further development of our voice.
- Maintain and manage habitats, 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 Operating Plan.

Visitor Services

- Provide information to visitors to encourage more visitors and help people get more out of their engagement with natural heritage. Give more back to it including “upselling” (e.g.: of membership) using face to face and by other means of interaction such as social media.
- Participate in a programme of estate patrols at busy times and locations, including weekends and evenings, to engage with tourists, outdoor activity enthusiasts and campers, championing a “leave no trace” culture and providing practical advice based on the Scottish Outdoor Access Code.
- Welcome customers in our car park in a friendly, efficient and knowledgeable manner, answering queries and providing information about the property, facilities and the local area.
- Contribute to the development and delivery of products that bring alive our stories, including on-site displays, self-guided trails, signage, guided walks, talks or other hands-on activities.
- 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.
- Spending time in the interpretation trailer on site, delivering accurate and up to date information and providing a warm welcome.
- Assist with events such as public gatherings, NTS events and weddings.

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 neighbours, 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

- Work with the wider Borders team and occasionally help with events and activities at other sites in the Borders cluster.
- 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.
- Undertake general retail duties on occasion, including property enquiries and cashing handling. Suitable training will be provided.
- Manage contractors and supervise volunteers.
- Develop and deliver visitor safety in the countryside.
- Engagement and involvement with projects as required.

REQUIRED SKILLS, EXPERIENCE & KNOWLEDGE

Skills, Experience & Knowledge

Essential

- Hold a qualification in a relevant discipline and / or at least a year’s ranger experience.
- Experience of engaging the public in nature tourism or working in a busy countryside setting.
- Strong knowledge of natural history and conservation, especially upland flora & fauna of Scotland.
- Confident communication and influencing skills with colleagues, volunteers and the public.
- Experience of working in a team and working with volunteers.
- Self-motivated with the ability to work alone or work with minimal supervision.
- Flexible and adaptive to change and working in a variety of situations.
- IT literate and competent user of Microsoft Office products.
- Clean driving license.

- 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.

Desirable

- Project management, involving several stakeholders and activities.
- First Aid certification.
- Experience of working in a mountain environment.
- Mountain leadership experience.
- Significant practical experience in a relevant / similar conservation or ranger service role.
- Experience of leading groups of volunteers and visitors in an outdoor activity/learning environment.

DIMENSIONS AND SCOPE OF JOB

Scale

The seasonal ranger works closely with the Ranger for Grey Mare's Tail who is responsible for the day-to-day of the site and the Head Ranger for the Borders who is responsible for the management of Grey Mare's Tail and St Abb's Head NNR.

People Management

- No line management responsibility.
- Post may include management of volunteer individuals/teams ensuring planning of and safe practices are followed.
- 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

- Not a budget holder but expected to liaise with the Line Manager prior to incurring any expenses and be mindful of cost-effective use of Trust funds and resources.
- Contribute to the income of the Trust through recruiting new members and encouraging donations.

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

- Various hand tools.

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 a completed application form or CV to by email via workforus@nts.org.uk by 22nd February 2026.