

Role Profile

Job Title	Stalker – Cairngorms Connect	
Role Profile Title	Warden	Pay band 7
Department	North Scotland	
Location	Abernethy Reserve	
Reports to	Warden , Abernethy	
Direct Reports (including Volunteers)	Assistant Stalker	
Job Purpose	To be responsible for the effective and efficient day to day running of reserve, taking a lead role in the implementation of estate, livestock and habitat management, management plan delivery, species and habitat monitoring and visitor services.	
<p>The RSPB have generic role profiles linked its pay and reward structure which our job vacancies are aligned to. These include a list of indicative key result areas and requirements for the role.</p> <p>More specific details on the role can be found in the job advert and accompanying job pack.</p>		
Key Result Areas		
<ul style="list-style-type: none"> ❖ Take responsibility for the implementation of the reserve management plan(s) including habitat management, record keeping and livestock/grazing where relevant to ensure delivery of site's/sites' and RSPB objectives and compliance obligations. ❖ Manage the wardening team and volunteers (non-residential and, where applicable, residential) to ensure delivery of site's/sites' work programme/s. This includes ensuring that they are trained and equipped properly to work safely. ❖ Undertake and oversee species/habitat survey and monitoring work on the site/s to ensure delivery of site's/sites' objectives. ❖ Undertake and oversee the maintenance of the reserve estate (inc machinery where relevant) to ensure efficient and safe operation and use to meet the RSPB's and site's/sites' Health & Safety and other obligations. ❖ Ensure the reserve is managed in accordance with best practise with respect to Health and Safety, environmental management and legal compliance of conservation and land management operations. ❖ Supervise contractors to carry out work on site safely and legally to deliver the management plan targets. ❖ Assist in the delivery of visitor services activities to deliver the reserve's targets. 		

- ❖ Manage medium and small projects using the RSPB's Project Management Framework to achieve site/s objectives/delivery of management plan objectives.
- ❖ Contribute to the production of the management plan and annual report as directed by the Site Manager. (On sites without a Site Manager, to be responsible for the development and writing of the management plan and annual report.)

Other duties

- ❖ Ensure good relations at all times with neighbours, graziers, external organisations and the general public to facilitate delivery of site/s and RSPB's objectives.
- ❖ Offsite and other work as required and directed by manager in support of RSPB's objectives.

Key Contacts and Working Relationships	
Internal	External

<ul style="list-style-type: none"> ❖ Other staff on the reserve/s including other functions such as visitor experience to ensure smooth day-to-day running of the site. ❖ Reserve Ecologists, Land Agents, Health Safety & Environment and volunteer support staff to ensure RSPB standards are met. ❖ Volunteers on site to ensure smooth day-to-day running of the site. ❖ Other Regional and HQ team members (eg media and events staff) to ensure integration into Regional strategy. ❖ Other wardens (functional group) to ensure learning and best practice. 	<ul style="list-style-type: none"> ❖ Neighbours, tenants and graziers to ensure reputation and estate of RSPB are maintained and RSPB is protected from liability. ❖ Contractors to ensure tasks carried out legally etc (protect RSPB). ❖ General public including visitors, members and local community to ensure reputation of RSPB is enhanced and opportunities for greater support are met. ❖ Representatives of statutory agencies to support delivery of site and corporate objectives. ❖ Local recorders and representatives of local specialist/interest groups to support delivery of site and corporate objectives.
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Financial Responsibility

- ❖ This role is responsible for specific budgets (including projects). Responsible means:
 - ✓ Monitors spend against targets whilst minimising risk.
 - ✓ Decides on appropriate expenditure to meet objectives.
 - ✓ Manages day-to-day procurement of goods and services, including selecting appropriate suppliers and contractors.

Essential knowledge

1. Land especially conservation management.
2. Relevant ecological knowledge.
3. Agricultural or livestock knowledge where relevant.
4. Health & Safety applying to site management (e.g. risk assessments).
5. Relevant knowledge of compliance requirements (eg agricultural and environmental legislation with particular reference to grazing livestock where relevant).

Essential skills

6. Communication and interpersonal skills.

7. Individual and team management skills.
8. Estate management.
9. Record keeping/data management.
10. Organisational including time management and prioritisation.
11. Problem solving.

Essential experience

12. Proven track record of reserve or land management.
13. Biological monitoring.
14. Working with graziers.
15. Working with contractors.
16. Working with staff or volunteers.

Desirable qualifications, knowledge, skills and experience

17. Machinery operations, equipment servicing.
18. Working with visitors.
19. IT and database (Merlin).

How we expect you to work

The RSPB has seven key competencies that are important to our organisation's success. We expect all employees to demonstrate these competencies in everything that they do. The heading descriptors of the seven competencies are:

Direction:

You ensure you have a clear direction and sense of common purpose that guides what you do and how you approach your work.

Energy:

You bring energy and urgency to the RSPB to motivate people to do the best they can.

Capability:

You build your own and other people's capabilities, directly and indirectly.

Relationships:

You communicate effectively and build productive internal and external relationships.

Change:

You support continuous improvement and change and constantly look for way to do things better.

Advocacy:

You act as an advocate for the RSPB.

Performance:

You get things done, achieve ambitious goals and the RSPB's aims.

In line with these competencies, the following behaviours are essential upon appointment to this particular role and will need to be part of what you do for you to add value to the RSPB:

- ❖ Demonstrates enthusiasm for their work and for the RSPB.

- ❖ Is prepared to take on new challenges outside their comfort zone.
- ❖ Always assumes positive intentions in others.
- ❖ Listens to other people's ideas and suggestions.
- ❖ Forms positive relationships with different people.
- ❖ Responds positively to changing circumstances at work.
- ❖ Constantly looks for ways to improve the way things are done.
- ❖ Understands what is expected of them in their role.
- ❖ Places their main focus on important priorities.
- ❖ Consistently delivers results on time.

Additional Information

- ❖ This role may be based in a remote and rural location.
- ❖ This role will involve lone working.
- ❖ This role will require regular/occasional weekend and evening working.
- ❖ Some standby and on-call work will be required.
- ❖ This role will require regular/occasional travel within the UK.
- ❖ This role will require regular/occasional overnight stays away from home.
- ❖ The RSPB works for a healthy environment for all and we therefore expect you to take action in accordance with our Environmental Policy and objectives. Together we can make a positive difference for our world.
- ❖ In the RSPB, volunteers are a major resource and make a vital contribution to the RSPB's aim to take action for the conservation of wild birds and the environment. Employees are responsible for encouraging, developing and supporting volunteers in their work for the RSPB.