



Regeneration and Community Services

Post Title	Countryside Ranger		
Post Number	BG17188	Grade	5
Base	Agile Worker	Hours	37
Car User Allowance	Approved	Disclosure	None
Contact	Gwyn Teague	Updated	March 2024
Politically restricted	<input checked="" type="checkbox"/> No <input type="checkbox"/> Yes *		

* The position is politically restricted within the provisions of the Local Government and Housing Act 1989 as prescribed in the Local Government Officers (Political Restrictions) Regulations 1990.

Principal Job Purpose

Responsible to: Principal Access Officer

Responsible for: Undertake site work to delivery green infrastructure management and improvements

Principal Accountabilities

1. Undertake work on the ground to deliver site management plans, maintenance of green infrastructure, landscape and countryside access objectives as directed by the Senior Ranger
2. Work with volunteers, community groups, third sector partners and internal colleagues to manage and improve landscape and green spaces within the county.
3. Assist in leading volunteers and volunteer groups during the delivery of site works
4. Assist in delivery of green infrastrucutre projects as required
5. Specify and undertake minor landscaping and access works, procure and supervise contractors according to Council policies & relevent legislation where necessary.
6. Respond to and investigate complaints and enquiries from members of the public, landowners, other departments; providing professional advice and guidance, within the required timescales.
7. Participate in activities to help promote the enjoyment and responsible use of green spaces

8. Contribute to the Council's decarbonisation agenda
9. As a term of your employment you may be required to undertake such other duties and/or times of work as may reasonably be required of you, commensurate with your grade or general level of responsibility within the organisation.
10. To comply with the relevant sections of the Authority's policy statement on Health, Safety and Welfare at Work.
11. To adhere to the principles of the Corporate Equality Policy and ensure commitment to anti-discriminatory practice.

Person Specification – Non Managerial

1. Qualifications & experience

Qualifications	Assessment Method				
	Essential / Desirable	Application Form	Interview	Other (please specify)	Probationary Period
Minimum 5 GCSEs or equivalent e.g. NVQ2 grades	Essential	X			
Relevant countryside management qualification	Desirable	X			
Relevant experience					
Working in partnership with other public service and volunteers	Essential	X	X		
Experience of working with landowners and members of the public	Essential	X	X		
Other experience					
Experience of working with Elected Members	Desirable	X			
Knowledge/skills					
Knowledge of countryside management practices, including habitat management, landscape and access maintenance	Essential	X	X		
Good Oral Communication Skills	Essential	X	X		
Prioritise and meet deadlines	Essential	X	X		
IT skills, such as Microsoft Office Packages, such as Word, Excel, PowerPoint, Outlook and Access	Desirable	X			
Ability to work as part of a team	Essential	X	X		
Ability to plan projects	Essential	X	X		
Good Written Communication Skills	Desirable	X			
Map reading skills	Essential	X			
Problem solving skills	Desirable	X			
Customer focused and able to identify the needs of client/partners	Desirable	X			

2. Welsh Language Requirements (please select one of the following)	Essential / Desirable	Application Form	Interview	Other (please specify)	Probationary Period
Welsh language skills and a willingness to learn the Welsh Language	Desirable				

	Level 0	Level 1 Entry	Level 2 Foundation	Level 3 Intermediate	Level 4 Advanced	Level 5 Proficiency
Listening/Speaking	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reading/Understanding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Writing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please see "[Welsh Language Skills Guidelines](#)" on the Blaenau Gwent website for further information on the above levels.

3. Special Requirements	Essential / Desirable	Application Form	Interview	Other (please specify)	Probationary Period
Full driving license/car	Essential				

4. Personal Competencies

All competencies are regarded as essential, although it is recognised that some may be achieved over a period of time. All employees are expected to continually develop their competencies in line with the appropriate framework. In addition to those assessed as part of the recruitment process, competencies will be assessed during the probationary period and afterwards through the Authority's performance coaching scheme.

Assessment Method					
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Topic	Competencies	App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Delivering the service	Plans ahead, organises work in advance	✓	✓		✓
	Involves line manager/colleagues in setting and meeting targets				✓
	Reorganises work when necessary	✓	✓		✓
	Sees tasks through to completion whenever possible	✓			✓
	Seeks help if workload becomes unmanageable				✓
	Uses initiative to report issues that arise that impact on others				✓

Assessment Method					
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Topic	Competencies	App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Improvement & Change	Is prepared to try new things & feedback results				✓
	Understands that changes are needed if things are to be improved				✓
	Finds new and creative ways of doing things better	✓	✓		✓
	Actively seeks to develop own skills and knowledge	✓			✓
	Learns from mistakes & welcomes constructive feedback				✓

Topic	Competencies	Assessment Method			
		App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Providing Excellent Customer Service	Recognises the importance of high standards of customer service				✓
	Is committed to providing an excellent service to the all the citizens of Blaenau Gwent	✓	✓		✓
	Understands the links between own professionalism and the possible impact on the Authority's image	✓			✓
	Has a professional attitude that sets an example to colleagues				✓
	Takes pride in own work and that of colleagues				✓
	Is respectful, courteous and helpful at all times	✓			✓

Topic	Competencies	Assessment Method			
		App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Team Working	Reacts constructively to others' suggestions and requests				✓
	Recognises potential value of others' opinions and actively seeks their contributions	✓	✓		✓
	Asks for help when necessary				✓
	Actively seeks to help others	✓	✓		✓
	Is aware of the impact of own behaviour on others				✓

Topic	Competencies	Assessment Method			
		App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Communicating	Adapts content and style to help others understand	✓			✓
	Makes sure that people are regularly informed				✓
	Uses appropriate language, gestures and tone when talking with others	✓	✓		✓
	Checks others have understood & seeks advice when necessary	✓			✓
	Actively seeks to improve all forms of communication with others	✓	✓		✓
	Communicates professionally by using formal channels appropriate to the situation	✓	✓		✓