



# Malvern Hills Trust

**Position:** Ranger (Full time 37 hrs / wk.)  
**Responsible to:** The Chief Executive Officer  
**Starting Salary:** NJC Scale Points 12-17 (£27,711 - £30,060)

An exciting opportunity has arisen to join the staff team in one of Britain's most iconic landscapes. The successful candidate will carry out a wide range of practical tasks involved in helping to manage the Malvern Hills and Commons.

**Closing date for applications is Monday 12<sup>th</sup> May 2025 (12 noon).** It is currently anticipated that interviews will be held on Wednesday **21<sup>st</sup> May 2025**. To apply, please return your completed application form via email to: [Reception@malvernhills.org.uk](mailto:Reception@malvernhills.org.uk) or via post to: **CEO, Malvern Hills Trust, Manor House, Grange Road, Malvern WR14 3EY marked 'Private and confidential'.**

## The area

The Malvern Hills is a much loved and nationally important landscape. Over 1,000,000 visits are made each year and the view from the top of the Hills has been voted one of the best in Britain. Much of the land cared for by the Trust lies within a National Landscape, as well as containing Sites of Special Scientific Interest and a number of Scheduled Monuments.

## The organisation

Malvern Hills Trust (MHT) is a statutory body established by Act of Parliament in 1884 and is also a registered charity. MHT owns or manages around 1,200 ha (3,000 acres) of the Malvern Hills and Commons. The duties and responsibilities of the Trustees are set out under the 1884 Act and four subsequent Acts and include:

- Preserving the natural aspect of the hills
- Protecting and managing trees, shrubs, turf and other vegetation
- Preventing unlawful digging and quarrying
- Keeping the hills open, unenclosed and unbuilt on as open spaces for the recreation and enjoyment of the public.

MHT is also responsible for conserving and enhancing biodiversity, Sites of Special Scientific Interest and Scheduled Monuments on its land.

MHT's two main sources of income are a levy charged to local Council Tax payers in Malvern town, Guarlford, Malvern Wells, West Malvern, Colwall and Mathon and the revenue from car parks on its land. Copies of the annual accounts are available on the website <https://www.malvernhills.org.uk/looking-after/annual-review-and-accounts/>

## The role

Responsible to the CEO, the Ranger role involves undertaking a range of regular patrol duties and practical tasks across all the land managed by the Malvern Hills Trust. These



## Malvern Hills Trust

include assisting and guiding members of the public, monitoring public use of the land (car parks, paths and open areas and public events) and compliance with the byelaws that apply; undertaking practical habitat and estate maintenance tasks; coordinating and leading volunteers; and caring for the landscape, wildlife and archaeological features found on the land.

Work needs to conform to statutory restrictions, environmental good practice and Health and Safety legislation, as well as complying with the Trust's duties under the Acts of Parliament and helping to deliver our Land Management Plan and Business Plan.

### **Equal opportunities**

The Malvern Hills Trust welcomes applications from individuals of all backgrounds and abilities who meet the essential criteria for this role. It is our aim to foster a culture that embraces equality and values diversity which will help us to ensure that everyone feels involved and included in our plans, programmes and activities. A copy of our Equality and Diversity policy can be found on our website.



## Job Description – Ranger (FT)

<b>Job Title:</b>	Ranger
<b>Salary:</b>	NJC Scale Points 12-17 (£27,711 - £30,060)
<b>Place of Work:</b>	Based at Manor House, Grange Road, Malvern
<b>Hours of Work:</b>	37 hrs hours per week on a rota pattern which includes every weekend and some evening on-call duty.
<b>Responsible to:</b>	Chief Executive Officer
<b>Key Relations:</b>	Other Rangers, Conservation Manager, Operations Manager, Land and Property Manager, Admin staff, Members of the Public and Graziers.

### Job purpose:

- Guardianship of the Hills and Commons and ensuring that the byelaws and countryside laws are upheld.
- Help organise and train volunteers and volunteer rangers.
- To meet and assist members of the public in their visits to the Hills and be the positive face of MHT.

### Duties:

- a) To patrol the Hills and Commons.
- b) To deal with breaches of the byelaws as appropriate and record all byelaw breaches.
- c) To deal with and record any other incidents which occur on the Hills and Commons e.g., accidents, fires – liaising with the emergency services where necessary.
- d) To talk to visitors to the Hills and Commons who require information or assistance.
- e) To patrol MHT car parks, empty the car park meters and issue charges where appropriate.
- f) To keep the Hills and Commons free from litter, which includes bin emptying.
- g) To assist with the supervision of volunteers undertaking practical conservation tasks on the Hills and Commons.
- h) To assist with the supervision of volunteer Rangers.
- i) To assist with the Trusts' Events Programme as required.
- j) To undertake regular inspection of the MHT vehicle allocated to you and record/report any defects.
- k) To be responsible for the Health and Safety of yourself, colleagues and users of the Hills and Commons.
- l) To ensure that conditions attached to easements and wayleaves granted by MHT are complied with and that the land is left in a satisfactory condition.



**Malvern Hills Trust**

**Please note this role will involve a large proportion of time spent working outdoors, often on steep and rough terrain.**

A full job description will be issued to the successful applicant.

The Malvern Hills Trust reserves the right to alter the contents of this job specification after consultation with the post holder to reflect changes to the job or service provided without altering the general character or level of responsibility.

**Deborah Fox,  
Chief Executive Officer**

**08/04/2025**



## Person Specification - Ranger Skills and Experience

### Essential

<b>Skill Required</b>	<b>Certification / qualification/ experience</b>
Knowledge of the countryside and rural issues	In a professional / employed capacity
Experience of dealing with the public	In a professional / employed capacity
Driving on road	Full current driving licence
Basic practical hand and power tool skills	Experience of using a range of hand and power tools
Volunteer coordination	Experience of organising individual volunteers or running a volunteer group
Managing public access and wildlife conservation	Experience of recreation access management in a wildlife conservation area, particularly in the local / regional area
Practical estate skills	Experience from undertaking practical countryside maintenance tasks (i.e., fencing or coppicing) either in private or public sector
Basic IT skills	Word processing, email and mapping software systems

### Desirable

<b>Skill Required</b>	<b>Certification / qualification/ experience</b>
Countryside law knowledge	Knowledge and understanding of countryside and commons legislation
Previous experience of a similar ranger role	In a professional / employed capacity
Experience of cash handling	In a professional / employed capacity
Off road driving skills	Experience and or training course in driving off-road, particularly on steep slopes
Use and maintenance of chainsaws and basic felling techniques	Experience of using / maintaining chainsaws and basic felling techniques Current certification, e.g. LANTRA CS30/31 or NPTC 201/202
Possession of current chainsaw ticket	LANTRA CS30/31 or NPTC 201/202
Pesticide application	Experience of using / maintaining handheld pesticide applicators. Current certification, e.g. NPTC PA1/PA6A Knapsack sprayer certification
Use and maintenance of brush-cutters and clearing saws	Experience of using / maintaining strimmers, brush-cutters, and clearing saws Current certification, e.g. NPTC ABC02 Brush-cutter use