Ranger 4 Community (Natural Alternatives) Applicant Recruitment Pack

Sefton is a really great place to live and work



Sefton Council

Welcome

Hi,

I'd like to thank you for showing an interest in the role of Ranger 4 Community (Natural Alternatives).

This is an exciting and rewarding opportunity for someone who has experience working with clients with additional needs on a full-time basis and a firm grasp of the importance of community support and involvement.

This is a unique role for a person with specific skills – Natural Alternatives works on our coast and in our parks, assisting core staff and supporting community groups on a range of tasks from gardening and making planters to land management on our protected coastline. Natural Alternatives' clients are highly regarded across the borough as hard workers and ambassadors. We expect the same from staff who work with them. We're looking for someone with a "can do" attitude who can be trusted to handle this role with care, discretion, and integrity.

If you're someone who enjoys helping others, takes pride in delivering high-quality support, and brings energy, adaptability, and a genuine passion for making a difference, we'd be delighted to hear from you.

The Job Description and Person Specification for this role are included within the job pack. If you have any questions about the vacancy, please refer to the job pack for the appropriate contact details.

If, when you've finishing reading this pack, you like what you see, and Sefton's Vision and Values align to yours then we can't wait to hear from you.

John Dempsey
Principal Engagement Officer, Green Sefton

Sefton Council

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About the Borough of Sefton

Sefton is a confident and well-connected Borough, stretching from Bootle in the south to the coastal resort of Southport in the north. Home to more than 275,000 residents, Sefton encompasses a range of vibrant towns and communities, including Bootle, Litherland, Seaforth, Crosby, Formby, Maghull and Southport.

It is a fantastic place to live and work. As the northern-most Borough within the Liverpool City Region, Sefton offers a unique blend of beautiful coastline, countryside, attractive villages, thriving industrial areas and the busy Port of Liverpool.

With 22 miles of stunning coastline, Sefton is a leading coastal destination with a growing visitor economy. It is home to the iconic Antony Gormley *Another Place* installation, expansive beaches and protected sand dunes that support several rare species.

While each town and village has its own distinctive character, it is the people of Sefton who make the Borough truly special, creating diverse, welcoming and energetic communities in which to live, work, invest and visit.

Alongside its miles of golden sands, Sefton offers those who work here access to a world-renowned racecourse, prestigious golf courses, and National Trust nature reserves, ideal places to unwind, explore and enjoy leisure time.

The Borough benefits from excellent transport links, providing easy access to major North West cities including Liverpool and Manchester, and placing the Lake District and North Wales within reach for weekend breaks.

Whether you prefer vibrant town centres, friendly commuter towns, picturesque villages or stunning rural and coastal locations, Sefton offers a place to suit everyone. With house prices and rents typically lower than in neighbouring Liverpool and Manchester, you can enjoy coastal living while still being close to the buzz of city life.

Our Vision and Values

At Sefton Council, our vision is to deliver high-quality services that make a real difference to the lives of our residents, visitors, and communities. Everything we do is guided by a strong set of values that shape how we work and interact:



- **We put people at the heart of what we do** – ensuring our services are responsive, inclusive, and focused on improving lives.
- **We listen, value, and respect each other's views** – fostering a culture of collaboration and mutual respect.
- **We develop a culture of challenge, ownership, innovation, and improvement** – encouraging creativity and continuous development.
- **We are ambassadors for Sefton** – promoting the Borough positively and proudly representing our communities.
- **We are responsive and efficient** – delivering services that are timely, effective, and customer-focused.
- **We are clear about what we can and cannot do** – being transparent and honest in all our communications and actions.

These values underpin our commitment to excellence, inclusivity, and innovation, ensuring that Sefton remains a great place to live, work, and visit.

Our Successes and Key Projects

Sefton Council is proud of its recent achievements and ongoing commitment to delivering high-quality services. Our Adult Social Care services were recently graded

Good by the Care Quality Commission (CQC), and our Children's Services also achieved a Good rating from Ofsted. These successes reflect the dedication and professionalism of our teams and our focus on continuous improvement.

More recently, we are exceptionally proud to have been nominated and subsequently shortlisted by the Local Government Chronicle for the Most Improved Council 2026. These successes reflect the dedication and professionalism of our teams and our focus on continuous improvement and our desire to make a difference across the communities within the Borough of Sefton.

Alongside these achievements, Sefton Council is actively delivering a range of major capital projects that will transform the Borough and stimulate economic growth. These include the Marine Lake Events Centre in Southport, the Strand Shopping Centre redevelopment in Bootle, and exciting developments such as the Cove Resort and Enterprise Arcade in Southport. We are also proud to support cultural and community initiatives like Salt and Tar, Bootle's vibrant events space, which hosts live music, comedy, and family-friendly activities, bringing people together and boosting the local economy.

These projects form part of our strategic investment programme to attract private sector-led development and create vibrant spaces for residents and visitors. We work closely with local communities to ensure these projects reflect their needs and foster a sense of ownership and pride.

For more information on these projects and to stay updated on progress, visit the Sefton Council website at www.sefton.gov.uk

An Inclusive Workplace

We are committed to fostering an inclusive Council that reflects the diverse communities we serve. Our workforce brings a wide range of experiences and perspectives, and we value an environment where everyone feels respected, supported, and able to reach their full potential.

Sefton is proud to be the first local authority in the Liverpool City Region to achieve **Navajo** accreditation, recognising our commitment to LGBTQ+ inclusion. We are also a Disability Confident employer and continue to build a workforce that represents our communities.

We support several staff networks, including groups for Black and Ethnically Diverse colleagues, LGBTQ+ staff, women, disabled employees, and a Christian Workplace Group.

As an Equal Opportunities Employer, we base recruitment solely on skills, experience, and



suitability for the role. All applicants are treated fairly, and we have also recognised 'care experienced' as a protected characteristic within Sefton.

For more information, please refer to our Equality, Diversity and Inclusion Strategy

Liverpool City Region Fair Employment Charter

Sefton Council is proud to support the Liverpool City Region Combined Authority Fair Employment Charter, an initiative that promotes fair, healthy, inclusive, and just workplaces across the region. The Charter celebrates good employers and encourages the highest standards in employment practice, including fair pay, secure work, opportunities for progression, strong employee voice, and a commitment to staff wellbeing. By aligning with the Charter, we demonstrate our dedication to providing a fair day's pay for a fair day's work and to fostering an equitable and supportive working environment for all colleagues.

What We Can Offer You

- A supportive and collaborative working environment.
- An agile approach to working.
- Opportunities for professional development and career progression.
- A role where your work makes a real difference across the organisation.
- Flexible working arrangements supporting work-life balance.

- A strong commitment to equality, diversity, and inclusion.

You will benefit from a comprehensive local government employment package which includes the following:

- Competitive salary in line with NJC Local Government Pay Scales.
- Membership of the Local Government Pension Scheme (LGPS), providing a secure, defined benefit pension with employer contributions.

Annual Leave and Work-Life Balance

- Generous annual leave entitlement, 28 days annual leave rising to 33 days with 5 years continuous service.
- Additional public (bank) holidays.
- Flexible working options to support a healthy work-life balance, subject to service needs.
- Option to purchase additional annual leave.
- Sefton operate a 'Shut Down' period over the Christmas period which staff contribute four fifths of a week's pay over a 12-month period.

Learning, Development and Career Progression

- A comprehensive induction programme.
- Access to a wide range of training, apprenticeships, learning, and development opportunities.
- Support for professional development and role related qualifications.
- Opportunities to develop your career within a large and diverse local authority.

Health, Wellbeing and Support

- Enhanced sick pay scheme.
- Employee wellbeing initiatives and access to occupational health support.
- Policies that promote physical and mental wellbeing in the workplace.

Family-Friendly and Inclusive Policies

Our family-friendly policies and flexible working arrangements help staff maintain a healthy work-life balance.

- Family friendly policies, including enhanced maternity, paternity, adoption, neonatal care and special leave to support with time off work to deal with issues when life events happen.
- A strong organisational commitment to equality, diversity, and inclusion.
- Reasonable adjustments and support to enable disabled employees to thrive.

Foster Friendly Employer Commitment

Sefton Council is proud to be a *Foster Friendly* organisation as recognised by The Fostering Network. We actively support employees who are foster carers or who are applying to foster by offering flexible working arrangements, paid time off for fostering-related meetings and training, and a workplace culture that recognises the vital role foster carers play in our communities.

This commitment helps ensure carers can balance fostering responsibilities alongside career, and reflects our dedication to supporting children, families, and those who care for them.

Additional Benefits

- Access to salary sacrifice and employee benefit schemes (where applicable).
- Opportunities to contribute to meaningful work that supports local communities.
- A supportive, values led organisational culture.
- Free parking at office bases (dependent upon the work location).

About the Role

Green Sefton is recruiting for a Community Ranger to join our Natural Alternatives team. Natural Alternatives is an inclusion programme working with adults and young people with additional needs. Participants work alongside Green Sefton's teams, helping to deliver our programmes of community engagement, land management and nature conservation.

Green Sefton is an exciting service which manages our special coast, parks and greenspaces: from our protected and internationally recognised coastline which supports some of the rarest flora and fauna in the country to our historic parks and gardens, 160 other greenspaces, and our sport and recreation facilities. In total, we manage around 5,500ha of land. We are a varied service indeed!

As part of a small dedicated team, the successful applicant will play a key role in working with the community in the parks, coast and other greenspaces to help promote, enhance and conserve our landscape while caring for and dveloping new skills and confidence within our clients..

Successful applicants should be able to demonstrate experience of working with adults with additional needs, to help manage and develop Green Sefton's green spaces including parks and coastal sites. You should have excellent communication skills, be enthusiastic ambassadors for the Service and enjoy working with people of all ages and backgrounds, specifically those with additional needs.

Applicants should ideally be able to demonstrate knowledge and experience of caring for green spaces. A background of training or working in parks and leisure management, countryside management or horticulture would be desirable. Experience of working with or training people with additional needs would be particularly helpful.

Applicants should be capable of undertaking a range of practical tasks such as gardening, litter-picking, habitat management, general maintenance and of leading / training others in simple tasks. You will also be expected to deal with incidents and situations that may arise, working outdoors or within Green Sefton operational bases. Knowledge of first aid would be desirable.

Applicants will be expected to work closely with site users, volunteers and community groups such as 'Friends of' and 'Britain in Bloom'. Ability to organise accessible activities which encourage good use of the sites, ensuring visitors have a safe and enjoyable experience, will be essential.

Applicants may be expected to work some weekends, bank holidays and evenings. A full clean driving licence is essential and minibus driving experience / training would be helpful.

Please see **Appendix A (page 10)** for a full copy of the Job Description and Person Specification.

Top Tips on How to Apply

Submitting a strong application gives you the best chance of progressing to the next stage of the recruitment process. The following guidance applies to all roles and will help you prepare a clear, compelling application:

1. Read the Job Description and Person Specification Thoroughly

- Make sure you understand the key duties, expectations, and essential criteria.
- Use the person specification as your guide when writing your application.

2. Provide Clear Evidence of Your Skills and Experience

- Show *how* you meet the criteria using specific, real examples.
- Consider using the **STAR method** (Situation, Task, Action, Result) to structure your responses.

3. Tailor Your Application

- Avoid generic statements. Focus on experience that directly relates to the role you are applying for.
- Demonstrate how your strengths align with the organisation's values and priorities.

4. Highlight Your Achievements

- Include examples of work you are proud of or significant contributions you have made in previous roles.
- Emphasise impact – improvements, efficiencies, positive outcomes, or innovations.

5. Be Clear About Qualifications and Training

- List all relevant qualifications and professional training, including dates and awarding bodies.
- If you are working towards a qualification, include expected completion dates.

6. Showcase Transferable Skills

- Skills such as communication, teamwork, problem-solving, digital literacy, and organisation are valuable across all roles.

- Provide examples that demonstrate these effectively.

7. Check Your Application Carefully

- Review your responses for clarity, spelling, and completeness.
- Ensure all sections of the application form have been filled in fully.

8. Submit Your Application Before the Deadline

- Note the closing date and allow plenty of time to prepare your application.
- Late submissions usually cannot be considered.

9. Prepare for Potential Next Steps

- If shortlisted, you may be invited to an interview, assessment task, or presentation.
- Be ready to discuss your experience, approach to work, and examples of how you meet the role's requirements.

Application and Selection Information

The closing date for this vacancy is **Wednesday, December 9th 2026** (or earlier in the event of high volume of applications being received).

Provisional interview dates are **week commencing December 14th 2026**.

We are an Equal Opportunities Employer; all candidates will receive equal treatment. Our decision to appoint will be based upon whether an individual's skills, experience, qualifications, and abilities make them the most suitable candidate for the role.

All disabled and care experienced applicants will be offered an interview where they meet all essential criteria on the person specification.

Please ensure that you meet all the essential criteria outlined in the person specification before submitting your application. Only applicants who demonstrate that they meet all essential criteria will be considered and invited to interview.

Appendix A – Job Description and Person Specification

Post: Ranger 4 Community (Natural Alternatives)

Directorate: Operational In House Services

Location: Natural Alternatives, Botanic Gardens, Churchtown

Division: Green Sefton

Post: Ranger 4 Community

Grade: E

Reporting to: Engagement Officer, Natural Alternatives

Purpose of the Role

Working in the Natural Alternatives team with clients with additional needs across the borough, based at the Botanic Gardens in Churchtown.

Delivery of routine maintenance and activities in support of the Green Sefton team across Sefton's coastal sites, parks and greenspaces, working with members of the public, community/user groups, hard to reach groups, people with specialised needs and other stakeholders. To undertake this in conjunction with colleagues and other partners who operate in a similar community environment.

Work with partners to achieve service outcomes such as reduction in anti-social behaviour, encouraging positive use of our assets and contributing to the Council's biodiversity and other duties.

To act as an ambassador for Green Sefton and Sefton Council.

Main Duties and Responsibilities:

The post holder will be required to:

1. Assist in the management and development of the use of Green Sefton assets with a particular focus on working with clients with additional needs and volunteers from a variety of backgrounds.

2. Plan for and undertake practical works on site, as well as educational and diversionary events and activities, with clients, hard to reach groups, and those with specialised needs in support of Green Sefton objectives – including reducing anti-social behaviour and vandalism, educating about nature conservation and wider environmental issues such as dog control, litter and climate change impacts.

3. Ensure that people undertaking tasks in your work area are organised, aware of maintenance specified quality and performance standards. Support with maintenance duties, examples would include litter picking, emptying bins, sand clearance, use pedestrian and hand-held machinery, and potentially driving flat-bed vehicle and mini-bus.

4. Liaise and communicate with the public, colleagues, community volunteers, partners, user groups, management and other Council services in a polite and courteous manner.

5. Undertake compliance activity ranging from advising members of the public through to enforcement action.

6. Liaise with partners whose work relates to land management such as Merseyside Police, Merseyside Fire & Rescue Service and the Probation Service to achieve joint aims and outcomes – such as the reduction of anti-social behaviour, vandalism etc.

7. Ensure that you and volunteers, people with specialised needs and apprentices etc. undertaking tasks assigned to you adhere to safe working practices, risk assessments and Health & Safety procedures, having due regard to the safety of the public. Take responsibility for the upkeep of the Health & Safety Operating system(s).

8. Ensure that you, people with specialised needs, volunteers and apprentices etc. assigned to work in your work area take responsibility for the security of vehicles, machinery, equipment, tools and buildings.

9. Responsibility to ensure basic on the job training with user groups is planned and organised; and that you are able to ensure specified quality standards achieved and team/individual development is recorded.

GENERAL REQUIREMENTS

This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading.

All staff have a duty to take care of their own health & safety and that of others who may be affected by your actions at work. Staff must co-operate with employers and co-workers to help everyone meet their legal requirements.

The Authority has an approved equality policy in employment and copies are freely available to all employees. The post holder will be expected to comply, observe and promote the equality policies of the Council.

Since confidential information is involved with the duties of this post, the postholder will be required to exercise discretion at all times and to observe relevant codes of practice and legislation in relation to data protection and personal information.

The appointed person will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change.

The appointed person will be expected to undertake, and participate in training, coaching and development activities, as appropriate to the role.

Note: Where the postholder is disabled, every reasonable effort will be made to support all necessary aids, adaptations or equipment to allow them to carry out all the duties of the job.

PERSON SPECIFICATION

Post: Ranger 4 Community - Natural Alternatives Post No.

Department: Green Sefton Team: Community and Resource

Personal Attributes Required (considerations)	Essential (E) Or Desirable (D)	Method of Assessment (suggested)
QUALIFICATIONS/TRAINING		
NVQ Level 3 Certificate or Diploma in a relevant subject (teaching / care of vulnerable adults and /or young people / environmental conservation, horticulture, forestry and arboriculture, green keeping, groundsmanship) or equivalent.	(D)	AF/C
Training and development led body assessor qualifications.	(D)	AF/C
Certification in maintenance machinery/equipment operations. Examples would be: Strimmer/Brushcutter, Hedge-trimmer, Pedestrian Mower, Blower, PA1 & PA6 in the Safe Use and Application of Pesticides, Ride-on Mower, Chipper Operation.	(D)	AF/C
Minibus Drivers Certificate.	(D)	AF/C
EXPERIENCE		
Experience of leading community volunteers, user groups and partners, working in a relevant area such as, environmental conservation, horticulture, forestry & arboriculture, greenkeeping, Groundsmanship or other land/estate maintenance operations.	(E)	AF/I
Experience of educating people of all ages and abilities about green infrastructure issues, via a variety of methods including making presentations, preparing leaflets and other materials, and arranging events and activities.	(E)	AF/I
Experience of training work placements, people with specialised needs, and others in an environmental / green infrastructure setting.	(D)	AF/I
Experience of working within a Local Authority environment.	(D)	AF/I
SKILLS/KNOWLEDGE/APTITUDES		
Practical skills and theoretical knowledge across relevant areas of environmental conservation, coastal management, horticulture, forestry and arboriculture or estate management.	(D)	AF/I

Ability to work with a diverse range of service users, community volunteers and partners, and in particular those with specialised needs.	(E)	AF/I
Basic Literacy and numeracy skills.	(E)	AF/I
Knowledge of the procedures and systems of work for a range of operational tasks using associated machinery, tools and equipment.	(D)	AF/I
Ability to communicate orally or in writing to inform the public, community volunteers, user groups, partners and other members of staff of any issues relating to site maintenance. Ability to use tact when dealing with potentially difficult subjects.	(E)	AF/I
Ability to use judgement and creative skills where there is a need to interpret information or situations and solve varied problems or develop solutions or plans.	(E)	AF/I
Exercise training or motivational skills in relation to the development of members of the team, community volunteers, user groups and partners.	(D)	AF/I
Ability to work from instructions and work programmes and direct a team or community volunteers but making minor decisions involving the use of initiative. Reporting progress or problems to a supervisor or manager. Able to work without direct supervision.	(E)	AF/I
SPECIAL REQUIREMENTS		
Potential for periods of considerable physical effort (for example, regular lifting or carrying, pushing or pulling items of moderate weight, rubbing or scrubbing, or working in awkward positions).	(E)	AF/I
Potential for considerable exposure to disagreeable, unpleasant or hazardous environmental working conditions or people related behaviour.	(E)	AF/I
Full Clean Driving Licence.	(E)	AF/I

Prepared by: Rachel Northover

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AF = Application Form
C = Certificate
I = Interview
T = Test
P = Presentation