

YORKSHIRE DALES NATIONAL PARK AUTHORITY JOB DESCRIPTION

Job title:	Apprentice Ranger (Southern or Northern Ranger Team)
Grade:	Pay is in line with current Government Levels and the Apprenticeship is subject to agreed salary and hours of work.
Location:	Hawes DL8 3NT or Langcliffe BD24 9NU
Responsible to:	Area Manager
Responsible for:	No line management responsibilities
Mentors:	Area Ranger and Access Rangers

Objectives of the post:

This is an excellent opportunity to gain experience of the maintenance of the public rights of way network, other access routes, open access areas, and estate property. The successful individual will be operating in area and Park-wide teams, and occasionally within wider project groups on various countryside management issues.

Duties and responsibilities:

- To assist in the implementation and delivery of practical maintenance and restoration tasks on Public Rights of Way in the national park, access routes and access areas under the guidance of the Area Ranger, Access Rangers and Project Rangers
- practical maintenance works to the Authority's agricultural, amenity property, its car parks and public toilets
- practical management and maintenance tasks within Authority-owned woodland
- Complete the Countryside Worker Standard qualification through Craven College, Skipton

The practical aspects could include:

- signposting, waymarking and maintenance of footpaths and bridleway surfaces
- construction and repair of footbridges, stiles, gates, fences and signs
- dry stone walling, laying cobbles, paved ways and concreting
- construction and repair of culverts, drain laying
- fencing, hedging, ditching and drainage maintenance
- tree planting, grass cutting and weed control
- use of powered tools and equipment including chainsaws (depending on age)
- caretaking, maintenance and cleaning of National Park property and car parks, picnic sites, other land holdings and litter clearance projects
- communicating with community groups and other visitors to the National Park
- adhering to all health and safety rules and regulations.

To assist in the surveying and monitoring of:

- countryside furniture and condition of the Public Rights of Way network and access areas
- use and behaviour on the PROW network, Authority Property and Open Access land.
- assisting Area Rangers in various Countryside Management Projects

Support the Authority in reducing its carbon emissions by adopting greener working practices in line with Authority policies.

Comply with the Authority's Health, Safety and Wellbeing Policy and Codes of Safe Working Practice.

Such other duties as are commensurate with the objectives and grade of the post, as directed from time to time by the Chief Executive.

PERSON SPECIFICATION APPRENTICE RANGER

The assessment of the following criteria and your suitability for the role will be undertaken via either the information you provide on your application form (A) or during an interview (I)

Qualifications and Training	Essential	Desirable	A / I
No formal qualifications necessary			
Willingness to train and study for the Countryside Worker Standard qualification and additional training opportunities provided	✓		A&I
Full Driving Licence		✓	A
Experience and Knowledge			
No previous work experience necessary			
Skills			
Good interpersonal skills and the ability to get on well with other members of the ranger team	✓		I
Able to communicate well with other National Park staff and the general public		✓	I
Strong interest in learning practical conservation/field skills	✓		A&I
Capable of demonstrating initiative in dealing with unforeseen circumstances when undertaking practical work	✓		I
Willingness to work hard to complete the practical parts of the apprenticeship		✓	I
keen interest in and a firm commitment to, countryside conservation and the aims of the National Park		✓	I
Other			
Commitment to providing and delivering a high standard of customer service to the public and community	✓		I
Have a flexible approach to visiting sites including a level of fitness required to undertake the physical elements of the role, including walking long distances across often rough ground, lifting, carrying and other manual tasks	✓		I

BEHAVIOURS

Assessment at Interview
Improvement
We will continually strive to improve our performance in delivering National Park purposes.
Shows enthusiasm and commitment to our vision, purposes and work
Finds practical ways to overcome barriers; and adopts new practices to help get the job done
Challenges ineffectiveness and generates new and imaginative solutions
Concentrates their resources on work priorities most important to the Authority
Seeks to improve knowledge and expertise and applies good practice
Accountability
We will explain and take responsibility for our decisions and actions.
Presents clear, concise and accurate information in a way that promotes understanding
Shares what we know and respects the information we are given
Clearly agrees with others what is expected of them and holds them to account
Assesses risks and learns from their own and others' mistakes; strives to do things in a safe way
Commitment
We will do what we say we will do
Takes responsibility for making things happen by having a positive 'can do' attitude
Has the courage to take and implement difficult or unpopular decisions where necessary
Uses Authority policy in decision making and working practices
Knows what the Authority's objectives are, and works hard to achieve them
Integrity
All our relationships will be built on honesty, transparency, equality and impartiality.
Shows integrity and fairness in decision- making
Ensures decision-making processes are clear and transparent
Welcomes and respects diversity; demonstrates equality in working relationships
Open and Approachable
We will work with others honestly and openly to achieve our objectives in ways that help them meet theirs.
Co-operates with people and organisations to achieve our objectives and theirs
Engages in discussion on an Authority view or policy internally; but presents unity of message externally
Listens and considers other views



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APPRENTICE TREE SURGEON

ABOUT OUR COMPANY:

We are a small company based in Settle. We have been trading since 1973 and are well established in the area.

We carry out a vast array of tree work from hedging in private gardens to large contracts for multi national companies across the country. The work we do is very varied. We plant trees, we look after trees, maintain them and in some cases remove them.

The company is run by myself, Jonathan Strange. We have 2 other workers, a tree climber and a groundsman.

ABOUT THE ROLE:

To begin with, the role will be a groundsperson who will learn our working methods and learn how to correctly prune trees, how to trim hedges, using and maintaining machines such as chainsaws, hedge trimmers, brushcutters and woodchippers. The role encompasses some boundary works such as small hedge laying, walling gaps and some footpath works.

As the role progresses, there will become options, post apprenticeship for training to become a climber. We are actively seeking a candidate who will look to join us full time after the apprenticeship is finished.

Obviously all the work is outdoors. We work in all weathers and all year round. Work can change due to weather conditions but we get wet and cold in winter, then very hot and sunburnt in summer! The work is varied and very rarely in one place for more than a few days.

HOURS OF WORK:

We usually begin work at 8.15am at Settle. This can vary slightly due to where we are working, distance to site etc. If we start earlier, then we finish earlier. We will always be finished by 4.30pm. Offer earlier and in Winter with shorter days, we will always finish before dark. We work 5 days a week.

SKILLS AND QUALITIES WE ARE LOOKING FOR:

A driving licence is not required as our works vehicles can only be driven by over 25's. Although we can sometimes collect a candidate locally, it is not always possible. We are not based on a bus route so the ability to have own transport or access to a lift is necessary. Punctuality is very important.

Ability to follow instruction and carry out nominated tasks is a good skill we need. But the ability to use initiative and look for things to do to help out is something we would actively encourage.

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Safety is paramount. We work with dangerous tools and in dangerous environments. Things can quickly go wrong if everyone is not switched on. We will provide extra first aid training to encompass the +F (forestry) unit which is more applicable to our work.

Some sites require drug/alcohol testing so hangovers are not acceptable!

We are nature lovers. We respect nature and work with it. We need equally minded people on board.

We are a company of equals. We may have different tasks/roles but we all muck in to get things done. We are happy with any gender applying for this role.

We carry out works in private gardens for private clients. The ability to have a chat and show good, friendly customer service skills is a must. In return, we often get tea and cake!! Honesty and trustworthiness is vital.

Job Description

Job Title:	Nature Reserves Apprentice (1x northern, 1x southern)
Weekly Hours:	Full time, 35 hours per week. Flexible working, but generally core hours of 9am to 5pm. Occasional weekend and evening work opportunities.
Commitment:	18-month apprenticeship from October 2026 to March 2028 (start dates flexible). We allow flexible leave to be taken with notice and the placement duration may be shortened as long as placement requirements are met
Based At:	Northern reserves (1 apprentice) based from Gosling Sike, Carlisle, CA3 0LD Southern reserves (1 apprentices) based from Plumgarths, Kendal, LA8 8LX
Reports To:	Reserves Officers

Job Purpose:

To support the Nature Reserves team working on the Trust's nature reserves and community sites, through practical conservation work and habitat management; species monitoring; managing conservation volunteers; and engaging with people and communities through our work.

Special Features of the Role:

This role is part of the Yorkshire Dales Millennium Trust's Rural Apprenticeships programme and will include paid time off to complete a Level 2 Countryside Worker apprenticeship at Craven College and other work-related training. There is an annual training budget of £3,000 to be spent in agreement with the line manager, plus additional financial support for equipment and appropriate travel expenses.

This year we will offer two apprenticeships, one in our northern reserves team area, and one in our southern reserves team area. The salary is based on National Living Wage for the duration of the apprenticeship, currently £12.71/hour. Some evening and weekend working may be required.

Our apprenticeships aim to give a diverse and exciting opportunity to champion nature reserves and important habitats across Cumbria. You'll develop practical skills to support and deliver important conservation works to enable nature's recovery. You'll gain skills and experience in habitat management whilst exploring and learning on a variety of sites from the remote to popular visitor areas.

Alongside accredited training courses, ongoing training will be given to carry out tasks including practical site management, species surveying, data analysis using GIS, and supporting volunteer activities. A full induction will be provided. The apprentices will also have opportunities to gain experience supporting partners and other teams across the Trust.

Due to the nature of the role, an independent and self-reliant style of completing tasks is required. The opportunity will involve walking and undertaking practical work over rough terrain and uneven ground. **A full valid driving licence and access to a vehicle is essential due to the remoteness of the sites.** We will consider applicants who are currently learning to drive, or those who have a license but do not have access to their own vehicle. We offer flexible working from home or in our office based at Plumgarths or Gosling Sike. Applicants will need to be able to travel across Cumbria. The Trust has a number of fleet vehicles available for use, but apprentices may occasionally be required to use their own vehicle for which mileage expenses will be paid.

Apprentices must also attend sessions at Craven College in Skipton, usually once every two weeks depending on the college schedule. Mileage expenses will be paid for the travel.

The northern and southern teams each have some specific work areas and conservation focuses, but all apprentices will have the opportunity to work together across Cumbria. Please see below for more detail.

Main Responsibilities and Accountabilities:

- **Habitat management and facilities maintenance:** Carry out practical habitat management work and site maintenance tasks, working in a variety of habitats. Gain skills and experience supporting and managing our teams of volunteers. Ensure that all equipment, tools and vehicles are properly maintained and fit for purpose. Ensure that all records of maintenance checks are kept up to date and in accordance with Cumbria Wildlife Trust codes of practice. Ensure Health and Safety standards are met.
- **Survey and monitoring:** Assist with systematic monitoring of nature reserves which could include bird surveys, butterfly transects and vegetation monitoring. There may be opportunity to get involved in other Trust-wide initiatives such as marine and peatland surveys too.
- **Staff and volunteer responsibilities:** Support the development of volunteers and help to maintain effective volunteer groups across our reserves through supporting and supervising conservation days. Develop good working relationships with groups, communities, visitors and volunteers and work in compliance to our volunteer and equality and diversity policies.
- **Administration:** Respond to telephone calls, e-mails and other enquiries. Support data input, reporting and creation of site management plans with support. Ensure all Cumbria Wildlife Trust documentation is completed.
- **Team working:** Actively support and shadow the Nature Reserves team of 12 staff members. Work alongside other apprentices, placement students, volunteers and wider Cumbria Wildlife Trust staff members.
- **Promoting the work of the Trust:** Opportunities to support the delivery of events at our nature reserves and other sites. This could include guided walks for local groups, fundraising events, activities for families and young people or large promotional events. There will also be opportunities to help produce social media content, blogs, newsletters and other publications.
- **Other work:** Any additional duties as outlined in the Trust Work Plans or that may reasonably arise from time to time. All tasks and responsibilities to be carried out in accordance with the Trust's policies and procedures.

Specific features of each team:

- **Northern reserves**

Based from Gosling Sike near Carlisle, the northern role will work on reserves between Penrith, Carlisle and across to the west coast, including important sites like Drumburgh Moss, Eycott Hill and Eskmeals Dunes. Habitats include lowland raised mire, species-rich grassland, sand dunes and wet woodlands. Working closely with volunteer teams, the apprentices will help manage and restore a wide range of sites, and support the delivery of larger-scale restoration projects. There will also be opportunities to support practical conservation tasks, visitor engagement and survey work at our Cold Springs Community Nature Reserve in Penrith.

- **Southern reserves**

Based from Plumgarths near Kendal, the southern role will work on a collection of reserves between

Kendal and Ulverston, including important sites like Hutton Roof Crag, Lowick Common and Brown Robin. Habitats include ancient woodland, species-rich grassland, limestone pavements and wetlands. Working closely with volunteer teams, the apprentices will help manage and restore a wide range of sites, and support the delivery of larger-scale restoration projects. There will also be opportunities to support practical conservation tasks, visitor engagement and survey work at our flagship Foulshaw Moss and South Walney nature reserves.

There will also be opportunities to work collaboratively across both area teams, as well as attending training courses and meetings together.

Please note: Due to the remote location of our nature reserves applicants will need their own transport, however travel expenses will be reimbursed. We will consider applicants who are currently learning to drive, or those who have a license but do not have access to their own vehicle. This apprenticeship would suit a person who has an interest in nature and experience of working outdoors. Good organisational skills, and an ability to work and communicate with people of all ages is also important.

To apply please visit <https://www.ydmt.org/apprenticeships>

The deadline for applications is **26th July 2026**. Interviews will be held during August or September.

For further information regarding the placement roles please contact Lucy Hammond - YDMT Apprenticeships Co-ordinator for an informal chat on 015242 51002

Person Specification

Post Title: Nature Reserves Apprentice

1. Qualifications and Experience:

The post holder will be expected to have qualifications and recent and relevant experience in the following areas:

	Activity	Essential	Desirable
1.	No specific qualifications or experience are required for this role, just an interest in working in nature conservation		

2. Knowledge & Skills:

The post holder will have the following knowledge and skills:

	Activity	Essential	Desirable
1.	Good communication and interpersonal skills	✓	
2.	Full driving licence and access to own transport (or currently learning, or has a license but no access to own transport)	✓	
3.	Use of Microsoft Office Word, Excel and Outlook	✓	

3. Personal Qualities:

The post holder should possess the following:

	Activity	Essential	Desirable
1.	Interested in working outdoors and helping wildlife	✓	
2.	Ability to work well on own initiative and co-operatively as part of a team	✓	
3.	Ability to be flexible and respond to changing situations		✓
4.	Tact and diplomacy		✓
5.	Ability to work effectively under pressure		✓
6.	Good organisational skills		✓
7.	Confidence in dealing with a wide range of people		✓



Marsden AES – Apprentice Job Description

Marsden AES are an experienced environmental contractor based in Hellifield and operating in the North of England. The team is lead by Steve Marsden who has 18 years of experience working in the industry and is supported by experienced project and site managers.

Brief description

This apprenticeship vacancy offers an exciting opportunity to become part of a small team based near Hellifield. The role provides hands-on experience in practical conservation, land management, machinery operation, and health and safety procedures while developing the skills needed for a career in the environmental sector.

Key Responsibilities

- Support the delivery of environmental and agricultural projects across a range of habitats and landscapes.
- Assist experienced operatives with peatland restoration activities.
- Contribute to wetland and river improvement works.
- Support habitat creation and enhancement projects.
- Undertake vegetation management tasks.
- Assist with the installation and maintenance of fencing.
- Help develop and maintain access infrastructure.
- Participate in a variety of countryside management activities.
- Gain practical experience in conservation and land management techniques.

The ideal candidate should be hard working and willing to work as part of a team alongside having enthusiasm towards our natural environment.

For more information please visit the website at www.marsdenaes.co.uk