

Stanwick Lakes, Stanwick, Northamptonshire, NN9 6GY

October 2026

Application Pack for the role of Ranger

Thank you for inquiring about the above opportunity. The closing date for receipt of applications is Sunday 25th October, first interviews will take place from w/c Monday 2nd November, we anticipate second interviews w/c 9th November. Start date is dependent on the availability of the successful candidate.

Enclosed you will find:

- Stanwick Lakes general information
- Job description and person specification
- Recruitment Monitoring Form

The application process for this post is by CV and written statement. Your CV and written statement will be judged against the person specification, which is the list of requirements for this post. You should ensure your written statement addresses each point of the person specification, giving details of the relevant skills and experience you have in each of these areas. Please also complete and return the Recruitment Monitoring Form. This form is managed wholly separately from your application and the information you provide is only used to gauge how effective we are in being open and inclusive in our recruitment processes. Please submit your application to v.laughton@rftrust.org.uk

Commitment to equality and diversity

Rockingham Forest Trust (RFT) aims to have a workforce that represents a variety of backgrounds and cultures and can provide the relevant knowledge, abilities and skills for the organisation.

Anyone who meets the requirements of this job is eligible for employment within RFT irrespective of age, disability, employment status, gender, health, marital status, sexual preference, membership or non-membership of a trade union, nationality, race, religion, social class, or other non-job-relevant personal characteristics.

We make every effort to eliminate discrimination, direct and indirect, from our recruitment and selection process. Where applicable, reasonable adjustments will be made at each stage of the recruitment and selection process as required to reduce any potential barriers faced by applicants and to give them equal access to employment opportunities.

If you need this application pack in a different format or would like to submit your application to us in a different way, e.g. by video or sound file please contact us on 01933 625522, v.laughton@rftrust.org.uk or at Stanwick Lakes, Stanwick, Northamptonshire NN9 6GY.

Stanwick Lakes, Stanwick, Northamptonshire, NN9 6GY

RFT is committed to the Disability Confident Employer Scheme. Where a disabled applicant meets the essential criteria within the person specification for any of the charity's vacancies, they will be guaranteed an interview.

Due to the high volume of applications we receive, we are unable to make individual responses to applications. If you have not heard from us by three weeks after the closing date you should assume you have not been shortlisted. If you have questions, or would like an informal chat about the role, please get in touch. We look forward to receiving your completed application and thank you for your interest in the vacancy.

Billie Passchier

Trust Director



General information for applicants

RFT's mission is to bring people closer to the environment and its vision is to bring wide-ranging community benefits by creating and conserving special green spaces and exploring local heritage in ways which educate, involve and inspire.

RFT has three core values that support its mission:

Environmental conservation:

We work to conserve, protect and improve the natural environment at Stanwick Lakes

Celebrating heritage:

We explore and celebrate the rich heritage of the site and the Nene Valley

Stanwick Lakes, Stanwick, Northamptonshire, NN9 6GY

Engagement and opportunity: We provide multiple entry points for individuals and communities to engage with and enjoy Stanwick Lakes

Stanwick Lakes is a unique 750-acre nature reserve and heritage site located in the heart of Northamptonshire's Nene Valley. There are extensive and imaginative play areas, open spaces and paths that families, walkers, cyclists and nature lovers can explore at leisure. The visitor centre with café, shop and function spaces is a central feature of the site, visited by over 350,000 people a year.

Stanwick Lakes is managed as a social enterprise by environmental charity, Rockingham Forest Trust, in partnership with North Northamptonshire Council.

For more details on our activities and programmes visit www.stanwicklakes.org.uk

Stanwick Lakes, Stanwick, Northamptonshire, NN9 6GY

Role Profile for Ranger at Stanwick Lakes

Full time, permanent position

37.5 hours worked 5 days out of any 7-day week

Salary: £27,000 – £29,000 dependent on relevant experience

Job summary

Stanwick Lakes is one of Northamptonshire's leading countryside attractions, welcoming hundreds of thousands of visitors each year while managing nationally important wildlife habitats and delivering a varied programme of education and community engagement activities.

We are seeking a versatile and enthusiastic Ranger to join our team. This is a varied and hands-on role that contributes equally to the conservation of the site, the delivery of engaging educational experiences, and the maintenance of high-quality visitor facilities and infrastructure.

The successful candidate will be a practical problem-solver who enjoys working outdoors, engaging with people and contributing to the long-term management of the site. They will be comfortable moving between habitat management, education delivery, visitor engagement, maintenance tasks and managing project work, applying sound judgement and a pragmatic approach to ensure the continued success of Stanwick Lakes.

Key tasks and responsibilities

The below areas should be considered of ***equal importance***

Conservation & Habitat Management

- Undertake practical habitat management across the site to maintain and enhance biodiversity and conservation value, in accordance with the site-wide Management Plan and Environmental Stewardship Agreement.
- Assist in the design and delivery of management plans, conservation projects and environmental improvement initiatives.
- Work with partner organisations and statutory bodies to maintain and enhance the site's conservation designations (SSSI, SPA & RAMSAR)
- Lead and supervise volunteers (corporate groups and conservation volunteers), contractors and work placement participants undertaking conservation activities.
- Contribute to the planning and prioritisation of conservation works, balancing ecological, visitor and operational requirements.

Education & Community Engagement

- Deliver environmental education sessions, activities and workshops to schools, community groups and visitors.

Stanwick Lakes, Stanwick, Northamptonshire, NN9 6GY

- Support the development of new educational programmes and engagement opportunities.
- Actively engage with visitors, promoting understanding and appreciation of the site's wildlife, heritage and facilities.
- Support public events, guided walks and seasonal activities.
- Build positive relationships with schools, community organisations, volunteers and partner agencies.
- Act as an ambassador for Stanwick Lakes, providing excellent customer service and promoting the organisation's values.

Site Operations, Maintenance & Visitor Facilities

- Maintain visitor infrastructure, buildings, paths, furniture, play facilities and other site assets to a high standard.
- Undertaken project management work for various projects throughout the site as and when assigned. These would be from concept to completion and include budget management.
- Carry out routine inspections and maintenance tasks, identifying and resolving issues promptly. These checks are completed daily and shared by the team.
- Assist in maintaining a safe, welcoming and well-presented environment for visitors.
- Operate and maintain tools, machinery and equipment in accordance with training and safety requirements.
- Support wider operational activities across the site as required, including events, visitor services and emergency response.
- Act as key holder, first aider and fire warden as required.
- Be a deputy designated safeguarding officer, in line with our safeguarding policy.

In addition, all employees are expected to work within the terms of their contract of employment and adhere to Stanwick Lakes policies.

Occasionally situations may arise that require the post holder to perform other duties or tasks as may be reasonably requested by Stanwick Lakes.

This is a post which will involve contact with young people. The successful applicant will therefore be subject to a DBS check, in line with our Child Protection Policy.

Benefits offered

- Holiday allowance of 33 days plus birthday day to include bank holidays
- Inclusion in company pension scheme – People's pension once eligibility reached
- Free parking, discounts offered in café and shop.
- Training where relevant
- Uniform and relevant PPE supplied

Stanwick Lakes, Stanwick, Northamptonshire, NN9 6GY

Person Specification

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Education and Qualifications	City & Guild Level 3 in conservation / recreation or other relevant subject or similar level relevant qualification Full, clean driving license Education qualification, knowledge & experience – delivery, supervisory, all age ranges	Bachelor's degree in conservation / recreation or other environmental subject Plant / machinery license – chainsaw, brush cutter, tractor. Pesticide Application – PA1, PA6, PA2A Fire warden certificate First-aid qualification IPAF license (Mobile Elevated Work Platform) Amenity maintenance qualification e.g. carpentry, plumbing, electrical, engineering, mechanical
Experience and Knowledge	Previous experience in management and maintenance of countryside sites – esp. wetland management Active interest in environmental/conservation issues Practical conservation experience	Experience of working with and managing volunteers. Experience in environmental education work with school groups. Experience of using power tools and machinery e.g. brush cutter, chainsaw, tractor, mower, digger etc. Experience of site and building maintenance e.g. COSHH, pest control, carpentry

Stanwick Lakes, Stanwick, Northamptonshire, NN9 6GY

Ability and Skills	Ability to carry out manual tasks using tools, equipment or vehicles within acceptable time frames. Speed, dexterity and co-ordination Good interpersonal skills Good organisational and time management skills Able to work weekends and some evenings Ability to multi - task and remain calm under pressure Computer literate, with good word processing, email and desk top skills	
Behavioural and characteristics	Confident and personable Proactive and energetic Tactful and diplomatic Trustworthy and reliable Hold a reasonable level of fitness	

Stanwick Lakes, Stanwick, Northamptonshire, NN9 6GY

Recruitment Monitoring Form

The data on this form is used for statistical purposes to provide RFT with information to monitor the performance of its Equality Policy. Any reports produced using this information are anonymised. Any information given on the form is treated in the strictest confidence and is not used as part of any selection process.

Name				Date			
1. Disability The Equality Act of 2010 defines disability as: "a physical or mental impairment with long term, substantial adverse effects on ability to perform day to day activities." Below is a list of impairments that would be considered a disability. It is not an exhaustive list and is given for guidance only. - Hearing, speech or visual impairments. (If you wear glasses or contact lenses this is not normally considered a disability). - Co-ordination, dexterity, or mobility e.g. spinal cord injury, back problems, repetitive strain injury. - Mental health e.g. depression, anxiety, schizophrenia, bipolar, autism. - Learning disabilities e.g. Down Syndrome. - Other non-visible conditions e.g. diabetes, epilepsy, arthritis, heart disease, asthma, cancer, facial disfigurement, sickle cell, dyslexia etc.							
Do you consider yourself to be disabled?							
Yes	No			Prefer not to say			
If Yes do you have:	Visual Impairment			Cognitive or Learning Disability			
	Hearing Impairment/Deaf			Mental Health Condition			
	Physical Disabilities			Other long term/chronic conditions			
2. Caring A carer is anyone who provides unpaid care for a friend or family member who due to illness, disability, or a mental health issue cannot cope without their support.							
Are you a Carer?							
Yes	No			Prefer not to say			
3. Gender Identity. (Please tick one of the boxes.)		Male (including female to male trans. men)			Female (including male to female trans. women)		
		Non-Binary			Prefer not to say		
		Other (please specify)					
4. Gender Orientation. (Please tick one of the boxes.)		Is your gender the same as the gender you were assigned at birth? Yes No Prefer not to say					
5. Sexual Orientation. (Please tick one of the boxes)		Bi-sexual	Gay Man	Heterosexual/ Straight	Gay Woman/Lesbian		
		Other (please specify) ...			Prefer not to say		
6. Marital Status. Please tick one of the boxes.		Civil Partnership	Living with a partner	Single	Married		
		Divorced	Separated	Widowed	Surviving Civil Partner		
		Dissolved Civil Partnership	Other (please specify)			Prefer not to say	

Stanwick Lakes, Stanwick, Northamptonshire, NN9 6GY

7. Ethnicity

UK citizens can belong to any of the following categories as this question does **not** relate to nationality. These are the official UK Census 2011 categories

Which box best describes your ethnic origin?

Asian or Asian British

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Other Asian background (please specify)

Black or Black British

- Caribbean
- African
- Other Black background (please specify)

Mixed or multiple ethnic groups

- White and Black Caribbean
- White and Black African
- White and Asian
- Other mixed/multiple background (please specify)

Other Ethnic Group

- Arab
- Another ethnic group (please specify)

White

- British
- Irish
- Gypsy or Irish Traveller
- Other White background (please specify)

- Prefer not to say

8. Religion or Belief.

(Please tick one of the boxes.)

☐ Agnostic	☐ Atheist	☐ Buddhist	☐ Christian
☐ Hindu	☐ Humanist	☐ Jewish	☐ Muslim
☐ Pagan	☐ Rastafarian	☐ Sikh	☐ Spiritualist
☐ No religion or belief		☐ Other please specify)	
☐ Prefer not to say			

9. Age (please tick one box)

☐ 0-21	☐ 40-49
☐ 22-29	☐ 50-59
☐ 30-39	☐ 60-69
☐ 70+	☐ Prefer not to say