

## **Conservation/Landscape Ranger**

**Full Time/Part Time, Perm.**

### **Airlie Estates – Airlie & Cortachy, Angus, Scotland**

To support the delivery of the business' environmental strategy to deliver nature-based schemes for carbon sequestration, biodiversity and climate resilience across the habitats at Airlie and Cortachy. This will include working with the management team to design a works and monitoring program, and delivery of that programme.

We are looking for a self-motivated, dedicated person who is happy to frequently work alone or in a small team. The role requires good organisation skills, relevant qualifications, experience and enthusiasm.

#### **The Business**

Airlie Estates is a rural business in the Angus Glens, at the foot of Glen Clova comprising two district land holdings and a full range of habitats from arable and livestock farmland, native and commercial woodland, freshwater and extensive upland habitats. The business also has a range of built assets in the form of historic buildings, farm infrastructure and residential and short-term let property.

The business takes seriously its role in the stewardship and enhancement of the natural environment and the maximising of its natural assets to the benefit of biodiversity and climate resilience. The business is seeking a capable, experienced individual to enact those changes on the ground and act as the public face of the Airlie Estates Environmental Strategy.

#### **Team**

Our team combines expertise in management of rural businesses, sustainability and management of the natural environment. We are an agile, creative team alive to the opportunities of a fast evolving sector, passionate about the environmental potential at Airlie.

#### **Responsibilities**

- Gardening and garden maintenance, maintenance of holiday cottage gardens
- Tree planting, fencing, coppicing, hedge laying, rights of way maintenance and grounds maintenance as required.
- Take proper care of all equipment used by you in the exercise of your duties and make economic use of all materials.
- Assist other Employed staff and general maintenance across the Airlie Estates undertaking additional or other duties as reasonably necessary to meet the needs of the business.
- Contribute to the development of habitat and ecosystem management plans and produce reports and proposals on specific topics as required
- Contribute to the development of annual nature conservation and restoration short-term action plans including monitoring and surveillance of medium and long term ecological change using agreed metrics
- Deliver and report on said programs; practical and strategic habitat management and creation across a range of landscapes and habitats including vegetation, woodland and invasive-species management, survey work and monitoring.

- Work with staff and tenants to support the delivery of environmental gain across the holdings farm and sporting ground
- Habitat and ecological data mapping
- Pro-actively identify relevant opportunities presented by new environmental frameworks, emerging policies and draft funding applications for conservation and restoration work as appropriate
- Pro-actively engage with stakeholders including conservation groups, local authorities, neighbours, communities, the public and relevant interested groups where appropriate including producing informative material

### **Personal Specification**

The postholder should have the following skills, experience and personal qualities:

- Diploma/NVQ3 or higher in countryside or environmental conservation
- Experience in the practical management of terrestrial habitats including native woodland, moorland, grassland, wetland and freshwater, peatland and lowland farm habitats for conservation and enhancement.
- Experience in a range of habitat and species field surveys, analysing and interpreting data and writing reports.
- Experience developing management plans.
- Knowledge of wildlife policy and legislation, and how it should be applied.
- A good communicator who can work with a range of clients, colleagues and stakeholders.
- Evidence of good people management and leadership
- Strong organisational skills including work programming
- Experience managing and leading on health and safety and environmental compliance
- Experience managing contractors and small projects, including budgets.
- A full UK/EEC driving licence

### **Desirable**

- Experience in the strategic management of terrestrial habitats including native woodland, moorland, grassland, wetland and freshwater, peatland and lowland farm habitats.
- Experience in farming practices and environmental approaches to farm management.
- Experience in grant writing and funding applications.
- Certificates in relevant rural skills such as; chainsaw, knapsack sprayer, quad bike, outdoor first aid.
- An understanding of how habitat health is linked to climate resilience.

### **Place of Work**

Your main place of work will be Cortachy, part of Airlie Estates, with the workshop at Cortachy Home Farm your base.

### **Work Timings**

You will be required to work from 8.30am to 5.00pm Monday to Friday with half an hour lunch break each day (40 hours per week). The start and finish times of hours worked will be flexible to take account of weather and any tasks which require to be completed that day.

For a part time role, the days on which you will work will be agreed in advance with the business.

You will be entitled to 31 days annual leave a year including public holidays.

**Salary and Benefits**

£24,000 annual salary. Funding for training as deemed necessary to carry out your role.