



**Tees Valley**  
Wildlife Trust



# Ranger

*Nature Conservation*



## About Tees Valley Wildlife Trust

Tees Valley Wildlife Trust began as a grassroots movement founded by dedicated local volunteers, and has grown into the region's leading organisation for wildlife conservation. Today, our work plays a vital role in tackling the nature and climate crises while highlighting the essential value that nature brings to people and communities.

Those who join us will become part of a passionate, skilled, and supportive team. We recognise that meeting the challenges facing wildlife requires committed, capable individuals—and we are dedicated to helping our staff develop and thrive. Our reputation as a regional leader in environmental land management, conservation, and rewilding is built entirely on the strength and dedication of our people.

The Trust owns or manages more than 230 hectares of nature reserves, stretching from Hartlepool in the north to Loftus in the south. These sites provide crucial refuges for wildlife while remaining open for everyone to enjoy. Governance is provided by a knowledgeable and diverse Board of Trustees, and our work is strengthened by the invaluable contributions of over 50 regular volunteers. Partnership is central to our approach, and we collaborate with local authorities, government agencies, businesses, and specialist environmental charities to deliver large-scale improvements for habitats on both land and sea.



# Ranger

We are seeking a dedicated Ranger to join our team and help care for our nature reserves. As a Ranger, you will help undertake conservation management, support other project areas, help make connections with the community and volunteer activities across the Tees Valley.

## About the Role

This role will work alongside other Conservation Officers and play a role in delivering practical habitat management and maintaining site infrastructure across the Wildlife Trust's portfolio in the Tees Valley, whilst supporting the wider conservation projects across the estate. This includes undertaking high-quality practical works, on a range of locally and nationally significant sites, in collaboration with volunteers. The post holder will work with both the Conservation Team and Conservation Manager to deliver the work programmes, whilst ensure volunteers have a well-supported experience.

## Key Responsibilities

- Deliver hands-on habitat management across the Trusts nature reserves
- Support wider conservation projects across the estate
- Support weekday volunteer workdays
- Ensure health and safety standards in all outdoor activities
- Help to build partnerships with councils, conservation groups, and local stakeholders
- Represent the Trust and foster positive community relationships



## What we're looking for

The successful candidate will bring hands-on expertise in nature reserve management. They will have a good understanding of wetland and grassland ecology relevant to our reserves, coupled with demonstrable experience leading volunteers through practical conservation tasks.

- Strong background in conservation management and practical conservation
- Good planning, organisation, and health & safety awareness
- Skilled communicator with stakeholder engagement experience
- Deep commitment to nature conservation and community involvement



# Ranger

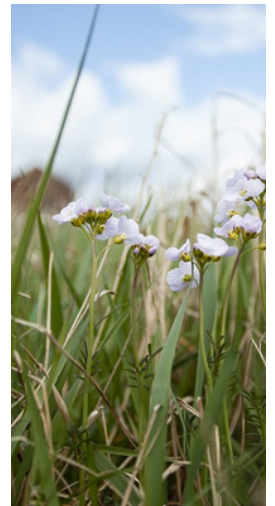
## What its like to work for us

Working as a Ranger for Tees Valley Wildlife Trust is a rewarding blend of practical conservation, community engagement, and the daily enjoyment of spending time in some of the region's most beautiful wild places. Your days are hands-on, whether you're restoring habitats, monitoring wildlife, or tackling essential maintenance across a diverse network of reserves. But just as important is the time spent with volunteers: guiding, teaching, and sharing in their enthusiasm for protecting local nature. There's a real sense of camaraderie, with each task, big or small, contributing to the resilience of the Tees Valley's landscapes and the wellbeing of the people who use them. Every week brings something new, but the common thread is purpose: knowing your work helps wildlife thrive and helps communities stay connected to the natural world.



## What a typical day look like

A typical day as a Ranger with Tees Valley Wildlife Trust starts at 8:30am, often prepping tools and getting ready to meet the volunteers for the days activity. From there, the work can go in several directions: you might spend the morning cutting back encroaching scrub to protect grassland habitat, repairing boardwalks or signage, or carrying out wildlife surveys to track the health of local species. Mondays we often have the support of regular volunteers on site—so you'll switch into a leadership role, help organising tasks, demonstrating safe tool use, and working alongside them as you restore habitats or carry out seasonal conservation jobs. Other days may involve meeting partners or local residents, updating risk assessment and task plans, or preparing equipment for the next activity session. No two days are the same, but each one mixes outdoor practical work, problem-solving, teamwork, and those small moments of magic—spotting a nesting bird, seeing new wildflowers emerge, or watching volunteers gain confidence—that remind you why the job matters.



# Ranger

## Personal Specification

Category	Essential Criteria	Desirable Criteria
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>• Relevant qualification in countryside management, ecology, environmental science, or related field, or experience</li> <li>• Full UK driving licence.</li> </ul>	<ul style="list-style-type: none"> <li>• First Aid certification.</li> <li>• Chainsaw, brushcutter/trimmer, or pesticide application qualifications (e.g., NPTC).</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Practical habitat management experience on nature reserves or similar sites.</li> <li>• Experience working with and supporting volunteers.</li> <li>• Experience using hand tools and basic outdoor equipment safely.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience delivering public engagement, guided walks, or outdoor learning.</li> <li>• Experience conducting wildlife surveys and monitoring.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Understanding of UK habitats and native wildlife.</li> <li>• Knowledge of health &amp; safety, dynamic risk assessments, and safe working practices.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of reserve management planning.</li> <li>• Understanding of local conservation issues in the Tees Valley region.</li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Strong practical conservation and problem-solving skills.</li> <li>• Ability to lead, motivate, and work alongside volunteers.</li> <li>• Good communication and teamwork skills.</li> <li>• Ability to work independently and manage time effectively.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to use GIS, mapping tools, or digital survey apps.</li> <li>• Competence with small machinery and basic maintenance tasks.</li> </ul>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Enthusiastic about nature conservation and community involvement.</li> <li>• Confident working outdoors in all weather.</li> <li>• Positive, adaptable, and willing to learn.</li> <li>• Reliable, organised, and safety-focused.</li> </ul>	<ul style="list-style-type: none"> <li>• Creative approach to engaging local people with wildlife.</li> </ul>

# Role Description

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<b>Position Title</b>	<i>Ranger ( Nature Conservation)</i>
<b>Team</b>	<i>Conservation Team</i>
<b>Remuneration</b>	<i>£ 27,220 /28 day holiday, +public hols</i>
<b>Hours and Term</b>	<i>Full time / 37.5 hours per week / Fixed term of 1 year</i>
<b>Location</b>	<i>Based out of Margrove Heritage Centre</i>
<b>Reporting To</b>	<i>Conservation Manager</i>
<b>Key Accountability</b>	<i>Volunteer management, wetland reserves activity, community engagement</i>
<b>Role Purpose</b>	<i>To deliver conservation work through volunteering teams and community engagement. Carry out hand-on conservation maintenance &amp; developments.</i>

## Other Information

- Please note this post is offered on a fixed term of 1 year from start date.
- The normal working working hours for this post are: Monday to Friday, 8:30am–4:30pm

## How to Apply

Download the application form and submit the completed form to [info@teeswildlife.org](mailto:info@teeswildlife.org).

- Interviews will be held in person, at the Tees Valley Wildlife Trust office.
- For more information, please contact the Conservation Manager, Craig Bellwood at [cbellwood@teeswildlife.org](mailto:cbellwood@teeswildlife.org) or call Craig on 01287 636382.

