

## The Arran Pioneer Project CIC



<b>Role:</b>	APP Island Ranger
<b>Reports to:</b>	APP Directors
<b>Duration:</b>	3 years (Fixed Term)
<b>Hours:</b>	P/T - 35 hrs per week over 5 days (30hrs work, 5hrs unpaid break) <i>Please note: hours will be flexible dependant on candidate / weather conditions</i>
<b>Location:</b>	Isle of Arran
<b>Salary:</b>	£20,000
<b>Holidays:</b>	7 weeks (pro rata) holiday (including fixed break over festive period)
<b>Accommodation:</b>	Not provided however all reasonable help / advice will be given to the successful candidate to secure accommodation on the island should this be requested.

### Who we are

We are currently an entirely volunteer led and island based organisation on the Isle of Arran, Scotland, and have, over the last two years, achieved a remarkable success rate and levels of local involvement in vital and wide reaching projects over multiple sites around the island.

We are now at the position where roles, held by paid staff, are essential to support the expansion of the organisation and the work we can undertake as per the needs expressed from the communities we serve.

### What we do

The Arran Pioneer Project CIC facilitates communities on the Isle of Arran to transform unused land into vibrant and ecologically diverse spaces for community and ecological resilience, including assisting volunteers with local based food production projects to increase access and understanding of, local, fresh and seasonal food and to enable learning about ecologically friendly food production and conservation via workshops and intergenerational support / knowledge exchange.

Our aims are to contribute towards helping the island to become a self-sufficient, circularly economic and environmentally progressive example for positive community and climate resilient change.

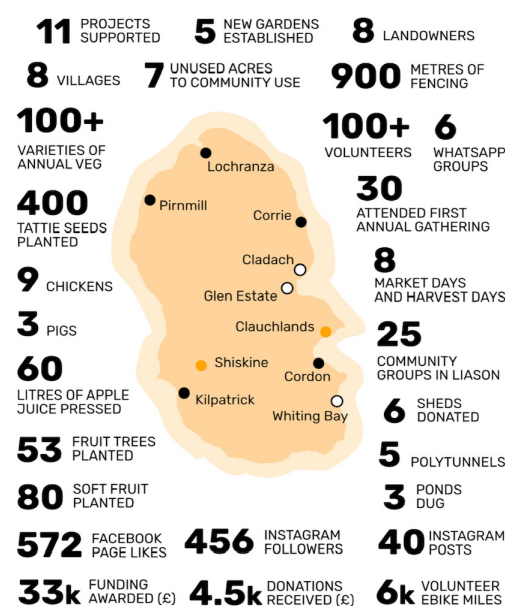
### What we can offer

We are able to offer a secure, three year fixed term opportunity with set pay, within our small and fun management team, offering flexible working possibilities, and the encouragement to shape, and contribute fully in decision making and project development opportunities now and for the future.

We actively encourage personal growth and will help and encourage the successful candidate to develop, grow and share professional interests and specialisms. This includes support if you wish to travel / learn / gain new skills to share with our communities during winter / outwith work, and will facilitate, connect you to, and be as flexible as possible to support you to develop your professional skill set with partner organisations wherever possible.

We live in and help care for a diverse and beautiful landscape and are assisted by vibrant and enthusiastic communities. We hope to attract a team member who will be empowered to express their knowledge and enthusiasm fully, be able to learn with, and from, our communities and share this knowledge across the island, and to become a voice for the needs and hopes of the Arran community both on and off island. No two days will be the same, work will be hard and weather challenging at points but your role and voice will be valued, contributions to our work acknowledged as essential, and participation in all the island has to offer fully encouraged.

## PIONEER PROJECT STATS 2020 to NOW



## JOB PURPOSE

The role of APP Island Ranger will combine responsibilities of nature conservation, learning and community engagement and contribute to the delivery of the APP operational objectives across the multiple sites and communities we assist. APP Island Ranger role is positioned to provide an 'on the ground' support to the wider natural environment and community activities on the island also, and is something we keenly hope to encourage. Working closely as part of the APP team, you will provide support in the day-to-day outdoor engagement / growing activities throughout the year in conjunction with our Directors, other team members in future and the community groups we work alongside.

Overall, this will be in pursuit of the following outcomes;

- **Community engagement:** Work with, and help empower communities so that they are able and encouraged to collaborate to help achieve our aims and outcomes.  
This will include involvement with stakeholders, businesses, local / regional agencies and others to increase understanding of their and our aims and develop collaborative working relationships/partnerships
- **Community Garden maintenance:** Basic site management activities ((e.g.: paths, gates, signs, vegetation management) to achieve ecological and safety aims, Supporting, developing and leading volunteer activities at community gardens and other appropriate community spaces (village halls / schools), construction and repairs of garden and wildlife supportive infrastructure, liaison with members of the community to assess/report their needs, reporting on status/condition of community spaces, conducting Nature and Wildlife Surveys and design works.
- **Habitats:** Assist with the protection of the habitats in our direct care, and island wide / partnership activities where possible / communities request.
- **Education and learning:** Enable more people to experience cultural and natural heritage more often and get more out of it via developing and delivering educational and outreach activities, developing an events programme on sites, arranging workshops, hosting partnership activities, and online via social media platforms.

## OTHER DUTIES

The role is one for which the duties/responsibilities/accountabilities of the role will require staff to become a member of the Protection of Vulnerable Groups (PVG) scheme.

## DIMENSIONS AND SCOPE OF JOB

### People Management

- Day to day responsibility for engagement with visitors, contractors and volunteers working within sites and more widely within the community.
- Will liaise with other colleagues, contractors, and the local community and will have some interaction with other technical/specialist advisory colleagues based within other organisations as appropriate.

### Finance Management

- Not a budget-holder but will be expected to take responsibility for effective management of resources used and held within sites.
- Ensure all general administrative tasks are undertaken efficiently, effectively, and timeously.

### Tools/Equipment

- Will be a frequent user of machinery, tools, vehicles, and equipment subject to appropriate training.

### Physical Environment

- Responsibility for implementing and being mindful at all times of the health and safety of self, staff, volunteers, and visitors.
- Assisting communities with the handling and care of their small to medium livestock / animals used for conservation grazing as requested.
- Responsibility for working in a manner mindful of environmental obligations

## REQUIRED QUALIFICATIONS, SKILLS, EXPERIENCE & KNOWLEDGE

The above outlines the key functions of this post. In addition, either knowledge of or experience in the following is required:

### Qualifications

- Undergraduate level qualifications or volunteer / working equivalent in one or more of the following subject areas: nature conservation, rural studies, outdoor education, or permaculture gardening.
- A full, clean driving licence, and own vehicle for driving in the UK is desired, however candidate-led proposals of how multiple sites can be visited via other methods would be considered if a candidate requested.
- Criminal records (Disclosure Scotland) checking and clearance essential for safeguarding of children/vulnerable adults.
- Understanding of managing safety in the countryside.

### Essential:

- Previous paid or voluntary experience working in an outdoor, education, environmental or ranger post.
- Practical experience of basic levels of maintenance of rural infrastructure including use of hand tools and basic gardening and tree planting experience
- Experience of interacting with a wide range of staff, volunteers, visitors, educational groups, and other stakeholders, in day to day (casual) to event style activities (formal)
- Knowledge and interest in Scottish habitats and species and of ecological survey and monitoring techniques.
- Experience of working within a small management team and of lone working on sites.
- Sound knowledge of IT software and social media technology.
- Excellent interpersonal skills, with an ability to build strong, professional relationships with a wide range of stakeholders.
- A proactive and creative approach to driving forward ideas and projects
- Able to, and comfortable with, working outdoors in challenging weather conditions, and able to lift and move items up to 20kg short distances as required.

### Desirable:

- Previous experience of designing and developing of outdoor learning activities for a range of ages and stages
- Good understanding of / willingness to learn about the Curriculum for Excellence and Community Learning and Development.
- Experience of leading groups of volunteers and visitors in an outdoor activity/learning environment.
- Chainsaw licence CS31 (and own safety kit) and certificate of confidence for use of Brushcutters / Trimmers (or willingness to obtain these licences).
- First aid certification (or willingness to obtain)
- Experience of / willingness to learn about natural building techniques / willow working / heritage food varieties, food preservation techniques and livestock handling, with a willingness to learn about and implement traditional (non mechanised or chemical) approaches to land maintenance, regenerative agriculture, conservation, food production and building a circular economy.

## HOW TO APPLY

If you are interested in this role, please send **a cover letter and CV** to [arran@pioneerproject.scot](mailto:arran@pioneerproject.scot) marked "Island Ranger Application - [Name]" in the subject line, by the deadline of **Friday the 5th of August at 8pm**.

Interviews shall consist of

- An initial Zoom interview with the Interview Panel, which will take place on the week following the closing date at a time arranged with shortlisted candidates (evening appointments can be arranged)
- Followed by an in person meeting, one morning session, one afternoon session, on Arran with the final two shortlisted candidates with a small group of volunteers at the Cladach Community Garden on the week beginning the 15th of August, date to be confirmed depending on candidates availability.

This will be a chance to meet some of the community members involved for an informal relaxed discussion / spend time at one of the gardens, followed by a chance to see the coastal area of Brodick and have a coffee chat with the Interview Panel (approx 3hrs in duration - including walking time) to allow candidates to fully get a feel for our work and the people they could choose to work with.