

Job Summary & Person Specification

Job Title:	Bird Aware Solent Ranger
Job Ref No:	HCC2761624
Department:	Culture, Communities & Business Services
Branch / Section:	Countryside Service
Grade:	D

Job Purpose:

The aim of Bird Aware Solent is to mitigate the impact of housing development on the three Special Protection Areas (SPA's) across the wider Solent area. Rangers will undertake patrols along the Solent coast and engage with visitors, communities and landowners to increase awareness and understanding of the overwintering birds within the Special Protection Areas. Rangers will help visitors understand the effects of human disturbance on birds, and encourage responsible behaviour.

The post holder must be a skilled communicator able to interact with people of all ages and backgrounds to ensure positive engagement and behaviour change. They must be able to work independently, adhere to the council's lone working policy, and also have strong team working skills to maintain close liaison with the other Bird Aware Solent rangers.

Main Responsibilities:

Resource Management:

- Undertake site patrols on the relevant stretch of coastline, engaging with visitors to raise awareness of overwintering birds on the SPAs and explain their vulnerability to human disturbance.
- Deliver talks and activity sessions to community groups and schools.
- Attending public events with the Bird Aware stand to engage positively with local communities about the SPAs and the overwintering birds.
- Plan and deliver pop-up events.
- Form strong working relationships with land owners/ managers and build a network of key stakeholders and groups.

Planning:

- Planning a programme of site patrols and events within set guidelines.
- Contributing to the social media plan and other communications as necessary.
- Take the lead to plan specific engagement projects and write implementation plans.
- Patrols will need to be undertaken at peak times for disturbance events but also be coordinated with the tides so weekend work as well as early mornings and late afternoons will be required.

Communication:

- Summer focus - community liaison through events, walks, talks, school visits, displays. Planning and contributing to written communications such as leaflets, website and social media content.
- Winter focus - community liaison through patrols of coastal sites, guided walks and pop-up events on the coast. Managing website and social media content.
- Help visitors with their identification and knowledge of coastal birds. Encourage responsible behaviour by visitors including compliance with guidelines in order to avoid disturbance to birds.
- Maintain good working relationships within the ranger team, supporting colleagues, communicating location and progress frequently.
- Building and maintaining good working relationships with landowners, local businesses, local authorities, other statutory bodies, wildlife organisations, recreation groups, community groups and local residents.
- Seeking opportunities for networking, partnership working, and media communications.
- Tact and diplomacy are required to build strong working relationships with colleagues at all levels across many organisations.

Specialist knowledge:

- Develop and maintain a good understanding of the Solent coast, its wildlife, and the aims and responsibilities of local organisations to enable visitor questions to be dealt with appropriately and to promote a positive image of partnership working.
- Must have a good understanding of the Solent's birdlife to maintain the professional, respected image of Bird Aware Solent.

Maintaining accurate records:

- Maintaining accurate and up to date records of completed work, site visits and visitor interactions. Report back on project delivery.
- Maintain records, inventories and safety inspections for tools and equipment to comply with H&S and corporate requirement.

Corporate and statutory initiatives

- Maintain an awareness of statutory, corporate and departmental requirements and policies in order to apply them in the day-to-day job requirements - e.g.
- H &S, Risk Assessments, Equalities, Biodiversity, Sustainability
- To include specific devolved H&S responsibility for sites, self and others, items of equipment and assessments for risk and COSHH
- Awareness of appropriate legislation such as Countryside and Rights of Way Act, Habitats regulations, etc.

Additional Information:

Hampshire County Council is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all employees, workers and volunteers to share this commitment. We will ensure that all our recruitment and selection practices reflect this commitment.

Person Specification:

Essential Qualifications	<ul style="list-style-type: none">• Driving license and own transport• Degree in relevant subject
Desirable Qualifications	<ul style="list-style-type: none">• First aid
Essential Knowledge, Skills and Experience	<ul style="list-style-type: none">• Excellent communicator showing diplomacy and tact - verbal and written• Demonstrate experience in public engagement or education in a conservation related discipline• Experience in potential conflict situations – able to identify signs and take necessary steps to prevent escalation.• Sound identification skills and bird knowledge.• Proven data collection and data entry skills.• Strong team player with ability to work alone under own initiative.• IT skills in basic software such as Word, Excel etc.• Experience of using social media packages• Awareness of H & S policies and other appropriate legislation.• Able to fulfil the travel requirements of the role• Able to fulfil physical requirements of the role
Desirable Knowledge, Skills and Experience	<ul style="list-style-type: none">• Experience in similar mitigation or disturbance avoidance scheme.• Knowledgeable in dog behaviour or experienced in engagement work specifically with dog walkers• Good general identification skills and knowledge of coastal wildlife and overwintering waders and wildfowl.• Experience of using social media packages in a business environment (including Facebook and Twitter)• Knowledge of the three Special Protections Areas (SPAs) and relevant protected species• Knowledge of the preparation and implementation of Risk Assessments• Outdoor practical working experience• Experience of volunteer supervision

Working Conditions:

The following section provides an outline of the working conditions that may be encountered in this role.

- Weekend and early morning/late evening working will be required
- Moving and handling of objects up to 15kg, on a daily basis
- Display Screen Equipment user – laptop or desktop PC
- Lone working on remote stretches of the Hampshire coast
- Significant interaction with the public and dogs
- Occasional exposure to verbal abuse and/or aggression
- Outdoor work – working at height, in a hot or cold environment, Non-IR (sun exposure), electricity, working in/over water and lone working
- Driving own vehicle, HCC badged vehicle, 4 Wheel Drive or a tractor, for work purposes
- Occasional contact with animals, birds, reptiles, vermin control, moulds/fungi, human blood/bodily fluid, soil and waste
- *Noise (over 80Db)As defined under The Control of Noise at Work Regulations 2005
- *Operating hand held vibratory tools such as chainsaws, strimmers, circular saws, sit on mower etc.

The information contained in this document is meant for the purpose of recruitment and selection only. A copy of the formal Role Profile that has been used to evaluate the pay and grade information for this post using the Hay Evaluation Tool is available on request from the Recruitment Team via recruitment@hants.gov.uk Please quote: Role Profile Title: Ranger / Role Profile Reference Number – 0330.