
Severn Estuary Community Ranger

Grade: 7

Directorate: Wetland Conservation

Location: Forest of Dean District Council
Offices in Coleford

Reports to: Senior Project Manager (Waterscapes)

Main function of post: To encourage community and public participation in positive actions that reduce recreational disturbance to the Severn Estuary – in particular, the internationally important winter bird assemblage – through engagement, connection and education. To support Forest of Dean District Council with forward planning, including development of a longer-term programme of mitigation measures.

Supervisory responsibilities: None

Responsibilities of the post

1. Provide a visible on-the-ground presence around Lydney Harbour and the surrounding Severn Estuary to raise awareness of sensitive habitats and species, most notably the wintering waterbird assemblage.
2. Identify key audiences and engagement channels through stakeholder mapping. Work with the Senior Project Manager (Waterscapes) and Forest of Dean District Council (FoDDC) to develop an engagement programme.
3. Develop and deliver a programme of walks, talks and other low-cost engagement activities to local communities, schools and visitors. Where appropriate, design and produce interpretive resources to support this work.
4. Support FoDDC to develop a longer-term programme of mitigation measures, which might include signage and interpretation. Contribute to discussions between local authorities with an

interest in the Severn Estuary to develop and agree an estuary-wide disturbance reduction and mitigation plan.

5. Contribute to reporting and communications content as required, including funder review meetings and reports, media interviews, blog posts and articles. Seek opportunities to promote the project and its key messaging through various communication channels.
6. To be responsible for working within the WWT health and safety policy and guidelines ensuring that the health, safety and wellbeing of yourself and others is an integral part of how you work.
7. To be responsible for engaging with the WWT Sustainability Statement, being aware of negative environmental impacts and incorporating sustainable ways of working within your role.
8. To interact with our visitors and supporters in a positive way, shaping unforgettable experiences and helping them understand and connect to wetlands.
9. To ensure that in the course of your work you adhere to the WWT Data Protection policy and standards.

In addition to the duties and responsibilities listed, the post holder is required to perform any other reasonable duties that may be assigned by the supervisor shown above, from time to time.

Date raised: 24th July 2026

Amended:

Person Specification

1. Qualifications

Essential:

- Education to A level or other equivalent qualification, **or** able to demonstrate relevant skills and work experience
- Current driving licence

Desirable:

- Degree in ecology / zoology / environmental management or a relevant allied area; an equivalent qualification; or equivalent work-related experience
- CPD certification in community engagement, stakeholder management or similar related topics.

2. Experience

Essential:

- Good ornithological field skills, including an understanding of wader and waterfowl ecology and behaviour
- Experience of design and delivery of community or stakeholder engagement activities
- Experience of handling difficult conversations in a professional or voluntary context
- Excellent organisational skills, including the ability to work to deadlines
- Good IT skills, including Microsoft Office programs

Desirable:

- Demonstrable experience of stakeholder mapping
- Experience of developing and leading engagement sessions for a wide variety of audiences

3. Managerial & Supervisory

Essential:

- Ability to build and sustain effective working relationships with cross-directorate teams within WWT, project partners, community members and other key stakeholders

Type of team member	Number managed (No. of direct reports)	Number supervised

Employed staff	0	0
Volunteers	0	0
Casual Workers	0	0

4. Responsibility

Essential:

- Ability to effectively represent WWT to local communities and visitors to the Severn Estuary
- Delivery of the agreed work programme, including engagement and interpretation activities

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Budget Responsibility	£0
Income	£0
Project Size (normally managed)	Small
Assets (required for job, exc. buildings)	£5000
Visitors (number per annum)	N/A

5. Creative Ability

Essential:

- Innovative and able to apply creative thought to developing new ideas and problem solving, whilst keeping sight of the bigger picture
- An enthusiastic and energetic approach, with a genuine belief in the value of wetlands and their wildlife
- A flair for engaging, inspiring and influencing people
- An ability to adapt and tailor engagement styles and techniques to meet the needs of different audiences
- An ability and resilience to work under pressure and adapt to rapidly changing circumstances
- Able to work independently on a day-to-day basis

Desirable:

- Design skills relevant to the production of interpretation and engagement resources, such as signage

6. Contact

Essential:

- Capable of working with the Senior Project Manager (Waterscapes) and other members of the project team, including external partners, to ensure effective delivery
- Ability to work positively with a wide range of people, including local communities, visitors and other stakeholders
- Excellent communication skills, with strong verbal skills to deliver engaging talks and sessions with the public especially verbal
- Able to maintain a high level of professional integrity

Desirable:

- Comfortable with media work

General Notes

This position will require work during evenings, weekends and public holidays to meet the needs of the post.