

<b>Role:</b> Ranger (Seasonal)	<b>Region / Department:</b> South & West
<b>Reports to:</b> Head Ranger – Culzean	<b>Pay Band:</b> Grade 2 Lower - £26,208 per annum
<b>Location:</b> Culzean Castle & Country Park, Maybole, South Ayrshire, KA19 8LE.	<b>Type of Contract:</b> Full-Time 40 Hours Per Week. Fixed-Term Contract 16 <sup>th</sup> March – 14 <sup>th</sup> December 2026. (Will include weekend and occasional evening working).
<b>COST CENTRE (e.g.: 3CUZ):</b> 3CUZ	<b>ACTIVITY CODE (e.g.: VSZ):</b> CYZ

## **JOB PURPOSE**

The Seasonal Ranger will support the Culzean Ranger team during the busy summer months. Specifically, to combine responsibilities on nature conservation, visitor services, outdoor learning and community engagement to help deliver the strategic objectives of the property and wider National Trust for Scotland.

## **KEY RESPONSIBILITIES AND ACCOUNTABILITIES**

### **Visitor Services**

- Welcoming and engaging visitors, enhancing their experience by providing information about Culzean, its geology, natural and cultural heritage, including strong messages around safety and respect for wildlife.
- Encourage people to further contribute to caring for Culzean through donating or taking up membership of NTS.
- Assist with practical countryside management including litter picks, emptying bins, maintenance of countryside estate infrastructure (e.g. paths, gates, signs, vegetation management), safety checks of visitor & access infrastructure (including play parks).
- Assist with events such as public gatherings, NTS events and weddings.

### **Nature conservation**

- Contribute to biological survey & monitoring programmes.
- Manage and collate biological information in a consistent manner compatible with Trust and national datasets.
- Assist with the delivery of habitat restoration works within the Country Park including the management of woodland, grassland, heathland and freshwater habitats.

### **Outdoor Learning & Community Engagement**

- Provide educational and other outreach activities on site or for the local community (and for volunteers) including the delivery of formal outdoor education sessions to schools, guided walks and talks etc.

### **Marketing & Communications**

- Enthusiastically promote awareness and understanding of the role that NTS plays in protecting and caring for Culzean and wider work across Scotland.
- Regularly update and contribute positive stories to NTS social media and other communication outlets relevant to Culzean.

## **Livestock Management**

- Will support the team with feeding and care of the property's livestock; deer and llama.

## **Other responsibilities**

- Supervise volunteers and Project Search interns.
- Ensure that all activities undertaken are compliant with the Trust's health and safety policies and procedures including the Safe System of Work, Visitor Safety in the Countryside, and environmental policy and practices, mindful of impacts on people and environment.
- Contribute knowledge and experience to projects and management decisions within the NTS Plan for Nature.

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

### **Qualifications**

#### **Essential**

- A full, clean driving licence valid for driving in the UK is essential.
- Graduate level qualifications or equivalent experience in one or more of the following subject areas: heritage or cultural studies, visitor services, rural land management, nature conservation, environmental studies.
- Criminal records (Disclosure Scotland) checking and clearance will be 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.

### **Experience**

#### **Essential**

- Excellent communication skills and the ability to interact positively with a wide range of people in person and through other written or visual forms.
- Ability to implement work in a lone working and challenging environment, and within a small team.
- Willingness to initiate conversational relationships with visitors and community partners, be approachable and welcoming.
- Excellent organisational, time-management skills with the ability to prioritise and be flexible according to weather and changing demands.
- Ability and willingness to undertake strenuous physical work.
- The ability and willingness to learn and try new things, to be flexible and step outside of your comfort zone.
- Competent user of Microsoft Office and social media.
- A sound knowledge of issues affecting the conservation and management of Scotland's environment (landscapes, habitats, and wildlife).
- Proven track record of delivering visitor experience within a countryside context.
- Experience of managing safety in the countryside.
- An understanding and commitment to the aims and objectives of the National Trust for Scotland.
- Living the values of the National Trust for Scotland and encouraging colleagues to do the same.

#### **Desirable**

- Experience of delivering education sessions, talks, guided walks & activities to a wide range of different audiences.
- Working knowledge of ecological survey and monitoring techniques.
- Practical land management and maintenance of small-scale rural estates infrastructure.
- Ability to think and act quickly when confronted with emergencies.
- First Aid, Strimmer, Pesticide, Chainsaw certification.

## **DIMENSIONS AND SCOPE OF JOB**

### Scale

- Formerly the home of the Marquess of Ailsa and the Kennedy family and with a history dating back to the sixteenth century, Culzean Castle and its landscaped grounds was acquired by the Trust in 1945 and is generally considered one of the flag-ship Trust properties. The Country Park extending to about 286 hectares, is visited by around 300,000 visitors each year, who come to enjoy the wildlife and scenery, of which the gardens, woodland and coastline are an integral part. The Country Park is open all year and the castle from April to October.

### People Management

- No line management responsibility but will be required to supervise volunteers and Project Search interns on occasion.
- Part of a team consisting of Head Ranger and two permanent Rangers.
- Will have regular interaction with members of the public of all ages and abilities. Culzean attracts around 300,000 visitors each season.

### Finance Management

- Assist in making the best use of resources and ensuring best value.
- Contribute to the income of the Trust through recruiting new members and encouraging donations.
- This role is not a budget-holder.

**The Purpose, Context, Key Responsibilities, and Person Specification 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.**

### **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 25<sup>th</sup> January 2026.

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, "Seasonal Ranger - Culzean"

Interviews are scheduled to take place in the week commencing 9<sup>th</sup> February 2026.