

<b>Role:</b> Ranger	<b>Region:</b> South & West
<b>Reports to:</b> Head Ranger, Dumfries & Galloway	<b>Pay Grade:</b> Grade 3 - £31,055 per annum
<b>Location:</b> Threave Garden & Nature Reserve, Castle Douglas, DG7 1RX	<b>Type of Contract:</b> Permanent, Full-Time, 40 Hours Per Week
<b>COST CENTRE:</b> 3THR	<b>ACTIVITY CODE:</b> CYZ

## JOB PURPOSE

To support the delivery of practical countryside management, nature conservation, conservation grazing, and estate maintenance across Threave, Rockcliffe and Venniehill properties. To help deliver the strategic objectives of the property and wider National Trust for Scotland.

The role is primarily hands-on, practical, and physically demanding, involving year-round outdoor work across a varied working landscape. Duties include habitat management, livestock support, infrastructure maintenance, visitor engagement, and practical conservation work.

The successful candidate will work as part of the countryside team alongside staff, volunteers, tenants, contractors, and partner organisations to help care for and enhance Threave, Rockcliffe, Venniehill, Murray Isles and Bruce's Stone for wildlife, livestock, visitors, and the wider community.

## KEY RESPONSIBILITIES AND ACCOUNTABILITIES

### Practical conservation and estate work

- Carry out practical habitat management including scrub control, path work, fencing, vegetation management, and woodland work.
- Assist with conservation grazing operations including livestock checks, cattle movements, fencing, water systems, and general livestock husbandry support.
- Support the maintenance and improvement of countryside infrastructure including gates, signage, access routes, bridges, hides, and boundaries.
- Operate and maintain tools, machinery, and equipment safely and responsibly, including tractors, ATVs, chainsaws, brush cutters, and other countryside machinery where qualified and appropriate.
- Assist with estate maintenance tasks across the wider property as required.
- Work outdoors year-round in a range of weather and terrain conditions.

### Species and habitat monitoring

- Assist with wildlife and habitat surveys, monitoring programmes, and biological recording when required.
- Support ongoing conservation projects through practical fieldwork and data collection.
- Contribute to monitoring associated with conservation grazing and habitat restoration work.

### Team working

- Work closely with the wider countryside team to deliver operational priorities safely and efficiently.
- Support and work alongside volunteers in practical outdoor tasks.
- Contribute positively to a hardworking, supportive, and safety-conscious team culture.

## **Visitor Experience & Engagement**

- Engage positively and professionally with visitors across the estate, nature reserve and other properties.
- Help maintain high standards of visitor access, presentation, and safety across countryside areas.
- Provide practical support for visitor infrastructure including paths, signage, gates, hides, and access routes.
- Respond appropriately and courteously to visitor enquiries while promoting responsible access and enjoyment of the countryside.
- Engage positively with volunteers, tenants, contractors, partner organisations, and local communities.
- Assist and occasionally lead guided walks, public events, volunteer task days, and practical demonstrations where required.
- Help communicate the value of practical conservation, land management, and conservation grazing to a wide audience.
- Support a positive and welcoming atmosphere for volunteers and community involvement.

## **Learning**

- Maintain and develop practical countryside and conservation skills through ongoing training and experience.
- Participate in relevant health and safety, machinery, and operational training.
- Develop knowledge of habitat management, conservation grazing, species monitoring, and estate operations.
- Share learning and practical experience positively within the countryside team.

## **Health and Safety**

- Follow all organisational health and safety policies and safe systems of work.
- Use tools, machinery, PPE, and vehicles responsibly and safely.

## **Other responsibilities**

- Support wider estate operations and events where required.
- Undertake other duties appropriate to the role as reasonably requested by management.
- Always represent the organisation professionally.

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

### **Required qualifications, skills, experience and knowledge**

- Full UK driving licence.
- Relevant chainsaw certification.
- Experience of practical outdoor work, countryside management, estate work, livestock, conservation, or a related field.

### **Skills, experience and knowledge – essential**

- Experience of practical outdoor work within countryside management, estate work, livestock, conservation, or a related environment.
- Physically fit and capable of undertaking demanding outdoor work in all weather and terrain conditions.
- Experience operating tractors and using chainsaws safely and competently.
- Commitment to safe working practices and maintaining high standards of health and safety.
- Ability to work independently and as part of a team.
- Good practical problem-solving skills.
- Willingness to learn and develop practical countryside skills.

- Positive attitude and strong work ethic.
- Ability to communicate positively with visitors, volunteers, and colleagues.

**Desirable**

- Experience leading or supporting volunteers.
- Knowledge of countryside management and nature conservation principles.
- First Aid qualification.

**DIMENSIONS AND SCOPE OF JOB**

**Scale**

- The Countryside Ranger supports the delivery of operational countryside management across Threave and associated properties. The role involves practical conservation work, estate maintenance, livestock support, habitat management, visitor engagement, and assisting with volunteer activities across a varied working landscape.
- The postholder will work across a range of habitats and sites, often in physically demanding outdoor conditions, and will contribute to the safe and effective delivery of countryside operations alongside staff, volunteers, contractors, and partner organisations.

**People management**

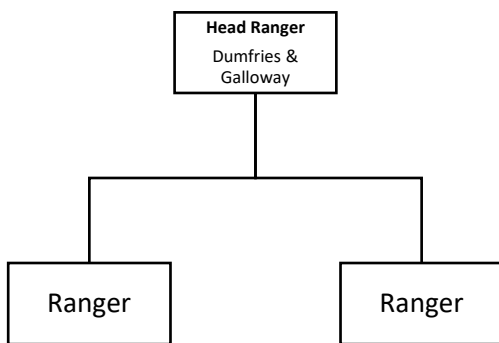
- No direct line management responsibility.
- Supervision and support of volunteers, contractors, trainees, and seasonal staff during practical tasks and operational activities.

Expected to contribute positively to team working and maintain good working relationships across the estate.

**Finance management**

- No direct budget management responsibility.
- Responsible for the appropriate use, care, and security of tools, machinery, equipment, vehicles, and materials.
- Expected to work efficiently and minimise unnecessary waste or damage to resources.

**Dumfries & Galloway Ranger Team:**



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 Department, The National Trust for Scotland, by email via [workforus@nts.org.uk](mailto:workforus@nts.org.uk) by **Sunday 14<sup>th</sup> June 2026**.

- Please ensure your CV includes your full name and contact details
- The CV file sent to us should be titled with 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 - Threave"