JON HAWKINS SURRY HILLS PHOTOGRAPHY

**Assistant Reserves Ranger (North Staffordshire)**

**Be part of a Wilder Future**

***Closing date: 9am on Thursday 19th June 2025***

***Interview date: week commencing 7th July 2025***

Please submit your completed application to [jobs@staffs-wildlife.org.uk](mailto:jobs@staffs-wildlife.org.uk) before the closing date.

**Join Our Movement**

We are the county’s leading conservation charity, committed to protecting wildlife and inspiring a lifelong love of nature. Our climate is in crisis and nature needs our help, but together we can make a difference.

**Our 50-year vision is for a thriving county with wildlife at its heart, which everyone enjoys, values and wants to play their part in protecting and improving.**

**Our mission is to ensure that:**

We protect and enhance the wildlife and wild places of Staffordshire and promote understanding, enjoyment and involvement in the natural world.

Working for Staffordshire Wildlife Trust, in any role, means you are part of our ambition to halt and reverse natures decline in Staffordshire and across the UK, and to get more people to take meaningful action for wildlife. Whether you work in IT, in our cafes, or out on our nature reserves you will be working with colleagues towards the common purpose of a county richer in wildlife.

CHRISTINE HARDING SWT

**Working for Us**

At Staffordshire Wildlife Trust we don’t just offer jobs – we offer careers. For our people, being part of the effort to address the climate and nature crisis makes working for us truly meaningful and rewarding.

As well as investing in our mission, we invest in our people and culture. We’re committed to creating an engaging, supportive and inclusive workplace for all and providing opportunities for development, training and growth. We also provide a range of benefits such as flexible working, an employee assistance programme and a wellbeing allowance.

Your journey in the Trust starts with your induction. Whatever role you're here to do, we'll explain what to expect, show you where to go, and make sure you understand your new environment before you get going.

You’ll get chance to see what others in your teams, and across the Trust are doing through job shadowing and team working. We have 45 other Wildlife Trusts, working passionately just like us, whose knowledge and experience you can also draw from.

**Learning and Development**

One size doesn’t fit all, we will work with you to identify where you and the organisation want to grow and develop and put together a personal plan that works for you, whether that’s on-the-job training, flexible e-learning, or one-to-one support.

If we need you to hold a qualification for your role, from either a legal or professional point of view, we’ll cover the cost of your membership fee where needed as part of your continuous professional development.

We believe work-life balance is important. We work 35 hours a week, and we believe a good work life balance makes for happier, healthier employees. We support flexible working wherever possible, and we are currently trialling a hybrid working model.

**We have a range of benefits that support you when working for us:**

* 10% Non-contributory Pension
* Employee Assistance Programmes
* Life Assurance (4 x salary)
* Salary Sacrifice schemes for cycle to work and Electric vehicles
* 25 Days basic holiday allowance (rising to 30 days after 10 years’ service), plus bank holidays, and extra Christmas leave (pro rata).
* 15% discount in our cafes
* PPE and uniform provided as required.

A mouse eating grass in the water

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**What We Stand For**

TERRY WHITTAKER 2020/VISION

**We are:**

**Resourceful:** Making best use of what we have, and always alive to opportunities to do things better and more efficiently

**Passionate:** Making the case for valuing and protecting wildlife

**Pioneering:** Using new and innovative ways to achieve our vision helping us led by example

**Evidence** **Based:** Making our case on scientific-face and interpretation

**Welcoming:** Giving our members, our supporters, and the wider public the best service possible

**Professional:** Striving to be the best we can be in all that we do, seeking continuous improvement and benchmarking our performance

**Collaborative:** Working in partnerships between staff, volunteers, members, communities, landowners, businesses and many others to achieve our vision

**Safeguarding**

Staffordshire Wildlife Trust are committed to keeping children and young people safe, you can see our policy here:  <https://www.staffs-wildlife.org.uk/our-policies>   
Safeguarding and protecting our visitors, customers, members, staff and volunteers is the responsibility of every trustee, employee, and volunteer at Staffordshire Wildlife Trust.

Our commitment to safeguarding starts at the very beginning. All recruiting managers complete Safer Recruitment training to enable them to follow best practice when recruiting.

On joining all staff are required to complete safeguarding training for children, young people and adults at risk.

Some roles require a successful DBS check before they can carry out their roles.

Our safeguarding team are committed to ensuring that our safeguarding policies and procedures are adhered to.

**EDI – We’re wild about inclusion!**

We aim to put equality, diversity and inclusion at the heart of Staffordshire Wildlife Trust to ensure that everyone has the opportunity to experience the joy of wildlife in their daily lives.

We’re Wild About Inclusion! To us, this means inspiring, empowering, and engaging people from all backgrounds, cultures, identities, and abilities, to change the natural world for the better. It means creating workspaces where difference is celebrated, everyone can be themselves and flourish, just like nature.

We aim to better understand and address the inequalities experienced by many communities in accessing and connecting with nature. This includes recognising that the conservation sector is one of the least diverse professions in the UK and that access to careers and educational opportunities needs to be significantly improved. We believe being Wild About Inclusion is critical to the future of The Trust, the health and wellbeing of our communities and to wildlife.

**The Basics**

**Job Title:** Assistant Reserves Ranger (North Staffordshire)

**Contract Type:** Permanent

**Hours:**  35 hours per week. Flexible working requests will be considered.

**Pay**  Assistant £22,722.22 per annum

**Work Location:** Based at our northern office at Marsh Farm Cottage, near Meerbrook ST13 8SW, you will spend most of your time on the land we lease from Staffordshire Moorlands District Council but will also spend some time on other nature reserves across the county.

**Who We’re Looking For**

Looking for the chance to work on some of the most beautiful sites in Staffordshire?

This is an exciting opportunity for someone furthering their career journey in conservation land management to work for Staffordshire’s leading wildlife conservation organisation. Working across various reserves in north Staffordshire, this role will enable the post holder to work alongside the Senior Land Management Officers, volunteers and site-based Friends-of groups.

The successful candidate will have some experience in the practical management and restoration of land for conservation, working with volunteers and the day-to-day running of nature reserves.

Based at northern office at Marsh Farm Cottage and working mainly on the 11 nature reserves we manage on behalf of Staffordshire Moorlands District Council, but with occasional work on other sites as part of the SWT northern reserves team.

With your endless passion for our work, you’ll help with the protection and care of habitats, wildlife, property and machinery, and your passion will inspire others to love the beautiful places as much as you do. We want you to engage with visitors and volunteers, making time to talk to them, not rushing away to the next task.

This will see you responding to queries and explaining the value of the work being undertaken. After all, your passion and dedication could fire the imagination that makes a visitor become a member for the rest of their life.

**What you will Deliver**

Whilst this is an entry-level post we are looking for people with a track record of working or volunteering in conservation and land management. We are looking for people who love our wild spaces as much as we do and who is quick learning and ready to take on volunteer group leadership roles. The postholder will be happy to work as part of a team and individually / in small groups and must be prepared to work outdoors in all terrains in all weathers.

1. Carry out management of the Trust’s reserves in the North of the county on a day-to-day basis The focus of your role will be on a suite of Countryside sites and Local Nature Reserves managed on behalf of Staffordshire Moorlands District Council.
2. Support and lead the regular volunteer work parties at various sites
3. Work adhering to the individual reserve management plans and grant schemes, including agri-environment schemes.
4. Work in accordance with the Staffordshire Wildlife Trust health and safety policy and procedures implementing any relevant systems across the Trust estate (e.g. risk assessments, vehicle and tool checks, tree safety).
5. Ensure a high-quality visitor experience is maintained through regular site maintenance, particularly with reference to footpaths and infrastructure such as boardwalks, fences, walls, gates/access features and carrying out litter control.
6. Review signage and carry out interpretation - this could include physical information boards as well as guided walks and presentations. etc.
7. Assist with ongoing habitat restoration projects through the supervision and management of contractors.
8. Ensure all land management work is of a high standard
9. Assist with the running and maintenance of the site office at Marsh Farm near Meerbrook.
10. Assist with the grounds work and maintenance of a small play area and green space in Leek
11. Ensure a strong link is maintained with the local community and key user groups (District councillors, Site-based Friends of Groups, dog walkers, neighbours, graziers etc.) and regularly interact with visitors to the reserves to promote the work of the trust and membership where appropriate.
12. All staff should recognize the contribution that membership makes towards the running of the organisation. The post holder is therefore expected to understand the need for high standards of service to existing members and recognize their role in contributing to ongoing membership recruitment.
13. In order for the organisation to work effectively you may be required to assist with other areas of work and therefore you should be prepared to undertake other duties, appropriate to the post, as delegated by your line manager.
14. All staff are required to abide by organisational policies and procedures.

**What we’re looking for**

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| **Personal Qualities** | |
| **Passionate and Energetic** | You will believe in our core purpose and be passionate about tackling the nature and climate crises and have an understanding of the part we play. |
| **Team focused and supportive** | You will be working as part of a small team and with the wider reserves department and project officers. |
| **Ambitious and Achieving** | This role will require some evening and weekend working, as well as occasional unusual hours. |
| **Professionalism** | You will be a good advocate and always represent the trust in a professional manner both with members of the public on site and professional partners. |
| **Determination and Resilience** | You will take pride in delivering high quality work while working in challenging conditions and in all weathers. |
| **Problem Solving and Analysis** | Often working in remote areas, you will be methodical in your approach to planning work and solving problems. |

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| **Qualifications** |
| Degree or equivalent relevant experience in an environmental discipline. |
| Full UK Driving Licence (preferably clean). |
| **Essential requirements** |
| Experience of working with and ideally leading and managing volunteers. |
| Experience of delivering practical habitat management works across different habitats. |
| Good communication skills, written and verbal |
| Experienced in a wide range of practical estate work including fencing, footpath maintenance and construction tasks |
| A broad knowledge and interest in natural history |
| You must be able to demonstrate the ability to organise your own workload and work unsupervised and as part of a small team. |
| The job involves regular driving between reserves and occasionally further afield for which pool vehicles are available |
| The post will require various working patterns which include occasional early starts, evening finishes and sometimes weekend working. |
| The job involves working outside in all weather conditions and seasons. |
| The post requires strong commutation skills with a variety of people including SWT staff, reserve visitors and members, partner organisations, land managers and landowners. |
| The job involves manual handling |
| **Desirable requirements** |
| CS 30/31 Chainsaw Operator |
| Use of Brush cutter/clearing saw |
| Emergency First Aid outdoors |
| PA1/PA6 |
| Use of ATV, and or Argocat |
| Off-road driving |
| Experience in monitoring/ surveying species and habitats. |
| Knowledge of Health and Safety legislation and its application |
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| **Personal Qualities** |
| A strong and inspiring leader with excellent interpersonal and organisational skills, able to harness the commitment and enthusiasm of staff. |
| Passion for the environment and wildlife conservation and engaging with a variety of audiences on these issues |
| The ability to form and maintain productive relationships at a high level with a variety of busy organisations and individuals. |
| A talent for thinking and working a in a flexible and creative way and practical problem solving |
| Sound judgement with a calm, confident, mature and pragmatic approach. |

**About Us**

“Staffordshire Wildlife Trust protects and enhances the wildlife and wild places of Staffordshire and promotes understanding, enjoyment and involvement in the natural world.”

A registered charity established in 1969 and one of 47 county Wildlife Trusts throughout the UK and is supported by over 18,000 members.

The Trust owns or manages 45 nature reserves covering an area of over 1900 hectares. We have around 140 staff, based in six locations around the county including our Headquarters at Wolseley Bridge, Stafford, with our work divided up into five departments: Conservation Delivery, Engagement, Activism and Marketing, HR & Support Services, and Resources. The Trust has a diverse workforce and volunteer group including rangers, wildlife surveyors, community and engagement officers, project specialists, catering, retail, and administration.

In addition, we have a trading company which looks after the commercial side of our business, including cafés at The Wolseley Centre, charity shops in Leek, Penkridge and Codsall and a retail shop in the Wolseley Centre.