

Role Title	Conservation Ranger
Team	Horticulture/ Engagement
Reports to	Director of Horticulture and Curation (with dotted line to Head of Engagement)
Date Issued/Revised	August 2023
Salary	£23,000
Hours	Permanent, full-time - 40 hours per week

INTRODUCTION

Birmingham Botanical Gardens is one of the most historically significant Botanic Gardens in the UK; a sole survivor of its type from the group of early 19th century Botanic Gardens that were set up with public subscriptions in the UK's major cities. The registered Grade II* landscaped Gardens occupy 15 acres, 1 mile from Birmingham City Centre, and opened to the public in 1832.

The Gardens are looking for someone passionate about nature, animals and engagement, to help us deliver our charitable and capital project objectives. You'll be joining the team at a hugely exciting time as we actively explore opportunities to deliver more for nature and engagement through our land, plant and animal collections. You'll be part of a team that are developing and delivering several conservation themed projects at The Gardens and will help with the protection and care of habitats, wildlife, property and machinery.

In the present day, Birmingham Botanical Gardens is an independent educational charity aiming to offer world class education in a green environment to audiences in all sectors of the community. We are in the development phase of a National Lottery Heritage fund capital project, which includes the restoration of the of the site which will offer an opportunity to repurpose our animal and plant collections and advise on how we share our conservation message.

In this role, you'll work some weekends, bank holiday and evenings and eventually become part of the Duty Management team.

ROLE PURPOSE

- The Ranger will be a practical role that supports and cares for our animal collection (Birds, Fish, Herptiles and Invertebrates), leads conservation activities and shares conservation stories at Birmingham Botanical Gardens.
- This role will lead on the care, cleanliness and health of our animal collection, liaising with the city council and our vets, ensuring the health of the animal collection, devising safe systems of work and delivering relevant paperwork and policies.
- This role will advise on, maintain animal enclosures, and provide suitable enrichment activities for all animals.
- The Ranger will assist the learning, engagement and horticulture teams in delivering amazing experiences for our visitors that share conservation principles.
- The Ranger will assist in developing UK native wildlife conservation on site, reflecting BBG's vision to be 'Vital for life'.

PRINCIPAL ACCOUNTABILITIES

1. To work in accordance with BBG's Values and behaviours, to ensure that you deliver excellence to maintain and improve BBG (Birmingham Botanical Gardens) for current and future generations.
2. Positively contributing to ensuring that the BBG work environment is one that supports Equality, Diversity and Inclusion for all – including, but not restricted to: staff, volunteers, trainees and apprenticeships, members of the public.
3. Be an enthusiastic ambassador for BBG, contributing to the visitor experience by delivering tours, contributing to interpretation, and marketing.

SPECIFIC RESPONSIBILITIES

- To ensure that the animal collection - (Birds, Fish, Herptiles and Invertebrates) are well compliant, cared for and enclosures are regularly cleaned, inspected and stimulating.
- Reviewing animal diets and ensuring the correct diets are prepared and distributed.

- Liaising with the vet and local authority to ensure optimal health of all animals.
- Checking and ensuring enclosure structure security, reporting any concerns immediately.
- Engaging with visitors and responding to enquiries.
- Maintenance and cleanliness of engagement infrastructure.
- To regularly attend and contribute to team activities – including team meetings and input into the capital project.
- Build, supervise and train a team of Ranger volunteers.
- Identify short- and long-term tasks and discuss with the Director of Horticulture & Curation.

RANGER MAINTENANCE AND DEVELOPMENT

- Carry out all Ranger tasks to a high standard.
- Cleaning and maintaining the animal enclosures ensuring they are up to exacting standards.
- Managing paperwork to ensure BBG regulations are kept up to date.
- Maintenance of the fish filtration system.
- Keep animal areas maintained and cared for.
- Take responsibility for other wildlife in the Gardens, applying conservation principles and managing invasive species.
- Keep records of veterinary checks, council inspections and any complaints regarding the animal collection.
- Be aware of national guidelines from DEFRA and other external bodies that relate to the Ranger role.

EQUIPMENT AND MATERIALS

- Ensure all tools and equipment are used correctly and cared for, efficiently and safely by assigned volunteers in keeping with current health & safety practice.
- Assess equipment needs and make costed recommendations to Senior Horticulturists.
- Make new equipment and materials purchases and associated paperwork.
- Help organise and keep storage rooms tidy and compliant.

HEALTH AND SAFETY

- Carry out all duties in accordance with any relevant Health and Safety legislation including the Health and Safety at Work Act 1974, paying particular attention to the public's safety.
- Identify potential risks at work and write risk assessments and safer systems of work procedures for specific tasks and complete incident forms.
- Carry out health and safety awareness talks with volunteers before starting a new job when appropriate.
- Operate the machinery in a safe manner in accordance with the BBG Health and Safety Policy, the Codes of Practice for safe handling and manufacturer guidelines.
- Assist in supervision and monitoring of related contractors and ensure they are adhering to the procedures and method statements agreed.
- Audit all Risk and COSHH assessments for the Ranger role, devise and construct safe systems of work.

ENGAGEMENT & INCOME GENERATION

- Lead and assist garden-based engagement sessions at the Gardens in liaison with the Engagement and Commercial teams.
- Support and supervise work experience students, trainees, apprentices at the Gardens.

- Enhance visitors' enjoyment of the Gardens, through tours and workshops.
- Assist members of the public with queries, problems and incidents.
- Support the wider team with events, including preparation, the running of and clearing up.
- Assist the wider team to ensure that contractor run events and projects are managed within the guidelines set by Birmingham Botanical Gardens.

LINE MANAGEMENT RESPONSIBILITY

Supervision of volunteers.

SUPERVISION

Working under the direction and/or supervision of Director of Horticulture and Curation with strong links to the Head of Engagement.

WORKING CONDITIONS

Office environment, outdoor gardens involving lifting, adverse weather, Glasshouses including in hot weather, weekends, some late evenings etc.

PERSON SPECIFICATION

Area	Essential	Desirable
Knowledge	Demonstrate a knowledge and passion for nature conservation, animal care, heritage and the outdoors.	Knowledge of Birmingham Botanical Garden's Heritage and Scientific significance.
	Knowledge of health and safety legislation and devising safe systems of work.	Experience of hot works e.g., flame weeding.
		Knowledge of contractor management.

Experience	Experience of leading a small team of volunteers to achieve results.	
	Experience of engaging with visitors, delivering successful events, and messaging.	
	Experience in a land, access and conservation management.	
	Experience of writing risk assessments and delivering safe systems of work, COSHH.	
	Experience in and working in a similar outdoor setting.	
Qualifications	Previous work with animals, Qualification in animal husbandry.	Qualifications in zoology or ecology or comparable.
	Competence with machinery and equipment as well as having the relevant certificates require.	Driving Licence, Tractor Licence, Chainsaw Licence.
Skills	Excellent communication skills.	Ability to train others in safe systems of work.
	Help create a great place to work, sharing common goals.	IT skills.
	Be an excellent team player with a willingness to learn.	
Other	High attention to detail.	