

Role: Ranger Apprentice	Region: Highland & Islands
Reports to: Senior Ranger	Pay Band: Apprentice - £27,976 per annum
Location: Glencoe National Nature Reserve, PH49 4HX	Type of Contract: Full-Time, 40 Hours Per Week. Fixed-Term, 18 Month Contract.
Cost centre: 3GLE	Activity code: RAZ

JOB PURPOSE

The role of Ranger Apprentice is a fantastic opportunity for a person to learn, train and experience real work in a professional conservation and estate management environment.

The National Trust for Scotland cares for Glencoe National Nature Reserve, a world-famous mountain landscape which attracts millions of visitors every year. Glen Coe is renowned for a varied mosaic of habitats, from summit to sea level. Its biodiversity is recognized by multiple designations, including Site of Special Scientific Interest and Special Area of Conservation. It is also located in a Special Protection Area for Golden Eagles and the Ben Nevis & Glencoe National Scenic Area.

As an integral part of the Ranger team, our Ranger Apprentice will get involved with a range of practical conservation tasks – helping to create the conditions for healthy, sustainable, resilient habitats, and reducing the pressure popularity can place on the landscape at this busy reserve.

You will also engage with the public – out in the Glen and at our Visitor Centre – sharing your passion for this special place, encouraging responsible outdoor access, growing support for our charity's work and generating the income we need to care for our properties. You'll help us maximise our impact through excellent customer service and site knowledge, taking pride in presentation and communication.

The Apprentice will also study for a Modern Apprenticeship (SVQ in Estate Management at SCQF Level 6) with Rural Skills Scotland.

MORE ABOUT THE APPRENTICESHIP

You will take direction from the Senior Ranger, with two NNR Rangers and a Stalker Ranger providing day-to-day supervision. You will also work alongside other property staff.

The apprenticeship will be run in partnership with Rural Skills Scotland, who will support the successful candidate through their SVQ undertaking regular observations to allow the apprentice to meet the necessary evidence requirements.

The apprenticeship is for a fixed period of 18 months during which the successful candidate will be mentored and undertake relevant vocational training.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

- Support the rangers with practical habitat conservation and improvement tasks, including vegetation and woodland management, and invasive-species control.

- Support the estate's deer management plan, from counting deer and assessing herbivore impact on habitats, to helping our stalker out on the hill as a ghillie if the candidate is interested. There may be scope for the candidate to learn to shoot if that is a direction they wish to go.
- Assist with survey and monitoring programmes, helping to evaluate and inform conservation management decisions.
- Help with the maintenance and presentation of estate infrastructure, including footpaths, fencing and signage.
- Participate in 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 Visitor Centre Info Hub 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 educational and outreach activities that bring alive our stories, including social media content, on-site displays, self-guided trails, guided walks, talks, events or other hands-on activities.
- Promote the National Trust for Scotland and the benefits of Trust membership or donations.
- Always maintain excellent standards of site and personal presentation, ensuring work is undertaken in a safe and appropriate manner, wearing correct uniform, name badges, or PPE as required.

SCOPE OF JOB

Conservation

- Supporting the Ranger team in delivery of priority conservation actions including survey & monitoring, habitat and species management.

Estate Management & Maintenance

- Working with colleagues, volunteers and contractors to ensure all aspects of the property are properly maintained and projects are delivered on time and within budget.

Public Engagement

- Regular interaction with members of the public to promote the work of the NTS.

Teamwork

- Regular interaction with employee and volunteer colleagues to share daily tasks and support efficient operations.

Operational & Administrative Processes

- Help achieve targets for the completion of tasks and membership recruitment targets.
- Conform to standard NTS policies and administrative and operational procedures.

Health, Safety & Environment

- Expected to become familiar with and comply with the property's Health and Safety policies.
- Operation and maintenance of tools, equipment and possible use/application of chemicals (formal training will be provided as required).

The current duties of this job **do** require a criminal records (Disclosure Scotland) check to be carried out.

REQUIRED SKILLS, EXPERIENCE & KNOWLEDGE

Essential:

- This is a development role so there are no set qualifications for this post.
- Ability to work within a team to a high and safe standard.
- Ability to be flexible and adapt working patterns and tasks to meet day-to-day variations in property needs.
- Excellent communication and customer service skills - warm, welcoming, patient and understanding.
- Passion for the value of landscape conservation and the National Trust for Scotland.
- Ability to be proactive and to take the initiative.
- Ability to balance training and expectations of the course curriculum alongside work duties.
- Current UK Driving License

Desirable:

Experience of working or volunteering in an outdoors environment.
Knowledge of natural history and conservation issues in the highlands
Experience of working or volunteering in a public-facing context.

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.

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 by Friday 24th April 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, "Ranger Apprentice - Glencoe"

Interviews are expected to be held at the Visitor Centre, Glencoe NNR, PH49 3HX. The interview process will involve a short practical skills test and shortlisted candidates will be expected to make a short verbal presentation.

Please note – Apprenticeships will begin in **Late-May/June 2026**, subject to successful interview and selection.

All candidates will need to meet Skills Development Scotland's funding criteria to be eligible for this Modern Apprenticeship.