

Job Title: Livestock Ranger, Estate Team

Salary: Up to **£28,500 per annum**, including a £3,000 emergency on-call allowance

Annual Leave: 25 days plus bank holidays, rising to a maximum of 30 days based on length of service.

Location: London Road, Hemel Hempstead, Hertfordshire, HP1 2RE

Reporting To: Estate Manager

About Us: The Box Moor Trust is a registered charity managing nearly 500 acres of grazing and amenity land on behalf of the local community in Hemel Hempstead and Bovingdon. Our predominantly open-access estate supports a diverse range of habitats managed under varied conservation plans, including:

- The River Bulbourne, a rare chalk stream
- Roughdown Common, a Site of Special Scientific Interest (SSSI)
- Gadespring, a former watercress site now managed as a wetland nature reserve

Purpose of the Role:

You will join a passionate and experienced team responsible for the care, conservation and presentation of the Box Moor Trust estate, supporting the management of open spaces, common land, grazing land and protected habitats so they can be safely enjoyed by the Trust's beneficiaries.

Our small, dedicated Estate Team is supported by enthusiastic volunteers, all committed to conservation and community engagement, and to inspiring appreciation of the natural environment across all generations.

Principal Responsibilities:

Livestock and Estate Management - We use our rare-breed livestock, including Belted Galloway cattle, Norfolk Horn sheep and Old English goats, to carry out traditional conservation grazing, a land management practice we've maintained for over 400 years. You will deliver high-quality day-to-day livestock husbandry for our livestock, supporting farm operations and estate management while helping safeguard the landscape and engaging positively with visitors, neighbours and volunteers.

Conservation Management - Support conservation grazing as a core management tool, carrying out practical, hands-on conservation work across grasslands, woodlands and wetlands to enhance biodiversity and maintain healthy habitats.

Health and Safety - Promote a strong safety culture by managing risk, following best practice and lone-working procedure. Helping protect the health and wellbeing of staff, volunteers, contractors and visitors.

Community Engagement - Act as a visible and welcoming presence on the estate, building positive relationships with visitors, neighbours and volunteers, providing advice and information, attending events, and promoting responsible enjoyment of the landscape.

Reporting, Records and Continuous Development - Maintain accurate records, including livestock data and health and safety reporting, contribute flexibly to the ongoing development of the role and the evolving needs of the estate.

Hours of Work:

35 hours per week, normally 08:00–16:00 Monday to Friday, including a one-hour lunch break (12:30–13:30). Occasional early or late shifts will be required to cover staff absence and seasonal workloads.

Weekend working is required on a rota basis of **one day (Saturday or Sunday) every three weeks** for approximately two hours, primarily for livestock checks. During lambing season, additional hours will be required; overtime is paid in line with Trust policy.

The role also includes responsibility for the **emergency on-call phone on a 1-in-6 rota**, for a week at a time (subject to staffing levels).

This job description provides a general overview of the role and is not exhaustive. The post holder may be required to undertake other reasonable duties appropriate to the position.