



Recruitment Pack Ranger



Introduction

Welcome

This is an exciting opportunity to join Earth Trust as a Ranger and play a hands-on role in caring for some of Oxfordshire's most valued landscapes. From species-rich grasslands and wetlands to woodlands, farmland and community nature reserves, how we manage the land demonstrates how nature and people can thrive together.

As a Ranger, you will be at the heart of delivering practical conservation and land management across our sites. Working as part of a dedicated team, you will undertake a wide range of habitat management activities, support biodiversity monitoring, lead volunteer groups, and help ensure our landscapes remain welcoming, accessible and inspiring for the many people who visit them each year.

You will also be one of the public faces of Earth Trust, engaging with visitors, volunteers, local communities and partner organisations while helping to deliver our vision for nature recovery, public access and nature friendly farming. Your work will contribute directly to the management of some of Oxfordshire's most important farmland, woodland, wetlands and nature reserves, including nationally important designated sites.

Whether carrying out practical conservation tasks, supporting ecological surveys, maintaining infrastructure, or helping people connect with nature, this role offers the opportunity to make a visible and lasting contribution to the landscapes and communities we care for.

Role Description

Context

Earth Trust manages a diverse range of sites across Oxfordshire, including woodlands, wetlands, grasslands, community nature reserves and farmland. These sites support important habitats and species, provide opportunities for people to experience nature, and demonstrate how nature recovery, sustainable food production and public access can be successfully delivered alongside one another.

Our approach combines practical conservation, habitat restoration, public access and nature-friendly farming. From managing species-rich habitats and maintaining visitor infrastructure to improving ecological resilience, our work is focused on the long-term stewardship of sites that benefit both nature and people.

The Ranger team plays a central role in delivering this work, undertaking practical habitat management across nature reserves and the Wittenham Clumps landscape. Working closely with volunteers, visitors and partner organisations, the team helps ensure that our sites remain rich in wildlife, accessible to the public and resilient for the future.

Purpose

To help care for and improve Earth Trust's community reserves and landscape at Wittenham Clumps, delivering practical land management that supports wildlife, people and nature-friendly farming. Working as part of the Ranger team, the postholder will help maintain and enhance a variety of habitats and visitor spaces, ensuring they remain welcoming, accessible and rich in nature.

A key part of the role is working with, supporting and leading volunteers, enabling people to make a meaningful contribution to the care of our sites. Through practical conservation, habitat management and volunteer leadership, the Ranger will help build connections between people and nature while ensuring that conservation work is delivered safely and effectively.

The Ranger will contribute to Earth Trust's mission to demonstrate how nature recovery, sustainable food production and public access can work successfully alongside one another across a living, working landscape.

Reports to

Countryside Manager

Direct reports

None (volunteers and contractors as required)

Key relationships

- Director of Land Management
- Rangers
- Volunteers

Status	Permanent
Hours	Full Time
Location	Earth Trust Centre
Salary	£26,047

Key Responsibilities

Land Management and Conservation

- Undertake practical land management across Earth Trust's community reserves and the wider Wittenham Clumps landscape, including habitat management in grasslands, wetlands, woodlands and farmland.
- Deliver work programmes in line with management plans, agri-environment schemes and partnership agreements.
- Carry out habitat restoration and enhancement work to support nature recovery and improve habitats for wildlife.
- Undertake routine ranger duties including site inspections, monitoring, repairs and maintenance.
- Assist with livestock management and support the delivery of nature-friendly farming.
- Maintain paths, boundaries, signs, fencing, furniture, buildings and other site infrastructure to ensure sites remain safe, welcoming and accessible.
- Maintain vehicles, tools and equipment and ensure they are used safely and effectively.
- Operate the office biomass boiler.
- Follow Health and Safety procedures, undertake risk assessments and promote safe working practices at all times.
- Volunteer Leadership and Visitor Engagement
- Lead, support and inspire volunteers undertaking practical conservation and land management activities.
- Plan and supervise volunteer tasks, ensuring activities are safe, organised and rewarding.
- Help develop a positive volunteering experience that enables people to contribute to the care of our sites and build a stronger connection with nature.
- Support volunteer recruitment, training and development where required.
- Act as an ambassador for Earth Trust, engaging positively with visitors, volunteers and partners.
- Support guided walks, events, training activities and other opportunities that help people experience and learn from the land.
- Respond to visitor enquiries and help ensure visitors enjoy a welcoming, safe and informative experience.

Monitoring, Administration and Team Support

- Support biodiversity surveys, monitoring programmes and species recording across Earth Trust sites.
- Maintain accurate records of management activities, volunteer involvement, habitat condition and species observations.
- Contribute to reporting requirements for management plans, agri-environment schemes and funded projects.
- Work collaboratively with colleagues, contractors, volunteers and partner organisations to deliver shared objectives.
- Support the delivery of events, visitor activities and seasonal programmes as required.
- Participate in training and continuous professional development to maintain and develop skills relevant to the role.
- Undertake regular weekend, bank holiday and out-of-hours working, including volunteer work parties, firing the office biomass boiler, support for events and emergency response.
- Carry out other duties consistent with the responsibilities of a Ranger.



Person specification

Essential

- Relevant practical land/conservation work.
- Track record of carrying out practical activities safely, in compliance with H&S policies and guidelines.
- Working with the public, visitors or volunteers.
- Ability to engage and motivate a wide range of public and community groups.
- Good written and verbal communication skills.
- Excellent team working and 'can do' approach.
- Excellent time management, efficiency and organisation.
- Ability to work to set policies and standards, especially relating to health and safety.
- Provide flexible working patterns, agreed in advance, including evenings and weekends.
- IT competent.
- Full driving licence.

Desirable

- Field identification of common taxonomic groups.
- Coordinating and leading activities with volunteers and/or the public.
- Carrying out ecological survey work.
- Experience of managing data including in Geographic Information Systems (GIS) or similar.
- Qualification in land management/conservation related subject
- Level 2 Award in Chainsaw use, maintenance and felling small trees (units 39-20 & 39-21).
- Level 2 Award in Agricultural Tractor Driving and Related Operations (units 205 & 206).
- Brushcutters (NPTC or Level 2 Principles of Safe Handling & Application of Pesticides (PA1)
- Level 2 Award in the Safe Application of Pesticides using Pedestrian Hand Held Equipment (PA6)
- B + E Trailer driving experience
- First Aid at Work qualification



About us

Earth Trust is a charity dedicated to inspiring people to engage with nature, understand their environment and take action to care for it. For over forty years, we have demonstrated how people and nature can thrive together in real, working landscapes — not only in nature reserves, but in the places where people live, learn and grow food.

Based at **Wittenham Clumps** in Oxfordshire, the largest freely accessible green space in the county, Earth Trust manages farmland, woodland, meadows and wetlands alongside a portfolio of community reserves. We welcome thousands of visitors each year through family visits, schools programmes, volunteering, events and partnerships alongside hundreds of thousands visiting our landscapes.

Our work combines public engagement, learning and nature-friendly farming, alongside commercial activity that supports our charitable mission. The Gateway to Nature programme is a core part of this, enabling strengthening access, visitor facilities and long-term financial sustainability.

Ways of Working

Earth Trust is a collaborative organisation.

We expect everyone to build strong working relationships, take shared responsibility for delivery and performance, and support each other to succeed.



Equality, Diversity & Inclusion

Earth Trust strives to be a diverse and inclusive place where we can all be ourselves and we are committed to equality of opportunity for all staff.

Individuals are encouraged to apply regardless of their protected characteristic.

Benefits

Alongside a competitive salary, there is flexible working whenever possible, 25 days holiday per annum increasing with length of service, volunteering opportunities and pension scheme.

Questions

For an informal conversation about the role or clarification questions, please contact Simon Atkinson, Director of Land Management simon.atkinson@earthtrust.org.uk. We are happy to discuss reasonable adjustments at any stage of the recruitment process.

To apply for the role

Please send a CV and covering letter explaining why you are suitable and what attracts you to this role to recruitment@earthtrust.org.uk

Closing Date for application

20th September 2026

Interviews

22nd or 23rd September

Contact Us



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