



DEVELOPMENT
TRUST



Estate Ranger

Rousay, Egilsay & Wyre Development Trust is the development organisation for the three islands and are home to a community of approximately 260 people.

We are looking to recruit an **Estate Ranger** who will be responsible for implementing a wide range of environmental and countryside management activities on the estate.

With a good working knowledge of Net-Zero, land and project management, you must be able to plan, organise and deliver relevant projects and activities.



OUR GOALS

Supporting our community to achieve its ambitions, and promoting a healthy, happy and vibrant community.



Enhance Our Quality Of Life

Advancement of education and citizenship. The provision of recreational facilities, open spaces and public amenities. Relief of those in need by age, health, disability or hardship. Relief of poverty and unemployment.



Preserve Our Community

Advancement of community development, urban & rural regeneration. Advancement of arts, heritage, culture or science.



Secure Our Future

Advancement of environmental protection or improvement.



Job Description and Person Specification

Post: Estate Ranger

Reporting to: Community Development Officer

Tenure: 2 Year initial contract, full time (35hrs/week). We are happy to consider flexible working, for example seasonal work (6/9/12 months per annum).

Location: Rousay, Orkney

Salary: £30,000 (per annum, pro rata for seasonal)

Leave Entitlement: 6.5weeks per annum which includes statutory holidays.

Pension: 12% Pension (Employer 7%, employee 5%)

Closing Date: 29th March 2024

Purpose of Job

Rousay, Egilsay & Wyre Development trust own 690Ha of land, the Trumland Estate, and is creating the role of Estate Ranger.

The ranger will be responsible for implementing a wide range of environmental and countryside management activities on the estate. With a good working knowledge of Net-Zero, land and project management, you must be able to plan, organise and deliver relevant projects and activities.

Key functions of the role:

- Develop and implement long term conservation strategies across the portfolio.
- Take the lead in managing and improving the existing 'estate infrastructure'. An understanding of historical features such as sight lines and visible archaeology is important here.
- Work alongside our current staff to source, research and apply for external funding as required for the above two areas.
- Manage and oversee the sub-projects to completion.
- Ensure that all relevant permissions and licences are in place, produce specifications and liaise with contractors and partners where necessary. Ensure works are completed to specification, on time and within budget.
- To investigate other income streams for the Trumland Land
- Evaluate all projects during and at the end of the project life, produce required research to ensure projects are created and delivered effectively, engage with the community via online and postal surveys/questionnaires as needed and in person.
- Use the recent Trumland Estate Future Management Options report to ensure the land is developed in a safe, cost-effective way and supports our islands' move to Net-Zero.

Maintenance and Conservation:

- Deliver exemplary practical land management and maintenance, including developing and implementing conservation practices and monitoring processes, carrying out regular risk assessments, fencing repairs and invasive species assessment and control.
- Maintain an awareness of conservation issues, including those relating to SSSI designated land, use this knowledge to make informed local decisions..

Engagement:

- Work closely with the communities of Rousay, Egilsay and Wyre, acting as a point of contact for the local community.
- Prepare, promote and deliver a programme of talks and events for local residents and visitors.
- Work with our Youth Worker on developing activities with the two youth groups. Specifically encourage the knowledge of young people in regard to the flora, fauna and nature on the estate, and look at practical sessions to increase their knowledge of environmental issues.
- Actively encourage, organise and supervise volunteering on the Estate.
- Work with various partners such as RSPB and NatureScot to ensure a mutually supportive relationship is maintained.
- Ensure a close working relationship with local landowners.
- Work sensitively with local stakeholders and residents in a small community setting.

Promote Rousay and The Estate

- Establish a social media presence for the ranger team. Contribute to monthly REWDT communication.

Other Information:

The job will be based at our new offices near the ferry terminal on Rousay. Ideally the position would be filled by someone living on one of the three islands, but the offices now make it commutable from Orkney Mainland, and hybrid working would be encouraged. There is some requirement for occasional weekend and evening meetings to be attending. Relocation assistance may be available.

Rousay, Egilsay & Wyre Development Trust is committed to playing its part in the Fair Work Convention's vision that by 2025, people in Scotland will have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and society. We are therefore developing a workplace that is built on the five key dimensions of Fair Work: effective voice, opportunity, security, fulfilment, and respect.

How to Apply:

Please send a covering letter and CV by email to: info@rewdt.org

If you would like to discuss the role in further detail, please contact info@rewdt.org and a manager or director will be in touch.

Skills matrix:

Skills & Abilities	Essential	Desirable
Excellent verbal, written, communication and presentation skills	y	
Excellent organisational skills and ability to manage a wide range of tasks	y	
Ability to use own initiative to prioritise and manage own workload	y	
Ability to foster collective working between staff, organisations and community	y	
Diplomacy, negotiation and interpersonal skills to build positive relationships	y	
Creative thinking	y	
Able to inspire and motivate others	y	
Interpersonal skills to deal with a diverse range of people	y	
IT literate	y	
Understanding of community engagement methods		y
Experience		
Management or co-ordinating community regeneration projects		y
Demonstratable experience in land management	y	
Good practical estate management skills	y	
Overseeing projects and developments		y
Researching and sourcing funding		y
Report writing, record keeping	y	
Knowledge		
Knowledge of government net-zero targets		y
Knowledge of invasive species control and habitat monitoring/recording		y
Training & Qualifications		
Degree level or equivalent, or having significant relevant experience	y	
Other relevant qualifications		y
Other		
Able to work to a flexible schedule (some evenings and weekends)	y	
Ability to work outdoors in all weathers	y	
Driving license with access to own vehicle	y	

Rousay, Egilsay & Wyre Development Trust.

The Pier Cabin, Rousay, KW17 2PU

Tel: 01856 821229 email: info@rewdt.org www.rewdt.org