

**Trainee EAST RANGER**

**Actual salary: £9,984 - £10,483.2**

**Hours: 16 hours per week, £12/h, rising to £12.60/h from April 2025**

**Contract Type: 12 months, with the possibility of extension**

**Office location: ICOS, 14 Foyle Street, Sunderland, SR1 1LE**

**The role will include working within the St Michael’s Ward, Sunderland, especially Backhouse Park**

**Reporting to: Manager**

***International Community of Sunderland (ICOS) is seeking to employ an enthusiastic and proactive park ranger/environmental worker (East Ranger) to ensure successful delivery of the practical aspects of the East Rangers project.***

**We offer:**

**-Flexible hours to be agreed with you**

**-Opportunity to grow and training**

**-Working as part of a friendly and supportive team**

**-Access to free counselling and regular free staff wellbeing sessions**

**-A progressive holiday package, with the number of paid holiday per year increasing with the services**

**-We are a Living Wage Employer. Your salary will increase every year, at least with line with the living wage, as set as the Living Wage Foundation**

**-Paid breaks**

ICOS supports migrant and minoritized communities in the North East of England through advocating for their rights and creating opportunities. Our work includes supporting people to access benefits, services, welfare and employability, as well as getting people together and empowering them. We also deliver community development and environmental activities.

**The East Ranger** will play a key role in maintaining and improving the green spaces within the local park and surrounding areas of the ward (80% of the role will include working in the park). This hands-on role involves a combination of practical conservation work, community engagement, and partnership building. You will work collaboratively with Sunderland City Council staff, volunteers, and local residents to ensure the area remains a welcoming, safe, and environmentally rich space for all to enjoy.

**For an application pack - CV’s not accepted:**

* Email us at: [office@icos.org.uk](mailto:office@icos.org.uk)
* Download details from our website at <https://icos.org.uk/join-our-team/>

**For more information and to request an application pack please contact:** office@icos.org.uk, 07596538482

* **CVs will not be accepted.**
* **Completed applications can be sent by email to Daniel Krzyszczak, Manager at** [**office@icos.org.uk**](mailto:office@icos.org.uk)

**Background information:**

**I**nternational Community Organisation of Sunderland (ICOS) exists to improve the quality of life of migrant and minoritized people in the North East and to enhance community cohesion and intercultural understanding in this area.

We focus on those who lack access to information and services to ensure equal access.

We have particularly strong links to the Eastern European community, but we have also successfully worked with refugees, asylum seekers and minoritized people born in the UK.

Currently, most of our work is delivered in Sunderland and the surrounding area.

Our approach is to focus on both- assets of our community, as well as the issues that our community faces. While we are committed to supporting those in crisis, we strongly believe that it is our duty to prevent crisis.

We:

1. Connect people to opportunities

2. Defend people’s rights

3. Bring people from different cultural backgrounds together

In order to fulfil our mission, we provide the following activities:

-Information, Advice, Guidance and Advocacy work (individual casework) in a wide range of diverse areas, from employability to welfare rights

-Volunteering opportunities

-Cultural activities

Our values are:

-Justice

-Equality

-Involvement

-Connectedness

-Commitment

Our motto is: *Advocating for rights, Creating opportunities*

As part of the East Rangers project, funded by Sunderland City Council’s East Area Committee, we ensure that St Michael’s ward, and in particular Backhouse Park is well maintained and that nature thrives in the local area.

**Key Responsibilities**

**Park and Green Space Maintenance**

• Carry out regular maintenance tasks such as strimming, trimming, pruning, planting, and general landscaping, cutting epicormic growth and similar tasks

• Ensure pathways are maintained to a safe and accessible standard.

• Operate and maintain machinery such as strimmers and other gardening equipment.

• Monitor the condition of park facilities and report any issues or hazards.

**Community Engagement and Events**

• Organise and participate in community clean-up and other environmental events to promote civic pride and environmental stewardship.

• Act as a point of contact for local residents, responding to queries and concerns related to the park and its surroundings.

**Volunteer and Partnership Work**

• Support and coordinate volunteers working on conservation and maintenance projects.

• Recruitment of volunteers from within the community to support environmental work in the local area

• Work closely with Sunderland City Council staff and local ward councillors to align activities with broader goals and standards.

**Health and Safety**

• Adhere to health and safety regulations during all tasks and activities.

• Ensure the safety of volunteers and community members during events or projects.

**Requirements Essential**

**Experience and Skills**

Proven experience in grounds maintenance, horticulture, or conservation work.

Practical skills in landscaping activities such as strimming, pruning, planting, and maintaining paths.

Familiarity with the operation and maintenance of tools and machinery, including strimmers, lawnmowers, hedge trimmers, mowers and other equipment.

Basic knowledge of health and safety regulations, particularly in outdoor and community work environments.

**Communication and Interpersonal Skills**

Strong verbal and written communication skills for engaging with residents, volunteers, and council staff.

Ability to work with a diverse range of people, including community groups, volunteers, and local council teams.

Confidence in leading community clean-up activities and providing guidance to volunteers.

**Personal Attributes**

A proactive approach to identifying and resolving issues in the park and surrounding areas.

Passionate about preserving and enhancing green spaces for community use.

Resilient, adaptable, and able to remain calm under pressure when managing multiple tasks or dealing with residents' concerns.

**Driving and Mobility**

A full UK driving licence to travel between locations within the ward.

Willingness to work outdoors in all weather conditions and perform physically demanding tasks.

**Compliance**

Ability to apply for and pass a Disclosure and Barring Service (DBS) check or provide evidence of a current and valid check.

**Desirable**

Formal qualifications in horticulture, landscaping, environmental conservation, or a related field.

Training or certifications- e.g., in machinery use (such as LANTRA Technical Award in Brushcutters and Trimmersm leaf blowers, brush cutters), ROLO (Register of Land Based Operatives), invasive species etc.

Health and safety qualification

**Environmental Knowledge**

Awareness of local biodiversity and conservation practices.

Knowledge of invasive species management and habitat restoration techniques.

Project and Volunteer Management

Experience in coordinating volunteer groups and managing small-scale projects.

Ability to organise and deliver community events related to park maintenance and environmental awareness.

**Technology and Administration**

Basic IT skills for maintaining records, writing reports, and communicating via email.

Familiarity with using online systems for scheduling or reporting issues to council teams.

**Personal specification:**

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| --- | --- | --- | --- |
| **Category/requirement:** | **Essential (required):** | **Desirable (good to haves):** | **Confirmed through:** |
| Skills/abilities: | Practical skills in landscaping activities such as strimming, pruning, planting, and maintaining paths.  Strong verbal and written communication skills for engaging with residents, volunteers, and council staff.  Ability to work with a diverse range of people, including community groups, volunteers, and local council teams.  Confidence in leading community clean-up activities and providing guidance to volunteers. | Basic IT skills for maintaining records, writing reports, and communicating via email. | Interview / application |
| Experience: | Proven experience in grounds maintenance, horticulture, or conservation work.  Familiarity with the operation and maintenance of tools and machinery, including strimmers, lawnmowers, hedge trimmers, mowers and other equipment. | Familiarity with using online systems for scheduling or reporting issues to council teams. | Application |
| Qualifications |  | Formal qualifications in horticulture, landscaping, environmental conservation, or a related field.  Training or certifications- e.g., in machinery use (such as LANTRA Technical Award in Brushcutters and Trimmersm leaf blowers, brush cutters), ROLO (Register of Land Based Operatives), invasive species etc. | Application |
| Knowledge | Basic knowledge of health and safety regulations, particularly in outdoor and community work environments. | Awareness of local biodiversity and conservation practices.  Knowledge of invasive species management and habitat restoration techniques.  Project and Volunteer Management  Experience in coordinating volunteer groups and managing small-scale projects.  Ability to organise and deliver community events related to park maintenance and environmental awareness. | Application/Interview |
| Personal qualities | Willingness to work outdoors in all weather conditions and perform physically demanding tasks.  A proactive approach to identifying and resolving issues in the park and surrounding areas.  Passionate about preserving and enhancing green spaces for community use.  Resilient, adaptable, and able to remain calm under pressure when managing multiple tasks or dealing with residents' concerns. |  | Application/interview |
| Other | DBS certificate (current) or willing to obtain (paid for by the employer)  A full UK driving licence to travel between locations within the ward.  Maximum of 6 points allowed. |  | Application |

**For more information and to request an application pack please contact:** [**office@icos.org.uk**](mailto:office@icos.org.uk)**, or go to the website:** [**https://icos.org.uk/join-our-team/**](https://icos.org.uk/join-our-team/) **to download a pack.**

**CVs will not be accepted.**

**Completed applications can be sent by email to Michal Chantkowski, Project Manager at michal@icos.org.uk.**

Deadline for applications: 16/12/2024

No applications will be accepted after this point.

Interviews will be held during the week commencing 13/01/2025