



Manx
Wildlife Trust
Treisht Bea-Feie
Vannin

Sponsored by



LLOYDS
INTERNATIONAL

Community Ranger – Role Descriptor

Reporting To: MWT Head of Engagement

Lloyds Contact:

1. Role Overview and Purpose - ‘Better connecting the Manx community to our Biosphere’s natural environment and wildlife’

To drive the delivery of The Wildlife Trusts’ #TeamWilder project in our Isle of Man UNESCO Biosphere Reserve by engaging with local communities to encourage people to act in a more environmentally sustainable way, and to develop and create nature-rich areas, and help people connect with local nature in life enhancing ways. The role ultimately helps deliver specific public engagement outputs towards [Manx Wildlife Trust’s \(MWT\) Strategy](#), to ‘protect and enhance our environment, create more spaces for wildlife, and inspire people to act for nature’ enabling people in the IOM to help us develop Nature-based Solutions and a Nature Recovery Network across the Island. This aims to empower people to live more sustainably and to develop and/or take ownership of areas for nature within their communities.

The postholder will be expected to undertake training in The Wildlife Trusts’ community organising methodology (#TeamWilder approach) and apply this in practice; prior experience of community organising will be an advantage.

The Community Ranger will have complete support from MWT’s 50 plus-year history, 34 Nature Reserves, two Nature Discovery Centres, office in Peel, dedicated Intern accommodation, electric vehicle, network of IOM based volunteers, supporters, and contacts, and the established MWT staff team, who will engage and support on specific events as required. The post will also be supported and linked strongly to the Lloyds Bank International team, so that their staff see the post as ‘their Community Ranger’. The Community Ranger will work flexibly so that they offer/support weekend and evening opportunities.

The Community Ranger will work with and support existing MWT volunteers and community groups, in existing MWT locations (and other public sites) across the Island, but the key aim is to develop connections with new people and audiences. The Community Ranger has an all-IOM remit, but has a specific focus to organise, facilitate, and lead events and activities within and for the Manx community within the major population centres at Douglas/Onchan, Ramsey and Peel. Hairpin Woodland Park, Onchan Wetlands Nature Reserve and the two Nature Discovery Centres at Scarlett and the Ayres National Nature Reserve will be key engagement locations.

The role involves a wide range of complex, technical and professional activities in a wide and often unpredictable range of work situations, together with delivery of projects and responsibility for other people’s work and for the health and safety of staff and volunteers. The postholder has a substantial degree of personal responsibility and autonomy, but must work closely with, and support the wider MWT team of staff, volunteers, Trustees, and members. The work of the post varies considerably throughout the year in line with seasonal opportunities.

2. Core Responsibilities

- Professionally represent Manx Wildlife Trust and Lloyds Bank International.
- Deliver core UNESCO Biosphere messages about environmental sustainability, wildlife and biodiversity restoration, and the benefits of nature for people's own health and wellbeing.
- Develop, support and/or lead community volunteer groups at Onchan Wetlands, Milntown Gardening Club and new locations as agreed, to deliver biodiversity and sustainability projects.
- Build and maintain effective working relationships with local authorities, including Douglas City Council, Town and Village Commissioners, and other public bodies, to identify opportunities for community-led nature projects and enhance biodiversity within public spaces.
- Support the development of community owned conservation, citizen science, and sustainability projects in urban locations by working with local authorities, schools, businesses, and existing community groups. Monitor and report on the project outputs in a format agreed with Lloyds Bank International.
- Prepare, deliver, and evaluate community engagement sessions on a variety of topics and in a range of locations across the IOM, including Lloyds Bank International(s), MWT Nature Reserves, MWT Hairpin Woodland Park, and the two MWT Nature Discovery Centres.
- Deliver talks, wildlife walks and organise & support events engaging communities with nature and the broader mission of MWT.
- Ensure MWT Nature Reserves are realising their full potential for people.
- Develop and deliver external communications on the community work/projects delivered within the role (both written and digital) to improve engagement with the IOM community. A core aim is to maximise the publicity and promotion for the project through all appropriate channels, ensuring that all communications are high quality, fully on brand and message for MWT, Lloyds Bank International and the project aims:
 - Provide content to create a web page for the project, and update/refresh as required.
 - Communicate regularly and frequently through social media, including regular content for the MWT and for Lloyds Bank International media channels, as requested
 - Write a project update for MWT's biennial membership magazine Manx Nature, and the Annual/Impact Report.
 - Act as ambassador and spokesperson for MWT/Lloyds Bank International, including giving interviews, addressing audiences, and participating in external meetings and conferences.
- Actively participate in key MWT/Lloyds Bank International meetings appropriate to the role, to ensure that the project is linked across all work areas. Meetings will include:
 - MWT team meetings.
 - Lloyds Bank International meetings, including ESG and pan-island.
- Liaise and work closely with The Wildlife Trust Federation and the #TeamWilder initiative.
 - Engage MWT with wider TWT #TeamWilder campaigns and programmes.
 - Undertake training in, and apply, The Wildlife Trusts' community organising methodology (#TeamWilder), embedding this approach across engagement, volunteering and community-led project work
 - Liaise with TWT staff carrying out similar functions across the British Isles.
 - Report back to TWT to assist with future funding bids.

3. Wider Responsibilities

- Contribute to the ongoing review and development for the Community Ranger project.
- Comply with MWT's policies, procedures, and guidelines, together with all relevant regulatory and statutory requirements, including Health & Safety legislation and safeguarding policy.
- Actively promote and demonstrate a commitment to best practice in equality & diversity.
- Participate in relevant MWT meetings and communicate effectively across teams.
- Actively participate in the MWT staff appraisal and development scheme. Monitor the effectiveness of actions, identifying opportunities and area for improvement, suggesting to the Head of Engagement, and undertaking when appropriate, personal professional development / updating.
- Always demonstrate professional behaviours expected by MWT/Lloyds Bank International.
- Carry out personal and professional development, including close liaison with TWT networks.
- Operate innovatively, and be receptive to, and search out, new ideas and opportunities.
- Contribute to developing close working relationships with our partners across the Island.
- Maintain and share an Outlook diary as the primary organisational tool.
- Perform other reasonable duties and projects commensurate with the role, and in-line with the needs of MWT, as directed by Head of Engagement and CEO.

4. Working Hours, Place of Work

The role is a full-time contract, for an initial one-year period, with the ambition to extend beyond one year if funding allows. Working hours are 37.5 hours per week (5 days a week), spread throughout the full seven-day week, with flexibility to enable weekend and evening working as required to deliver engagement sessions NB: It is expected that at least one day each weekend is being worked.

The post is based in Peel at MWT's office, with some home working being acceptable and the expectation is that most of the time will be spent on location working in, and with, the IOM community. There is a need for frequent travel around the Island (utilising the MWT electric vehicle) and, perhaps on occasions to leave the Island to attend meetings/conferences, and occasionally overnight stays might be required.

A full-clean driving license is essential for this role. There is a need for frequent travel around the whole Island and, on rare occasions to leave the Island to attend meetings and conferences, and occasionally overnight stays will be required. Mileage and accommodation costs are covered.

This post sits within our Wildlife Officer grades. The salary is Band C (£27191) to D (£27978) pa.

Overtime is not paid, and any additional hours will be taken as time off in lieu (TOIL), agreed in advance with the Head of Engagement in advance. In addition to the salary, MWT offer a 5% of salary additional pension contribution (following completion of the 3-month

probationary period), through a pension scheme with Zurich International, which the post holder can select to pay more into if they so wish.

You will receive 25 days annual leave (), plus 10 Manx Bank Holiday days, and an additional 3 days at Christmas (when we close the office) totalling 38 days.

5. Person Specification

5.1 Technical Competencies:

Competency	Essential	Desirable
Outgoing, engaging personality, with strong facilitation and motivational skills	√	
Experience of using social media to engage wide/diverse audiences	√	
A deep interest, skills and knowledge of ecology, wildlife, and conservation		√
Knowledge and experience of Isle of Man (British Isles) habitats and species		√
Excellent communication and interpersonal skills, both verbal and in writing	√	
Knowledge or experience in Community Organising, including The Wildlife Trusts' "Team Wilder" approach		√
Be comfortable with and adaptable to both adult and child audiences	√	
Excellent working knowledge of IT packages, including Microsoft Office		√
A willingness to appear on video & radio and give press interviews	√	
A full driving licence (locations can be away from public transport)	√	
Interest in The Wildlife Trust movement and support for our goals		√
Hold or be willing to undergo a Disclosure & Barring Service Enhanced Disclosure	√	
An ability to:		
Work effectively in partnership with a range of stakeholders	√	
Work in a participatory way with various audiences	√	
Deliver measurable engagement outputs and impact	√	
Carry out a wide range of practical conservation tasks	√	
Record biological data and submit data records	√	
Demonstrate safe use of hand tools and maintain a safe working environment	√	
Work with and/or effectively manage children, adult volunteers, and junior staff	√	
Collect and collate information, prepare professional reports	√	
Organise, prioritise, meet deadlines & deliver specific outcomes	√	
Operate/adhere to a budget & maintain accurate financial records	√	
Create digital content, including short films and photography	√	
Organise meetings, minute taking, distribution & online diary management	√	
First Aid trained (or a willingness to be trained)	√	

5.2 Behavioural Competencies:

Competency	An ability to:	Essential	Desirable
Enthusiasm	Demonstrate strong commitment to, and enthusiasm for, wildlife conservation, and an ability to inspire others.	√	
Planning & Organising	Plan, organise and manage work to meet given objectives. Initiative and ability to solve problems.	√	
Communication	Communicate professionally in a variety of ways. Outgoing, with strong inter-personnel skills.	√	
Approach	Work precisely and professionally under pressure, with a positive, mature, pragmatic and flexible approach.	√	
Embracing Change	Innovate and develop conservation systems and initiatives. Striving for continuous improvement.	√	
Motivation	Self-motivated, high levels of enthusiasm and stamina, able to manage own time and priorities.	√	
Delivering Services	High performance culture in all work.	√	
Teamwork	Enjoyment of teamwork. Ability to motivate others and work to the values & principles of MWT & Lloyds Bank International.	√	
Working in partnerships	Tact, empathy, understanding, diplomacy, confidentiality, and discretion.	√	
Projecting Confidence	Represent MWT and Lloyds Bank International well/professionally. Champion the work of MWT.	√	

5.3 Qualifications

	Essential	Desirable
Appropriate qualification in ecology, conservation or biological monitoring		√
Specific training and/or certificates for First Aid, practical skills, etc.		√