

PERSON SPECIFICATION

Post title: Sector Ranger
 Directorate: Conservation and Communities
 Grade: 5



Requirements & Criteria	Essential/ Desirable	Method of Assessment
Knowledge/Experience		
Relevant experience in countryside management including access, recreation and visitor management	E	Application Form/ Interview
Proven experience of Ranger duties including practical skills, surveys, land management, patrolling, education and outreach	E	Application Form/ Interview
Experience of managing and co-ordinating volunteers	E	Application Form/ Interview
Proven success in building partnerships with a wide range of internal and external stakeholders	E	Application Form/ Interview
Practical experience in use of strimmers, chainsaws and hand held power tools	E	Application Form/ Interview
Experience of managing and co-ordinating volunteers	E	Application Form/ Interview
Working knowledge of countryside access legislation and countryside law	E	Application Form/ Interview
Familiarity with Dartmoor and local geography	E	Application Form/ Interview
Knowledge and appreciation of current issues affecting UK National Parks	D	Application Form/ Interview
An understanding of National Park purposes and values	D	Application Form/ Interview
Education/Training/Qualifications		
Degree, professional qualification or substantial experience in Countryside Management (or similar relevant subject)	E	Application Form
First Aid training / qualification	D	Application Form
Evidence of continuous professional development	E	Application Form/ Interview
Skills/Abilities		
Excellent communication and interpersonal skills with a wide range of people, including Authority Members, farmers, landowners, recreational groups, general public and external organisations	E	Application Form/ Interview
Negotiation skills	E	Application Form/ Interview
Practical skills; ability to construct field furniture and work safely with tools and machinery	E	Application Form/ Interview
Ability to deal with a wide range of issues – some contentious or conflicting, in a tactful and diplomatic manner	E	Application Form/ Interview

Able to work independently as well as part of a team	E	Application Form/ Interview
Ability to use Microsoft Office applications, with good general ICT skills	E	Application Form/ Interview
Committed to improving performance	E	Application Form/ Interview
Ability to think and respond calmly and logically in the event of an incident or emergency	E	Application Form/ Interview
Ability to manage small to medium sized projects	E	Application Form/ Interview
Other Requirements		
A full UK driving licence, with capacity to travel around Dartmoor	E	Application Form/ Interview
Willingness to work evenings and weekends and public holidays as required, according to the rota	E	Application Form/ Interview
Willingness to work flexibly and respond to emergencies (includes out of hours)	E	Application Form/ Interview
Present a positive image of the Authority at all times	E	Application Form/ Interview
Subject to occupational health approval, is able to meet the physical demands of the post	E	Occupational Health

Competency Requirements

Communication and Interpersonal Skills Level 2

- Uses positive communication to give praise and celebrate success
- Presents information in a way that is logical, relevant and meaningful to the recipient(s)/ target audience.
- States own views clearly, concisely and confidently, providing relevant evidence to support their case.
- Uses a range of communication techniques to gain and maintain the attention and interest of others.
- Consciously identifies the best communication channel for their message and to suit the needs and preferences of the intended audience.
- Actively recognises when a message has been misinterpreted and provides clarity.
- Makes information available promptly to those who need it internally or externally.

Development of Self and Others Level 2

- Develop coaching and mentoring skills in order to support others.
- Completes appraisals and appraisal reviews for direct reports, effectively and on time.
- Completes a full and timely induction for new members of team.
- Positively seeks to develop and improve own management skills and competencies.
- Gives prompt, honest and constructive feedback to others, in an appropriate manner.
- Recognises and responds positively to good performance and behaviours.

- Agrees what is expected of others, and addresses under performance issues when they arise.
- Actively reviews own Personal Development Plan, and addresses any gaps in knowledge and skills without prompting.

Strategic Awareness Level 2

- Is clear on the key priorities for DNPA and strives to achieve them.
- Has a clear understanding of the organisational policies and procedures and works within these.
- Understands the role of the Members in relation to the work of DNPA.
- Sets priorities and demanding but achievable objectives for others.
- Supports others to understand standards expected of them and monitors progress against objectives.
- Responds to changing priorities; re-prioritising own workload and that of others as required.
- Encourages a constructive response to change in others through a positive and collaborative attitude.

Working Effectively Level 2

- Identifies ways of reducing inefficiencies and increasing effectiveness within own area of work.
- Ensures that own work and work of the team consistently meets high standards for quality and customer service.
- Communicates well with colleagues to ensure internal processes work efficiently and effectively.
- Suggests new ways to use and adapt internal systems and procedures to streamline work for self and others, without sacrificing quality of work.
- Adopts the principles of Parke House Project Management to plan ahead and liaise with colleagues when planning and delivering projects.
- Manages spending within agreed budget.

Decision Making and Problem Solving Level 2

- Makes timely and considered decisions based on analysis of available data, information and evidence.
- Demonstrates fairness and consistency in actions and decisions that impact on others.
- Takes time to review problems, identify and implement solutions.
- Demonstrates accountability for decisions taken.
- Takes into account the feedback of others in order to make effective decisions.

Continuous Improvement Level 2

- Constructively challenges the status quo and seeks better alternatives if needed.
- Shows an awareness of best practice and alternative methods of work; evaluates them and adapts them for DNPA use where appropriate.
- Ensure that the knowledge and understanding of how changes will be made have been fully communicated and understood.

- Acknowledges ideas for improvements and suggestions for change and provides feedback on why ideas may or may not be adopted.
- Supports the actions identified in the Developing Team Dartmoor ODS, in order to continually find ways of improving.

September 2023