



HIGH LIFE HIGHLAND

JOB DESCRIPTION

JOB TITLE:	Countryside Ranger
SALARY:	£31,486 - £34,925 per annum
LOCATION:	Kinlochbervie
HOMEWORKING:	This post is not suitable for homeworking
RESPONSIBLE TO	Senior Ranger
JOB PURPOSE:	To provide a Ranger service within the Highland area, in conjunction with the existing staff, covering sites owned and/or managed by The Highland Council and others by agreement with the landowners, to promote the biodiversity of the area, deliver environmental education and recreation opportunities (observing Scottish Outdoor Access Code) and contribute to conservation plans for the area.

KEY DUTIES AND RESPONSIBILITIES INCLUDE:

ACCOUNTABILITIES:

1. Actively promote a positive and collaborative workplace culture that supports the Charity's purpose of Making Life Better and i-care values to increase morale, productivity and performance.
2. Monitor, report upon and contribute to the maintenance of Highland Council countryside sites and core paths throughout the Highlands through a programme of regular site monitoring.
3. Promote the use of the area by local community groups through events and countryside projects to encourage a greater appreciation and understanding of the natural heritage.
4. Contribute to the delivery of the High Life Highland Schools Out programme during the summer school holidays.
5. Develop an understanding and monitor the biodiversity and natural heritage of the area, support local conservation work and citizen science biodiversity studies, as well as supporting conservation volunteering opportunities
6. Develop interpretative provision for the local community and the visitors to the area, including guiding, walks, website content, illustrated talks and events.

7. Deliver environmental education to local schools and communities including capacity building outdoor learning skills with teachers, sessions to schools, field trips and virtual learning events using google classroom and other online portals.
8. Deliver green health projects in the Highland area in liaison with High Life Highland colleagues and external partners.
9. Undertake training and skills development to enhance the delivery of the service.
10. Promote the Scottish Outdoor Access Code and provide information, interpretation and environmental education to communities and visitors.
11. Liaise with colleagues within The Highland Council to promote responsible behaviour in the countryside, monitor levels of use and work to identify and resolve problem sites and issues.
12. Regular liaison with private and voluntary bodies that have ownerships and interest in the area.
13. Ensure that HLH Health and Safety Policy is adhered to by both staff and visitors.
14. Use social media and online engagement as a way to promote the service delivery
15. Undertake *day to day* fundraising for High Life Highland Ranger Service through donations requests, charges and grant applications.
16. Pursue continuous professional development and contribute to the continuous improvement of the team and High Life Highland as a whole.
17. Attend and undertake any training online or in person.
18. Aim to reduce wastage and uphold our environmental values of being as sustainable as possible in all tasks.
19. Assist and support other areas of High Life Highland with particular projects, training or in the event of holidays or sickness working cross-functionally across the team.

OTHER DUTIES:

You may be required to perform duties, appropriate to the post, other than those given in the job specification. The particular duties and responsibilities attached to posts may also be varied without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and would not themselves justify reconsideration of the grading. As a result of such variations it will be necessary to update this job specification from time to time.

Date: January 2026



**HIGH LIFE HIGHLAND
PERSON SPECIFICATION**

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LOCATION: Kinlochbervie

ESSENTIAL ATTRIBUTES:

In order to be able to carry out the duties of this post effectively and safely, candidates will be able to provide evidence of the following:-

1. EXPERIENCE

Experience of working as a Countryside Ranger or in a similar community engagement role.

Must be able and capable of covering wild and remote countryside in safety on his/her own – evidenced by experience

2. EDUCATION AND QUALIFICATIONS

A high standard of general education is required, preferably to degree level or with a Countryside or environmental related Higher / further education qualification.

Prepared to undertake training and assessment for a walk leader qualification if not already held

3. SKILLS/ATTRIBUTES GENERAL

Good communication and organisational skills, preferably with experience of working with school and community groups and public agencies.

Good digital skills including familiarity with social media and online engagement methods

4. SKILLS/ABILITIES SPECIFIC TO THE POST

Knowledge of general countryside matters and the Scottish Outdoor Access Code.

Wildlife identification and interpretation skills and ability to present this information for educational purposes

A flexible approach to working hours occasionally requiring weekend working.

Some knowledge of the local area and culture.

Good ICT skills/ emailing

You will be expected to travel efficiently and effectively between various work locations within Highland to meet the operational requirements of the Service. Current driving licence is essential.

5. INTERPERSONAL AND SOCIAL SKILLS

Diplomatic and negotiating skills.

Team working skills.

Working on Initiative to plan own work programme with support

Must be a good communicator, oral and written

High Life Highland (HLH) is committed to the protection and safeguarding of vulnerable groups, including children and protected adults and believes that they should never experience any kind of abuse. It has a responsibility to promote the welfare of those in vulnerable groups and to keep them safe and to practice in a way that protects them. HLH expects all those with whom the Charity engages to share this position. Where applicable, new positions will be subject to the appropriate level of Disclosure Scotland checking; identity checks (address, date of birth), employment/experience history, two references (one of which must be most recent employer, where appropriate), qualifications, Right to Work in the UK (where applicable). The above will apply to anyone working on behalf of HLH (paid or unpaid) including all board directors, staff, workers, volunteers, agency staff and students.