



Scottish Wildlife Trust

Wildlife Ranger
SWT Montrose Basin Wildlife Centre

An exciting opportunity awaits an enthusiastic individual at the internationally important Montrose Basin Nature Reserve.

Taking a lead role in engaging with the local community, landowners, volunteers and statutory bodies you will strive to conserve the area's important natural flora and fauna. You will carry out a variety of species/wildlife surveys and monitor recreational activities (sailing and wildfowling), manage practical land works and assist in the current educational activities programme.

Status: Permanent, full-time position. 35 hours per week.
Salary: c£15-18k per annum

Applicants must hold an HND (or above) in a relevant discipline and be able to demonstrate experience in a similar role. You will be an excellent communicator with first class knowledge of nature conservation, natural history education and land management issues, and be willing to work some weekends and evening. A current driving licence is essential.

For application pack and job descriptions see website www.swt.org.uk, email recruitment@swt.org.uk or contact the HR Manager, Cramond House, Cramond Glebe Road, Edinburgh, EH4 6NS, tel: 0131 312 4731,

Closing date for application is Friday 26th February 2010

These posts are subject to a Disclosure Scotland check
The Scottish Wildlife Trust is committed to equal opportunities.

Title	Montrose Basin Reserve Ranger
Based	Montrose Wildlife Centre
Dept/Region	Conservation/North East
Line Manager	Reserve Manager North East

Overall Purpose of the Job

To coordinate the management and promote Montrose Basin Local Nature Reserve

Main Duties:

Conservation Management

1. Coordinate production and update of the Montrose Basin Local Nature Reserve management plan.
2. Co-ordinate monitoring and recording of the wildlife (notably geese and other wildfowl and waders), infrastructure and recreational uses of Montrose Basin.
3. Preparation of annual reserve work programmes and reserve budgets to the agreed SWT standards. Prepare the annual reserve based risk assessments and those for specific tasks.
4. Co-ordinate the planning, contracting/ordering, implementation and quality control of management works at Montrose Basin via volunteers, SWT conservation teams, staff and contractors in accordance with SWT policies and procedures. Undertake some practical maintenance tasks.
5. Contribute information and support to the Montrose Basin LNR management committee and attend all meetings.
6. Provide initial response to planning matters affecting reserve

Promotion & Communication

7. Act as a local contact point for Montrose Basin LNR issues and foster links between SWT and other land managers/organisations/ groups/residents in the area.
8. Promote SWT and Montrose Basin through media work, talks, guided walks etc.
9. Contribute to the provision of SWT environmental educational at Montrose Basin.
10. Respond to requests for information and assistance from the public, members and other organisations as appropriate.

Other

11. Co-ordinate recruitment, retention and training of staff and volunteers working on the LNR.
12. Assist with membership recruitment in line with specified annual targets.
13. Provide emergency cover for the Montrose Basin Wildlife Centre.
14. At such times as may be required, undertake related tasks as requested by the line manager. This may include work on other SWT sites in the area.
15. Comply with all relevant SWT policies and procedures.

Key Internal & External Contacts

- Reserve Manager North East, Conservation Operations Manager, Conservation Team Leaders.
- Montrose Basin Visitor Centre Manager & other Centre staff.
- Staff in other Areas and at Head Office,
- Local SWT Member Centre and MB volunteers
- LNR Management Committee, Angus Council staff, local NTS staff, local landowners, SNH, local wildfowling group, mute swan working group
- Other local environmental organisations and businesses
- Regional (and when appropriate national) media

Personal Specification

Qualifications, Training, Knowledge and Experience

Essential Qualifications

- HND in environmental conservation or similar
- Full UK driving licence

Experience

- Minimum 1 year in a similar role
- co-ordination of practical conservation work
- Ornithological surveys particularly wildfowl
- delivery of guided walks
- Environmental education with a range of age groups and abilities
- Working with volunteers

Special Competencies:

- IT Skills – including word processor and spreadsheets
- Team Working
- Independence
- Integrity

Knowledge:

- Environmental education principles and techniques
- Bird identification skills
- Practical conservation/wildlife management
- Biodiversity
- Health and Safety

Special Requirements:

- Regular weekend, early morning and some evening work required

Date	10th February 2009
Author	R. Potter
Position	Reserves Manager North East



Scottish Wildlife Trust

BENEFITS OF EMPLOYMENT WITH THE SCOTTISH WILDLIFE TRUST

First and foremost, we can offer you the opportunity to:

- Work for one of the major players in Scotland's conservation movement
- Work for a good cause and with like-minded people
- Influence Scotland's landscape
- Experience interesting and beautiful locations
- Work in an informal and friendly atmosphere
- Work with colleagues sharing a wealth of knowledge ranging from environmental concerns to management issues

In addition to the above, we also offer:

Pay

Salaries are highly competitive within the conservation sector. The value of salary grades are reviewed annually on the 1st April.

Pension Scheme

The Scottish Wildlife Trust offers a stakeholder pension scheme. The Trust will contribute to this following a six month probation period as follows:

- If employee contributes 2% then the Trust will contribute 3%
- If employee contributes 3% then the Trust will contribute 4%
- If employee contributes 4% or more then the Trust will contribute 5% (this being the maximum the Trust will contribute)

Full-time Hours

Normal working hours total 35 per week.

Flexitime / TOIL

Overtime is not paid however systems exist for utilising flexitime and time off in lieu.

Annual Leave & Public Holidays

25 days paid annual leave per year, increasing to 30 days after five years service. 3 of these days must be used between Christmas and New Year. The annual leave year runs from April to March. SWT recognises 9 public holidays per year. **Part-time employees are entitled to the relevant proportion of the full time equivalent total.**

Company Sick Pay

Enhanced company sick pay is available to all eligible staff.

Maternity Pay

Enhanced contractual maternity pay available to eligible staff.

Membership Rights

As an SWT employee you are entitled to all benefits enjoyed by the members of the Scottish Wildlife Trust, except voting rights at formal meetings.

**SCOTTISH WILDLIFE TRUST
GUIDANCE NOTES FOR COMPLETING YOUR JOB APPLICATION FORM**

1. It is our intention to appoint the best candidate for every vacancy and to enable us to do this fairly, all applicants should provide relevant information about themselves. This information should relate directly to the responsibilities of the job for which you are applying, which are listed in the job description you have received.
2. The following general points should be complied with:
 - a) Read the job description carefully and ensure that your application takes full account of these.
 - b) Complete all sections.
 - c) Include your name and address on the contact sheet. Do not include your name or address on the application form which will be referenced for this purpose.
 - d) Only include relevant information.
 - e) Do not enclose a CV.
 - f) Use black ink.
3. The following relates to the completion of specific sections of the form:

- **EMPLOYMENT HISTORY**

For each job state the name of your employer, outline your main responsibilities and the give the length of your employment. Bear in mind the need for relevance to the job for which you are applying.

- **INFORMATION IN SUPPORT OF APPLICATION**

Please demonstrate in this section how your experience and abilities relate to the skills and experience that we consider necessary to carry out the duties of the job (as detailed in job description.)

- **REFERENCES**

References may be sought as part of the selection process: that is, before or after interview and prior to any offer of employment being made. Please include one referee whom you would wish us to contact at that stage; your employer will be contacted only if you are likely to be offered the post.

4. Internal Applicants

Internal applicants will apply in the same way as external applicants ie by completion and return of the standard application form. It is not acceptable to request that a copy of the last such form on your file be submitted by way of application. In addition, one of the referees provided must be from an external source.

Please return your completed application along with the supplementary *private and confident* forms attached to the address below:

HR Manager, Scottish Wildlife Trust, Cramond House, Edinburgh, EH4 6HZ

For further information tel 0131 312 7765. Fax: 0131 312 8705

Thank you for applying for this vacancy. If you have not heard anything within one month of the closing date, please assume you were unsuccessful on this occasion. Unfortunately as we are a charity we do not have the resources to reply to all applicants on an individual basis.

CONTACT SHEET

Application No _____ (for office use)

DATA PROTECTION ACT 1998

The information contained in this contact form will be used for the purpose of communicating to you information in respect of your application and will be held on our applicant database. The information contained in the related application form will only be used for the purpose of considering your suitability for employment and will not be communicated to any agency or person out with the Scottish Wildlife Trust.

Please sign below indicating your agreement to the processing of this information. **We cannot proceed with your application without this consent.**

Signed:

Date:

Surname:

Forenames:

Address:

Day time phone no:

Fax no:

Evening phone no:

Fax no:

E-Mail Address:

APPLICATION FOR EMPLOYMENT

CONFIDENTIAL

Human Resources
Department
Cramond House
Kirk Cramond
Edinburgh
EH4 6HZ

<p>Application No: _____ (for office use)</p> <p>POST: _____</p> <p>How did you learn of this vacancy ie website/word of mouth/publication: _____</p>

<u>PERSONAL DETAILS</u>	
Do you hold a full, current UK Driving Licence	Yes/No
Have you held it for more than 2 years	Yes/No
Do you require a Work Permit	Yes/No
Salary expectations _____	Notice Period _____

EDUCATION/QUALIFICATIONS

Subject	Level of Qualification

PROFESSIONAL QUALIFICATIONS

Subject	Level of Qualification

COURSES/SPECIALISED TRAINING ATTENDED

Subject	Level of training

EMPLOYMENT HISTORY

Details of all positions held, including voluntary positions starting with your current or most recent employer (continue on separate sheet if necessary).

Employer's name & address	Position/areas of responsibility	Length of employment, reasons for leaving and final salary

COMPUTER SKILLS

Please list all computer software/systems experience and describe level of skill/knowledge

INFORMATION IN SUPPORT OF YOUR APPLICATION

With specific reference to the job description enclosed, please supply further information, experience and achievements relating to the position and state what attracts you to this post.

(continue on separate sheet if necessary)

Previous positions applied for with the Trust and interviews attended (if applicable)

REFERENCES:
 Please provide the names and addresses of two persons willing to act as referees on your behalf, one of whom should be your present or last employer. You should be aware that references may be sought as part of the selection process (i.e. before any offer of employment is made) therefore please include one referee whom you would wish us to contact at that stage. If your application is internal, please provide one referee who is not an employee of SWT.

Name	Address and Telephone No.	Capacity in which he/she has known you

Declaration:

I declare to the best of my knowledge the information given on this form is true and correct and can be treated as part of any subsequent contract of employment.
Please sign using forename initial and surname only

Signature:

Date:

EQUAL OPPORTUNITIES MONITORING FORM

The Scottish Wildlife Trust is committed to a policy of equal opportunities for its staff, trainees and applicants. In order to monitor the operation of this policy it is necessary to collect information on certain key characteristics of these groups. The data collected forms a confidential statistical record used solely for the purpose of assessing the effectiveness of the policy. The information provided on this form is not made available to any selector. You will greatly assist us by completing this form.

1. Sex

I am female

I am male

2. Ethnic Group

I am White

Pakistani

Black-African

Bangladeshi

Black-Caribbean

Chinese

Black-Other

Other

Indian

Don't know/prefer not to say

3. Disability

I have a long-term health problem or disability which may affect the kind of work I can do.

Yes

No

PRIVATE & CONFIDENTIAL

CRIMINAL CONVICTIONS – DECLARATION FORM

Should you be offered this post you may be asked to undertake a Disclosure Scotland check. It will state on the job description whether or not you will be asked, if you are unsure please contact the HR Department on 0131 312 4731. It will only be posts whose job will involve regular contact with children or vulnerable adults. If this is the case with the post you are applying for, you will be asked to undertake an Enhanced Disclosure Scotland check – this will detail all convictions against you, both spent and unspent.

However if the post for which you are applying does not require a Disclosure Scotland check, please still complete this form but only detail unspent* convictions.

1. Without prejudice, have you at any time been convicted of a criminal offence?

YES/NO

If you answered No, please go to point 5.

2. If 'Yes' please state the dates, the Court where your case was dealt with, the offence and the penalty:

3. Please give details of how you completed the sentence imposed (eg. Did you pay your fine, what conditions were attached to your probation/community service etc). Did you comply with the requirements of the order/custodial sentence?

4. Please give details of the reasons and circumstances that led to your offence(s)

5. Declaration: I certify that all the information contained on this form is true and correct to the best of my knowledge and I realise that false information or omissions may lead to dismissal.

Signature_____ Date_____

Name_____ Post Applied For_____

Note: The information given on this form will be treated in the strictest confidence. Please seal this form in a sealed envelope with your name, address and post title on the front.

**please ignore 'spent' offences under the Rehabilitation of Offenders Act 1974*

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PROTECTION OF CHILDREN (SCOTLAND) ACT 2003 - SELF DECLARATION

Before answering the question below, please read the following notes.

Section 11 of the *Protection of Children (Scotland) Act 2003* creates a new offence which an individual who is disqualified from working with children will commit if they apply for, offer to do, accept or do any work in a child care position. An organisation will also be guilty of an offence if they knowingly employ (paid or unpaid) a disqualified person in a child care position.

Section 17 of the *Protection of Children (Scotland) Act 2003* defines “disqualified from working with children”. It extends to Scotland disqualifications which previously applied in England and Wales only. A person is disqualified from working with children if they are:

- Included (otherwise than provisionally) in the Disqualified from Working with Children List established under section 1(1) of the *Protection of Children (Scotland) Act 2003*;
- Included (otherwise than provisionally) in the List kept under Section 1 of the *Protection of Children Act 1999*;
- On List 99 and subject to direction under section (1)(a) of section 142 (prohibition from teaching etc.) of the *Education Act 2002* given on the grounds mentioned in subsection (4)(b) of that section, not to carry on work to which that section applies;
- Subject to a Disqualification Order within the meaning of the *Criminal Justice and Court Services Act 2000*.

To help us ensure we are complying with the new child protection laws, please complete the following declaration.

I _____ [full name in block capitals]

Of [address] _____

_____ confirm that I am not subject to any of the disqualifications set out in section 17 of the *Protection of Children (Scotland) Act 2003*;

OR

I am the subject of a disqualification from working with children under:

I understand that deliberately giving false information can result in prosecution.

Signed _____ Date _____

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Additional Information

This post will require completion of a Self-Declaration form and a Disclosure Scotland check at Enhanced level.

Disclosure checks will only be requested for those applicants that we wish to appoint.

Please provide the following information:

- (i) Criminal Conviction Declaration: Please confirm you have completed and returned the enclosed Criminal Conviction Declaration form (see page 10)**

Please tick:

- (ii) Protection of Children Act (Scotland) 2003 - Self-Declaration: Please confirm that you have completed and returned the enclosed declaration form (see page 11)**

Please tick:

- (ii) Disclosure Scotland check: Please confirm that you agree to a Disclosure Scotland check at enhanced level should you be appointed to this post.**

Please tick:

The Scottish Wildlife Trust is committed to Equal Opportunities

The information you give us in this form will be treated in strict confidence