

JOB DESCRIPTION

- 1. ORGANISATION:** Balmoral Estate
- Post Title: Ranger (Glen Muick)
- Location: Spittal of Glen Muick, Balmoral Estate, Aberdeenshire
- Responsible to: Head Ranger, Balmoral Estate.

2. JOB PURPOSE:

The Ranger Service acts as an interface between the traditional and commercial land uses on the Estate and the public wishing to use the Estate's assets. The Ranger will work in accordance with the Aims of Management of Balmoral Estate and of its Ranger Service and the aims of the Cairngorms National Park. The Ranger will assist in the future development of the Ranger Service. Duties will include assistance with estate management activities that have relevance to public use and interest in the estate, its land, and its business.

3. JOB RESPONSIBILITIES:

To assist the Balmoral Head Ranger and to implement the agreed Rangers Work Plan. To assist The Head Ranger with other general estate management with reference to the Cairngorms National Park, the access provisions of The Land Reform (Scotland) Bill, the various UK and European conservation sites on the Estate, and with various public relations matters.

4. DIMENSIONS

Balmoral is a large Scottish highland estate comprising a farm, extensive woodlands, deer forest, grouse moors, and salmon fishing, as well as running an important tourist business around the Castle. Lochnagar at 1155m is one of Scotland's most popular mountains and Loch Muick is the largest body of standing water in the region. The Estate commands a high public profile not only as a result of its Royal ownership but also because of its high conservation and scenic interest which attracts large numbers of tourists, hill walkers and scientists. In twenty-five years the numbers of visitors to the hills on the estate have increased from 30,000 to over 180,000 per year.

The estate includes three SPA's (Ballochbuie, Lochnagar, Caenlochan) and five SAC's (Ballochbuie, Caenlochan, River Dee and tributaries, River South Esk and Coyles of Muick) and lies within the boundary of the Cairngorms National Park.

The ranger service currently has three full-time rangers and three seasonal rangers. Two full time rangers are based at Balmoral, the other full-time ranger is based at the Spittal of Glen Muick. Balmoral Ranger service is grant aided by the Cairngorms National Park Authority under an approved annual work plan.

The Glen Muick Ranger's accommodation is quite isolated – the nearest shops being in Ballater some ten miles distant with no public transport – therefore candidates having their own transport will be best suited to this post.

Website addresses for further information: www.balmoralcastle.com

5. PRINCIPAL TASKS OF THE RANGER:

1. To liaise with and be responsible to the Balmoral Head Ranger, to be a part of the team of rangers operating on the estate, and to liaise with all Estates staff and users including contractors, visitors, tenants, local authority staff, police, mountain rescue and neighbouring estates.
2. To engender a sympathetic understanding of estate management policies by the general public and the local community through good communication and local activity.
3. To assist in developing and implementing the Estate's strategy for managing public access to Glen Muick and the Lochnagar area.
4. To develop relevant educational, interpretation and visitor facilities in Glen Muick and elsewhere on the Estate.
5. Undertaking practical management work on the estate including upland pathwork and habitat management.

6. DUTIES

Your duties are to assist the Estate Ranger Service and specific duties will include:

1. To provide a welcome to visitors, to ensure their responsible behaviour and use of the Estate, to deal with queries, and to contribute towards their safety.
2. To manage the day to day running of the visitor centre at The Spittal of Glen Muick and other visitor facilities on the estate e.g. manning during busy times, ensuring the centre is clean and tidy, leaflet restocking and associated tasks.
3. To organise and implement a programme of events for the public and educational groups and assist with land rover safaris and interpretative planning. E.g. working and leading school groups, volunteers, junior rangers and volunteer rangers.
4. To plan and organise volunteer groups undertaking a range of tasks on the Estate including footpath repair work and habitat management.
5. To contribute to the maintenance and creation of recreational facilities on the Estate.
6. To carry out day to day countryside management including the regular maintenance of footpaths, bridges, bothies litter picking etc.
7. To record and monitor natural heritage aspects of the estate and to provide a store of data which can be measured against base data to assist in making informed management decisions. Monitoring nationally rare and sensitive species across the estate e.g. Raptors, Waders, Capercaillie. Contributing to the Estate and other datasets.
8. Developing and maintaining relevant survey and monitoring regimes e.g. for visitor use, footpath erosion and flora and fauna.
9. Caring for the upkeep of the property through patrolling, advising the public, litter clearance, care of signage and outdoor structures.
10. Controlling misuse of the property in accordance with the Scottish Outdoor Access Code.
11. To assist with the conservation and management of the listed buildings, ancient monuments, and archaeological sites on the Estate.

12. To assist with the development and implementation of staff work plans to ensure targets are met.
13. Any other duties as may be required from time to time.
14. To work in accordance with The Estate's policies for Risk Assessment, public health, and Safety at Work, and other statutory working arrangements within The Ranger's sphere of work.
15. Weekend working is an essential part of this role.
16. Being present out of hours to assist the public such as searching for missing persons or dealing with any inappropriate behaviour e.g. irresponsible camping.
17. Organise and liaise with the CNPA Volunteer Ranger programme. Carry out site inductions and ensure volunteer safety.

7. RELATIONSHIPS:

The Ranger will work from the Spittal of Glen Muick under the Balmoral Head Ranger who is based at the Estate Office.

The Ranger should have contact with the Factor, Heads of Estate Departments and all staff. He/she may also have occasional contact with members of The Royal Family, their Household officials and staff. He/she may have contact with members of the Local Authority, non-governmental organisations (NGO's), local organisations, members of the local community, Cairngorm National Park officers, The River Dee Trust and other environmental and countryside access organisations.

8. PERSONAL SPECIFICATION

<u>CRITERIA</u>	<u>ESSENTIAL</u>	<u>DESIRABLE</u>
1. Experience	<ul style="list-style-type: none"> • More than two seasons as a ranger, or in a position doing comparable work in a rural environment 	<ul style="list-style-type: none"> • Experience of working on an upland estate • An understanding of traditional land use management, including field sports, forestry, and farming • Mountain leader qualification • Leading groups in open country • Experience of environmental education/interpretation • Experience of leading volunteer groups • Experience of working in a remote area in challenging conditions
2. Qualifications	<ul style="list-style-type: none"> • Relevant Qualification in Environmental Sciences or Countryside Management • A current clean driving licence 	<ul style="list-style-type: none"> • Degree in land management, agriculture, forestry, or environmental science

3. Special Skills

- Member of a relevant professional organisation
 - A valid first-aid certificate
 - A chainsaw certificate.
- Excellent communication skills – written and verbal
 - Computer literate
 - Knowledge of land management
 - Knowledge of current issues surrounding environmental and conservation management
 - Knowledge of current rural land access issues
 - Sound knowledge and understanding of plants, wildlife and natural heritage
 - Good general level of fitness and ability to work in remote areas
- Knowledge of land legislation
 - An interest in monitoring all aspects of the natural heritage, in record keeping, and in report writing
 - Knowledge of attracting funding
 - Experience of deer management
 - Experience of upland footpath work
 - Knowledge of the special qualities of the Cairngorms National Park

Personal Qualities:

- Ability to accept responsibility
 - Ability to “get things done”
 - Ability to work alone and on own initiative as well as being part of a team
 - A good sense of humour
 - Preparedness to work irregular hours
 - Patience, diplomacy, discretion
 - Enthusiasm for the upland environment
- Preparedness to work outside in all weathers and in all seasons
 - An interest in hillwalking and mountaineering

9. HOURS OF WORK AND OTHER CONDITIONS OF EMPLOYMENT

The Ranger will live in the house at the Spittal of Glen Muick next to the Visitor Centre.

Hours of work will be by arrangement with the Balmoral Ranger and will be based on a 39.5 hour working week. Evening, weekend and holiday working is an essential part of the job. Time off and holidays will be by arrangement with the Balmoral Head Ranger.

The Ranger will dress and conduct him/herself in a manner appropriate to the dignity of Balmoral Castle and The Royal Family.

The Ranger is employed to work exclusively for Balmoral Estates and is not permitted to hold secondary employment outside normal working hours without first obtaining formal written consent from The Resident Factor.

A strict security policy must be observed by all employees on the Estate. The Ranger will also share in the responsibility of ensuring the security of the estate, its assets, buildings and personnel.

ITEMS OF DOMESTIC INTEREST

SCHOOLS

There are good primary schools in Ballater and Crathie and a secondary school in Aboyne. The secondary school has excellent facilities at the Community Centre, including a heated swimming pool, squash courts and a sports hall.

- Aboyne Secondary School 013398 86222
- Ballater Primary School 013397 55419
- Crathie Primary School 013397 42276

HEALTH

Dr Douglas Glass and Dr Ewen McLeod attend to the health of people on the Estate and run the Health Centre in Ballater. The nearest dental surgery is located in Aboyne.

- Aboyne Dental Surgery 013398 86177
- Ballater Health Clinic 013397 55686
- Braemar Health Clinic 013397 41202

SHOPPING

There are a wide range of shops in Ballater, Braemar and Aboyne. In Aboyne and Banchory there are supermarkets and in Aberdeen there are a choice of hypermarkets together with a large range of shops in the city centre.

RECREATION

The Estate is well served with paths through the woods and hill walking and climbing on Lochnagar (3789 feet) is available throughout the year.

In the winter there are good ski-ing facilities at the Cairnwell, Glenshee, and at the Lecht.

There is a selection of golf courses in the area, including a nine-hole (eighteen tee) course on the Estate at Balmoral.

Crathie Cricket Club have their pitch at Balmoral. There is a Curling Club, with a pond and Club House and the Crathie Bowling Club play league and fun matches in the local community hall.

There is a selection of pubs and restaurants in the area.