



Woodland Ranger

JOB LOCATION	This role is primarily based at our Home Estates in Gloucestershire (Filkins, Hatherop, Barnsley & Fairford) This role will be operating from our new Estate Yard near Quenington
HOURS	08:00 to 16:30 Monday - Thursday, 08:00 to 15:30 Friday
SALARY	£27,000 - £31,000
REPORTS TO	Conservation & Woodland Manager

The Ernest Cook Trust

The Ernest Cook Trust is a landowning organisation and an educational charity - one of the UK's foremost providers and funders of Outdoor Learning. We see a future where land and lives enrich each other, a future where anyone can find their place, purpose and potential through connections to thriving land.

The Role

The Woodland Ranger will play a key role in maintaining and enhancing the natural environment across the Home Estates, with responsibilities that shift seasonally. During the winter months, the primary focus will be on woodland management and tree safety, while the summer months will involve vegetation management and mowing.

The Woodland Ranger will work closely with the Estates team to ensure the effective implementation of woodland and habitat management plans, as well as maintaining public access to footpaths and bridleways across the estates and works required at tenanted properties. The Woodland Ranger will also provide support to third-party contractors and stakeholders on-site as required.

Main Accountabilities:

Woodland Management and forest habitats

- Support the implementation of Woodland Management Plans and habitat management strategies to promote strong woodland compartments, biodiversity and ecological health.
- Wildlife management focusing on control of squirrel population, embracing technology and innovation
- Identify and assist with tree work and other tasks, using initiative and as directed by the Conservation and Woodland Manager

Access and Pathway Maintenance

- Review and maintain public footpaths to ensure they remain clear, accessible, and safe for use throughout the year.
- Respond to issues such as fallen trees, wind damage, and other environmental challenges that may impact estate access.

- Seek opportunities to engage with the public, welcome access and promote safe and responsible ways of doing so

Collaboration with wider teams

- Work closely with the wider estates team, property management teams, and the Trust as a whole, covering a broad area of land and river management tasks.
- Provide direct support to the Conservation & Woodland Manager, particularly with tree work and other conservation-related projects.
- Contribute to project working across the Trust, with a willingness to bring ideas and expertise to bear.
- Willing to lead and support volunteer working parties.

Woodland Ranger

Person Specification

Specific Requirements	<ul style="list-style-type: none"> • Familiarity and confidence in working safely to industry best practice for tree works • Experience of or willing to learn wildlife control methods • Good map reading and orientation • Experience in maintaining green space to a high standard, alongside estate maintenance skills. • Proficiency in use of machinery for maintenance of vegetation • Necessary competencies and experience in: mowing, tree works, tractor, brush cutter, chipper • Ability to effectively communicate complex concepts and findings
Personal Qualities	<ul style="list-style-type: none"> • Ability to work independently, use initiative and problem solve • Strong communication and interpersonal skills • Adaptability and flexibility, managing responsive workload alongside core seasonal responsibilities • Ability to thrive under pressure and meet tight deadlines • Willingness to switch between independent and team work flows • Passion for wildlife and conservation
Skills and Knowledge	<ul style="list-style-type: none"> • Strong professional background in arboriculture, forestry or conservation, supported by study or industry experience • Desirable skills competencies; <ul style="list-style-type: none"> - Aerial tree work - Winching - Tractor forwarder - Tree inspection - Digger - MEWP - Chapter 8 - PA1/PA6 spraying

Working at The Ernest Cook Trust

ABOUT US

As both a landowning organisation and an educational charity, the Ernest Cook Trust is rooted in the land. Our mission is to cultivate deep-rooted connections with the land, through outdoor learning and experiences in nature. We believe that land can deliver multiple benefits united by a unique ability to enrich both lives and livelihoods.

Through our learning programmes, collaborative partnerships, and progressive land management, we are working to change the way people across the UK understand and experience land and nature. This is not an opportunity for the few – land is for all of us.

The Trust's Estates

The Trust owns and manages over 9,000 hectares of land and property made up of mainly let farmland but also 584 hectares of woodland, houses, cottages and a growing commercial portfolio. Land is owned in six counties: Buckinghamshire, Cumbria, Dorset, Gloucestershire, Leicestershire and Oxfordshire. These rural landholdings are managed for income return and capital growth, whilst seeking ways to improve the environment and important habitats, evolving and protecting the landscapes.

Active management dictates that we are constantly looking for new opportunities and ways to evolve and improve our income stream in support of the Trust's overall charitable object, which is education. These already include long-term housing development proposals, natural capital and carbon, and biodiversity net gain projects alongside other long-term ambitious plans.

Take a look at our website for more information:

www.ernestcooktrust.org.uk

OUR VALUES

The unique spirit of The Ernest Cook Trust is best expressed through our values:



Cultivating Connections

At the heart of our work lies the belief that meaningful and lasting change happens through the cultivation of connections. We value the relationships we build with the people and communities we serve, as well as each other and the partnerships we form with like-minded organisations. We understand that these connections create the conditions for people and places to flourish.



Freedom to Try

We embrace a culture of innovation and resilience, where both our team members and the individuals we serve have the freedom to try new things. This value encourages a dynamic and adaptable approach, nurturing trust and courage in ourselves and others.



Progressive Stewardship

We believe in responsible, forward-thinking management of our outdoor resources, as places where diversity can thrive. By actively caring for the environment, we ensure that the beauty and benefits of the outdoors are accessible to all, changing lives through individual and shared positive experiences.

How this role links to our values:

Cultivating Connections

Building trust and connections in the community through agile response to work as it arises; engaging with stakeholders and teamworking.

Freedom to Try

Opportunities to support our community and education work through innovative use of woodland products and conservation projects.

Progressive Stewardship

Acting as a steward for the land, supporting conservation of habitat, whilst maintaining high standards for access and safety for those exploring, living and working in the landscape.

How to Apply

Please submit a CV with an accompanying letter to briefly introduce yourself and why you think you are suited to this role. This should be addressed to Joe Gardom, Conservation & Woodland Manager. Please state where you heard about this role.

Upload your letter and CV to: <https://hr.breathehr.com/v/woodland-ranger-44652>

Closing Date

Sunday 8 February 2026 at 23:59

Interview

Thursday 19 February 2026 at Fairford, Gloucestershire, GL7 4JH

What3words: <https://w3w.co/otters.laying.campus>

We look forward to hearing from you.

WHAT TO EXPECT

Being part of the Trust's friendly growing team is rewarding, with competitive salaries, a range of benefits plus a training budget for your personal growth.

We currently have around 57 team members at our Gloucestershire head office, across our UK landholdings (in Gloucestershire, Cumbria/Lancashire, and Leicestershire) with many working hybridly.

Enjoy our generous benefits:

- 10% employer pension contribution (5% from employees)
- 27 days annual leave, plus statutory holidays and additional leave between Christmas and New Year
- Life Assurance
- Access to Employee Assistance Programme, providing 24/7 support for health, mental wellbeing, and more
- Dynamic, creative, and welcoming work environment at our newly refurbished head office in Quenington

Equity, Diversity and Inclusion

Embracing diversity is an essential part of the work of The Ernest Cook Trust. We are committed to treating everyone as a unique individual, fairly and with respect, irrespective of race, disability, age, gender, marital status, sexual orientation, or religion. We are committed to ensuring equality, respect, and safety for all, and prioritising the wellbeing of the children, young people and vulnerable adults we support. Our safeguarding policy can be found [here](#).

The appointment will be subject to satisfactory background checks including Disclosure and Barring Service and relevant online searches to comply with best practices in Safeguarding, and proof of the right to work in the UK.