

## Tayvallich Initiative Ltd – Freelance Community Ranger

Are you passionate about working with communities? Do you love nature and the outdoors, and have the enthusiasm and versatility to help our community be more engaged with the land in our guardianship and actively involved in its management?

We are seeking a part-time, freelance Community Ranger to strengthen connections between local communities and the land Tayvallich Initiative (TI) owns on their behalf, encompassing its natural and cultural heritage, with a particular emphasis on people who are experiencing barriers to becoming involved.

- Role Title: Community Ranger
- Freelance opportunity, 24 months fixed term, from early June 2024 to 30 May 2026
- Hours: on average 2 days a week (with flexibility to meet the varying demands of this role). Some out-of-hours working will be required
- Remuneration: £150 per day (inclusive of VAT if applicable) for 104 days per year. £31,200 total fee
- Allowance: for travel and mobile phone expenses plus use of a laptop for work purposes only
- Budget: There is a generous budget available for volunteer expenses, materials, signage, tools, the creation of a new web resource, and the development of the TI website
- Reporting to: the Coordinator of the Land Working Group who in turn reports to the Board of Directors of TI. Working closely with other Working Groups and staff members of TI
- Location: This role would ideally suit someone based in the Mid Argyll area who can travel to the community for events and engagement meetings. However, it is important that an applicant with a suitable level of experience is appointed and, as such, they could be from further afield with the ability to remote work and attend meetings in the community on a scheduled basis. The Tayvallich Community Hall is available for community events and has some space for office working.

### Background and Context of the Role

The Tayvallich peninsula in Mid Argyll is an exceptional place, where landscape and sympathetic farming enable nationally and internationally important wildlife to prosper. Tayvallich Initiative Ltd was established in 2022 when the majority of the Tayvallich Estate, which covers around 3,500 acres (1,368ha) of the peninsula, was put up for sale, and was subsequently sold to Highlands Rewilding Ltd in 2023. The local community came together in order to manage land that was gifted to the community and to purchase further land for community ownership.

TI was created with a driving ambition to create a more sustainable future for the village and its surrounds and to tackle the key priorities raised by the community: depopulation, lack of housing, sustainable development, etc. TI was gifted parcels of land and also received an award from the Scottish Land Fund to purchase further land from Highlands Rewilding. TI now has guardianship of the following land:

- Cnoc Leis; Poldearg, also known as Archie's Land, including Taigh Eairdsidh;
- Mary MacDougall Bequest Land;
- Turbiskill, including Turbiskill Farmhouse and Turbiskill Barn.



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TI has a unique Memorandum of Understanding with Highlands Rewilding which can be accessed here: <http://tinyurl.com/MOU-between-HRL-and-TI>

The majority of Cnoc Leis and the Turbiskill Land are within designated sites of nature conservation importance, and this will be a key factor influencing management and activities on them. Polldearg has been selected as the land most suitable for development of housing, which is outside the scope of this project, but there are aspects of this site that are important to consider from a nature conservation perspective.

A map of land owned by Tayvallich Initiative is available here: <http://tinyurl.com/TI-Map-of-community-owned-land>

TI has engaged the community in consultation before and since we were formed. This led to the crafting of the vision for the land in community ownership, which is encompassed in the overall vision of TI:

*Our vision is to protect and enhance what makes Tayvallich and the surrounding area unique: its rich natural heritage, the community's resilience, and the strong connection between its people and the land and sea. Reversing depopulation and maintaining and developing employment in the area are key concerns, while also maintaining the area's natural richness and responding and adapting to the climate and biodiversity emergencies.*

The next stage in the delivery of this vision to ensure the community are engaged and involved in the guardianship of the land and their views and ideas are embedded in this.

## Overview of Community Ranger Role

TI have received funding from Esmée Fairbairn Foundation (EFF) for a two-year project, which will enable TI to continue to build a community-focused and collaborative approach to improving the species and habitat health of the land that TI is in guardianship of and in doing so embed community understanding and ownership of it.

The outcomes of the Access and Inclusion project area will be:

- Improved access to and involvement in the natural environment of Tayvallich
- Improved understanding of the natural environment of Tayvallich
- Preservation and protection of habitats and species

The indicators associated with these outcomes are:

Outcome	Indicator	EFF Impact Goal
Improved access to and involvement in the natural environment of Tayvallich	<ul style="list-style-type: none"><li>• Increase in numbers of people accessing the land, especially those experiencing barriers to involvement</li><li>• Improved paths/tracks available to the community</li><li>• Community involvement in practical conservation management and educational activities</li></ul>	<ul style="list-style-type: none"><li>• Creative Confident Communities – Local economies work better for the people who live there</li><li>• Our Natural World, Space for</li></ul>
Improved understanding of the natural environment of Tayvallich	<ul style="list-style-type: none"><li>• Delivery of workshops with external organisations on different aspects of the natural and cultural heritage</li><li>• Four Ranger-led walks a year undertaken</li></ul>	



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	<ul style="list-style-type: none"> <li>• Production of an interactive digital information resource on the community – the habitats and species, the cultural heritage and history and how to access and enjoy</li> </ul>	Nature – Preserved and improved species health and habitats
Preservation and protection of habitats and species	<ul style="list-style-type: none"> <li>• Joint land management planning and community engagement sessions with Highlands Rewilding</li> <li>• Delivery of practical sessions to support protection of and preservation of internationally important habitats, wildlife and species – including tackling of invasive species and protection of trees</li> </ul>	

### Community Ranger Role Description

#### Key Tasks, Duties and Accountabilities of the Post

The key focus of this role will be to:

- Work with TI to maximise the benefits of this land to both people and wildlife, sustaining that change in the long term
- Connect local communities to TI land, its natural and cultural heritage, with a particular emphasis on people who are experiencing barriers to becoming involved
- Drive forward community engagement around the land, the habitats and cultural heritage

More specifically you will:

- Work with Tayvallich residents to understand and build on their existing knowledge of the land, discuss concerns and build consensus over priorities for improved information and access, and hopes for the future management and uses of TI land
- Create opportunities for practical involvement in habitat management and improved access in collaboration with the community, NatureScot and other agencies
- Support the ongoing development of a conservation management plan for wildlife species and habitats
- Support existing and new volunteers and engagement activities and target new audiences from across Mid Argyll
- Organise specialist talks and community workshops on habitats, species, land management practices and history and cultural/natural heritage
- Lead on the creation of an interactive digital resource – to complement and enhance TI’s existing website and encompass maps, data on species, history and cultural/natural heritage
- Lead on the creation of information and interpretation materials

This role will require strong inter-personal skills to work effectively with the community, other landowners, members of the public and other stakeholders such as NatureScot. The role will support existing and new volunteers and engagement activities but will also target new audiences from across Mid Argyll.

It will be a challenging, but rewarding role, working with TI to maximise the benefits of this landscape to both people and wildlife and sustaining that change in the long term.



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## Essential Knowledge and Experience

- Educated to at least SCQF level 6, which includes an HNC or equivalent in a relevant subject (e.g. Countryside Management). Time-served experience in a relevant position will also be considered, especially where the focus of the role was community engagement
- A demonstrable personal interest in the countryside, nature and the outdoors
- Substantial experience of working with communities and volunteers in an outdoor environment including understanding the safeguarding requirements in relation to adults and children
- Working knowledge and understanding of the Land Reform (Scotland) Act 2003 and how it affects access rights
- Volunteer management experience, ideally linked to nature/conservation

## Desirable Knowledge and Experience

- Knowledge of local wildlife habitats and species
- Knowledge of the legal framework for the protection of SSSIs/SACs and other relevant legislation (training can be provided if required)
- First Aid Qualification
- Qualifications in utilising hand-held machinery such as chainsaws and strimmers (training can be provided)
- Experience of working with diverse community groups or people who experience barriers to accessing the countryside
- Awareness of Health & Safety

## Key Skills and Personal Attributes

- **Project Management** – ability to manage, deliver and monitor projects within agreed timescales and set budgets
- **Building Relationships** – able to develop and maintain effective relationships with local community members, directors and a wide range of partners and external agencies engaged with the land
- **Excellent Communication Skills** – both written and oral (including confident presentational skills and effective use of social media)
- **Making A Difference** – Passionate about making a positive difference for people and nature
- **Enthusiasm and Motivation** – able to engage and motivate local community with the development and progression of projects
- **Initiative** – able to work autonomously on a day-to-day basis with minimum supervision
- **Organisational Skills** – able to prioritise work, plan and to work to deadlines
- **Problem-Solving** – Able to problem solve and find solutions to issues blocking project delivery
- **Tenacity and Resilience** – Able to work under pressure and public scrutiny and deliver results to tight deadlines



- **IT** – Well-developed IT skills (in particular Word, Excel, Teams, GoogleMeet); use of social media packages (including Facebook, Twitter and Instagram) and web content management

**Other**

- A suitable standard of fitness (able to walk 10–15 miles and use hand tools like saws and spades) and able to work in adverse weather conditions
- Able to fulfil the travel requirements of the role, with a full clean driving licence

TI are grateful for the funding for this post provided by the Esmée Fairbairn Foundation.



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