



Job Description Confidential

Ranger – Bore Place and Bough Beech

Location	Reports to	Hours	Salary
Based at Bore Place, Chiddingstone; also covering Bough Beech	Estate Manager	37.5 hours weekly – flexible working available, part-time considered	£25,000 - £30,000 depending on experience

To apply

- Please send a CV and cover letter to jobs@boreplace.org telling us why you are the ideal candidate for this role
- Deadline: 10th November 2025

About us

Bore Place

Bore Place is a unique 500-acre estate nestled in the heart of the countryside, combining an organic farm, thriving market gardens, a venue for events, and an environmental education centre. Our mission is to bring sustainability to life and provide transformative opportunities for young people, communities, and the public.

For nearly 50 years, we have championed environmental stewardship through organic farming, sustainable energy production, and diverse educational programmes. We continue to evolve with a strong commitment to nature and climate friendly farming, sustainability, and social impact.

SES Water

SES core purpose is to harness the potential of water to enhance nature and improve lives, and this has guided our ambition and actions when acting in the interests of our customers across our priorities. In 2020 SES embarked on a transformation plan to develop how we manage key holdings and deliver greater environmental and social value from our estate at Bough Beech. The Oast House and its surrounding land has been at the heart of that transformation, providing a unique opportunity for us to deliver nature recovery, broader education and engagement between people and the natural environment. Over the next 25 years we will continue to preserve and enhance our land, provide access to nature and education and support the local community.

Our Partnership

Bore Place and SES have been working in partnership since 2021 to provide natural enhancement and public access to the non-operational land around Bough Beech reservoir. We aim to deliver nature recovery whilst providing education and volunteering opportunities to the local community. Bore Place are tasked with managing the land in line with a range of SFI and CSS agreements, whilst also supporting the active community of volunteers.

About the role

We are looking for a motivated individual who can help us put nature at the heart of everything we do whilst engaging with others to deliver positive outcomes for people and wildlife.

Key responsibilities include:

- 'On the ground' Habitat Management at the Bore Place and Bough Beech sites, including implementing key practical tasks required to deliver on our habitat management plans, reporting to the Estate Manager at Bore Place.
- Leading, managing, and supervising volunteers, work experience and other external groups and educational activities.
- Conduct ecological surveys, monitor wildlife and report findings.
- Responsible for enforcing wildlife conservation laws and practices
- Provide support for events and other promotional activities
- Work to all relevant Health and Safety legislations, plans and processes, including carrying out risk assessments and safety plans for all parts of your normal working environment.

Legal requirements

- Adhere to health and safety, fire risk, food hygiene, COSHH and other statutory regulations

About you

We're looking for a motivated individual who can help us put nature at the heart of everything we do whilst engaging with others to deliver positive outcomes for people and wildlife.

You will bring to the role:

- A love of nature and the outdoors and a passion for sustainability
- Experience in and enthusiasm for working collaboratively with colleagues and volunteers to enhance and protect natural spaces
- A degree or relevant qualification in ecology, agro-ecology, or a related field, or equivalent experience
- Experience in managing and mentoring staff and volunteers
- Passion about increasing wildlife, biodiversity awareness and enhancing the natural environment
- Effective communication, presentation and record keeping skills
- Experience of environmental learning, countryside management and ecosystem restoration
- At least three years' experience in a similar role in land management
- A passion for connecting people with nature and willingness to share your ecological knowledge
- An understanding of habitat management plans and a variety of relevant management techniques required to deliver them.
- Exceptional organisational planning and communication skills.
- Competent IT skills
- A valid driving licence and access to own transport
- Key Practical Qualifications: City and Guilds NPTC Chainsaw licence, City and Guilds NPTC CS30 Chainsaw Maintenance and Cross-cutting, City and Guilds NPTCCS31- Felling Small Trees and City and Guilds, NPTC Level 2 Award Brush-cutters and Trimmers

Our Values

Inspire

Inspiring and learning through experience - We inspire people to look after the Earth, enjoy the living world and become guardians of its future.

Regenerate

Regeneration in action - We seek to be a real-life model of regenerative practice and instill this at the core of everything we do.

Collaborate

Making a Difference Together - People and partnerships are at the heart of our organisation. We acknowledge that to achieve real change we need to work with others. This collaborative approach is key to our success.

Be Inclusive

A fair and inclusive environment - We champion and promote inclusion, equality, and diversity always. We aspire to be an organisation where people feel valued and included equally.

Take Ownership

Personal and collective responsibility - Bore Place belongs to us all. Together we care for the land and provide a well-managed, accessible space, rich in wildlife where our values are central to our actions and choices.

Benefits of the role and working at Bore Place

- A dynamic and diverse role where you can make a real impact.
- Flexible working arrangements.
- Competitive salary and a comprehensive benefits package:
 - 38 days of paid holiday (including bank holidays)
 - Pension scheme
 - Professional development opportunities
 - Life insurance and Employee Assistance Programme
 - Discounts on courses and food
- A stunning countryside location with free on-site parking

Diversity

At Bore Place, we are committed to fostering a diverse and inclusive workplace. We welcome applicants from all backgrounds and are dedicated to providing equal opportunities. We strive to make our hiring process accessible to all, so please inform us of any special arrangements you may need.

Safeguarding and DBS

The safety and welfare of children and other vulnerable people at Bore Place is extremely important to us and is why we pride ourselves on our Safeguarding procedures. All positions at Bore Place are subject to a Disclosure & Barring Service (DBS) check at the appropriate level.

Right to work in the UK

It is a requirement that any successful applicant has the right to work in the UK and can provide evidence of this. This would be an express term and condition of your employment with us.

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