



Change Agents UK

CAUK Reference: 2521

Harold's Park Wildland Ranger (Part-time) Job Description

Job Title:	- Harold's Park Wildland Ranger (Part-time)
Location:	- Harold's Park Wildland, Nazeing, Essex
Employer:	- Nattergal Limited
Number of Positions:	- 1
Salary (per annum pro rata):	-£28,000-£30,000 (pro rata) dependent on experience
Start Date:	-ASAP
Contract:	-Part-time (15 hours), Permanent

Job Snapshot

We are looking to recruit a part-time Ranger to help in the ecological restoration of Harold's Park Wildland, a 206 hectare ex-arable farm and ex-equestrian centre in Essex. This position will report to the Site Manager and will have responsibility for the part time running of a number of key activities. This will involve practical work such as habitat management and equipment maintenance, leading volunteer groups, ecological monitoring and working with and supporting a wide range of visitors.

The Opportunity:

This is an exciting opportunity for a highly motivated, practical and resourceful person to support key rewilding activities at Harold's Park Wildland. There are two main areas of responsibility:

Habitat and access management

The postholder will help implement the agreed Harold's Park Wildland management and maintenance plan in accordance with Nattergal policies and all statutory obligations, and in consultation with the line manager and other relevant staff. You will lead on various practical activities, particularly with regards to visitor access e.g. maintenance of public footpaths and infrastructure, fencing repairs and signage installation and maintenance. You will be responsible for regular infrastructure checks needed for the perimeter fencing as well as habitat management tasks such as hedgerow, orchard and woodland management, as well as routine livestock checks and management.

Engagement

You will lead tours for paying visitors, building on the work already done to develop eco-tourism as an income stream for the Wildland. In time this could range from running Rewilding walks to more specialised activities (e.g. bird watching) and hosting corporate away days.

Working with the Site Manager you also will help to safely deliver accessible, enjoyable and rewarding opportunities for public engagement at Harold's Park Wildland. This includes assisting in the planning and preparation of a variety of tasks for monthly volunteer sessions, which you may lead or assist on as appropriate.

Living near to the site is essential as there will be occasional need to be available out of hours in case of on-site emergencies. A chainsaw license or willingness to work towards one, would be an advantage.

Person Specification

Essential:

- Full UK driving licence.
- Relevant qualification or equivalent practical conservation experience – to include working with livestock (namely pigs and cattle)
- Management and maintenance of visitor facilities, infrastructure (signs, paths, seats etc).
- Practical operations including experience in use of a variety of machinery, use of hand-held power tools, equipment maintenance and practical work.
- Working with volunteers and confidently leading practical working groups
- High standard of people and presentation skills for leading engaging tours and talks across the site
- Good standard of numeracy and literacy and proficient in MS Office

Desirable:

- Certified training in brush cutter, NPTC chainsaw cs30.1, cs30.2 & cs31 (training provided if not)
- First aid qualification and experience completing Risk Assessments
- Broad wildlife identification skills and a basic understanding of, or some experience in, conducting habitat and species surveys and using technology to collate and store data (training will be available)
- ATV certificate and experience of off-road driving

Personal Qualities:

- Demonstrate a passion for nature and the outdoors, with an interest in and basic understanding of rewilding
- A practical person with good problem-solving skills who is happy to take on physical tasks and work outside in all weathers
- A willingness to learn new skills and keen to develop their knowledge of wildlife and the environment
- A friendly, outgoing person with excellent verbal communication skills, who is organised and comfortable meeting new people and speaking in front of groups
- A reliable, dependable and diligent person with a 'can do' attitude, who is capable of working as part of a team and has the ability to self-motivate to drive work forward without supervision.
- A positive, open-minded approach to the job and a willingness to take on new and varied tasks.

How to apply

If you wish to apply for this role, please submit a **CV and short Covering Letter** explaining your motivation for applying and briefly addressing the essential criteria for the role (up to 500 words) via the Change Agents UK [Careers Page](#).

We also ask you to complete an optional [Equality, Diversity & Inclusion Monitoring form](#); this does not form any part of the selection process but is used to help us monitor the effectiveness of our policy.

- Application Deadline:** - **20th March 2026**
- Telephone Interview:** - **W/C 30th March 2026**
- Interview Date:** - **W/C 6th April 2026**
- Anticipated Start Date:** - **ASAP**

You are welcome to get in touch with us with any questions before applying – please email us at applications@changeagents.org.uk or call us on 01572 723419.

Job offers will be subject to suitable right-to-work and reference checks and the successful applicant may be required to undergo a DBS check.

Change Agents UK is committed to reducing inequality, valuing diversity and enabling inclusion. We welcome applications from people from all parts of the community, particularly where there is under-representation. If you need additional support to enable you to complete the application process, please contact us.

Information on placement terms can be found at www.changeagents.org.uk/information-employment-terms

About the Company:

Nattergal is a nature restoration company with a mission to “deliver nature recovery at scale to provide vital benefits for society and sustainable financial returns”. Nattergal aims to restore degraded ecosystems at scale, initially through the purchase of ecologically degraded and lower productive land with limited employment. The company aims to return ecosystems to nature in perpetuity, thereby increasing biodiversity, sequestering carbon, and providing a local nature-based economy. The initial focus is on lowland reversion projects in England, replicating the successes delivered at our partner organisation [Knepp](http://www.knepp.co.uk), now one of the most important biodiversity hotspots in the UK. For more info please see: <https://www.nattergal.co.uk/>

Change Agents UK:

Change Agents UK Trading Ltd works as a non-profit sustainability employment business and agency and is wholly owned by Change Agents UK Charity. Change Agents UK have worked in Sustainability education and employment for 25 years, supporting our partners to create superb opportunities in sustainability, delivering real impact and change and providing training and skills support for our Change Agents on placement.

Benefits:

Annual Leave: **25 Days + 8 Bank Holidays**
(Pro rata)

Pension Information: **Pension Scheme**

In addition to the role and its benefits you will be enrolled on to the Change Agents UK Sustainability Leadership Skills Programme. You can benefit from networking with peers, a series of workshops, 1:1 coaching to focus on your professional development.

Appendix 1: Change Agents UK Trading Ltd Opportunity Details

Change Agents UK Trading Ltd is acting as an employment agency as defined under the Employment Agencies Act 1973. Should you have any queries or require any further information on this role or the services we provide please contact applications@changeagents.org.uk or call 01572 723419.

Placement Details	
CAUK Reference Number	2521
Placement job title:	Harold's Park Wildland Ranger (Part-time)
Start date of the placement:	ASAP
End date of the placement:	Permanent
Actual hours of work per week:	15
'Full time equivalent' hours per week:	FTE 37.5 hours
Days and hours of work: Please detail normal hours and any variables or expected rotas / shift patterns.	Monday – Friday. 9am-5.30pm Weekend work approximately 2-3 days per month
Where applicable please provide details of any terms and conditions which would apply to the worker in relation to night work:	NA
Probation period including any conditions:	3 months
Notice period:	1 month
Type of work:	Site Ranger
Location of work if different to Client's address:	On-site at Harold's Park Wildland, Nazeing, Essex.
Rest breaks and rest periods given to employees:	1-hour unpaid lunch break taken at employee discretion
Client's collective facilities available to the employee: E.g. canteen, childcare facilities and transport services, toilets and shower facilities, prayer rooms	Toilets and kitchen facilities on site at Harold's Park Wildland

Any experience training, qualifications or authorisation necessary or required by law or a professional body to do the role (if none, please state so):	N/A
Does the position involve working with vulnerable people:	A DBS check will be required upon starting with the organisation.
Pay and Benefits	
Salary (payable to a direct recruit or comparable employee): Please provide pay scales if available.	£28,000-£30,000 (pro rata) dependent on experience
Sick leave and pay:	Statutory Sick Pay
Mileage rate:	45p / mile
Any other expenses payable:	All reasonable expenses – travel, etc (on production of receipts.)
Bonuses or commission payable (if applicable include any qualifying criteria):	N/A
Overtime rates payable (if applicable include any qualifying criteria):	N/A
Any other remuneration:	N/A
Any other benefits:	Pension Scheme
Annual Leave	
Annual Leave entitlement and pay:	25 days + 8 Bank Holidays (Pro-rata)
Closure Days (if applicable, please specify dates):	N/A