



## JOB DESCRIPTION

# RANGER – DALNACARDOCH



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**REGISTERED COMPANY NUMBER** 6448493 **REGISTERED OFFICE** c/o Ogier Global (UK) Limited, 4th Floor, 3 St Helen's Place, London, EC3A 6A

# JOB PURPOSE

To assist the Head Stalker in managing the deer population to allow woodland expansion and restoration of other ecosystems, whilst in the presence of deer. This will involve targeted deer control across the 76 sq. km of Dalnacardoch Estate in the Cairngorms National Park, in remote locations and at high altitudes.

Assisting the Estate's ecologist in monitoring of biodiversity to track the progress of a landscape-scale rewilding project being delivered by Durrell over the next 100 years. This will include undertaking surveys and recording of rare species, ecosystem monitoring and liaison with external contractors and University partners carrying out monitoring activities on the land.

The role will report to the Rewilding Ecologist, working closely with on-site staff including the Head Stalker, Stalking Pony Manager, and Programme Director. The role will also engage with research partners and contractors working on the site.

RANGER

**DEPARTMENT**  
Field Programmes

**REPORTS TO**  
Rewilding Ecologist,  
with a dotted line into  
the Head Stalker

**CONTRACT**  
Fix term - 2 years

**HOURS**  
Full time (35 hours per week)

**LOCATION**  
Dalnacardoch Estate,  
Perthshire, Scotland



# KEY RESPONSIBILITIES

- Work with the Head Stalker to plan and deliver the Estate's deer management objectives, namely, to reduce browsing pressure to levels conducive to successful natural regeneration.
- Working with the Head Stalker to undertake/maintain spatial deer data.
- Supporting the wider estate in maintenance of key infrastructure using a wide range of plant and machinery. Including the care, maintenance and operator checks necessary for all vehicles and machinery used, as per training provided.
- Support the survey and monitoring programme to measure landscape level change delivered during this long-term rewilding project including data collation and input.
- Work with others at Durrell to design and implement a peatland restoration plan, and reforestation plan for the estate.
- Represent Durrell and the Estate at relevant local and regional meetings.
- Maintain and nurture existing, and develop new, relationships and partnerships with research institutions and other relevant actors.
- As required coordinate and support site visitation from contractors, consultants and visiting researchers.
- Support the Durrell Scotland team to create reports for internal and external use.

Training for relevant vehicles and machinery, and ongoing skill development opportunities will be provided for a suitable candidate. Accommodation will be provided. Due to the nature of the role, reasonable flexibility in working hours during high-demand periods will be required





# KNOWLEDGE, SKILL AND ABILITY

## REQUIRED

- A disciplined and self-motivated person willing to work in remote locations and in poor weather conditions.
- Committed to delivering high-quality deer control and land management tasks.
- Data recording, writing and report compilation skills.
- Eligible to hold a Firearms Certificate.
- Deer Stalking Certificate Level 1 (DSC 1).
- Interested in ecosystem restoration and machinery care/maintenance.
- A capable communicator, happy to work with partner organisations and various stakeholders.
- Eligible to work and drive in the UK with a full driving license.

## DESIRABLE

- Outdoor First Aid and Forestry.
- Certification in ATV sit in/astride, skid steer.
- Experience working in UK ecology, or wildlife conservation sector.
- Experience of habitat surveys such as HIAs or HIALite.
- Experience in working with Highland Ponies both out of the hill and day to day husbandry.
- A good level of ability in GIS.
- Survey licence for one or more protected species e.g., water vole/otter or a demonstrable specialist in other taxa (botany, invertebrates).

# BEHAVIOURS AND VALUES

- Ability to work sensitively across multiple organisations with people from a range of backgrounds.
- A passion for conservation and a clear commitment to the restoration of UK biodiversity and Durrell's vision, mission and aims.
- Capable of showing initiative and working with limited day to day supervision.
- Acts with integrity and with the best interests of the employer at all times.
- Ability to demonstrate initiative and working with limited day to day supervision, works well under pressure.
- Respectful of the opinions of others and willingness to collaborate.
- Ability to work independently but also works collaboratively with colleagues and partners.
- Demonstrate awareness of and sensitivity to cultural, ethnic, gender and ability issues.
- Works proactively and has a determination to reach targets and excel at tasks.
- Open to adopting creative approaches and problem solving when faced with challenges and limited resources where needed.

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## INTRODUCTION TO DURRELL

Durrell Wildlife Conservation Trust is an international charity working to save species from extinction. Headquartered in Jersey in the Channel Islands, Durrell focuses on the most threatened species in the most threatened places.

Established by author and conservationist, Gerald Durrell, in 1959, Durrell delivers its conservation mission through our three integrated core areas of operation:



A centre of excellence  
in animal husbandry,  
research, training and  
education



Training future  
conservation practitioners  
and monitoring and  
evaluating conservation  
science which underpins  
all Durrell activities



Conservation action  
where it is needed most

With a track record of 60 years, Durrell leads some of the world's longest running and most successful species and habitat recovery programmes. The quality of our work is equally as important as how we deliver it. Our values, underpin how we approach our work and the work environment we create.

# OUR VALUES

## PURPOSEFUL

We are clear on why we do what we do, are connected as an organisation, we understand and demonstrate enabling / delivery, we are passionate about what we do and work tirelessly to achieve it.

## ACCOUNTABLE

We are accountable for our actions; we act with integrity and always have the best interests of the Trust at heart. We take it upon ourselves to update our knowledge and deliver excellence, and our ethics are of the utmost importance.

## SUPPORTIVE

We develop and encourage our staff, we work as a team, work well with other departments and trust and respect each other. We promote a learning culture, treat people fairly, encourage diversity in the workplace, and value the opinions and views of others.

