

Railway Land Wildlife Trust

Job Description: Junior Rangers Leader



Location: Linklater Pavilion + Railway Land Nature Reserve, Railway Lane, Lewes BN7 2FG

Responsible to: Head of Community Learning

Hours: 9am – 1pm alternate Saturdays during term time

Pay: £125 per morning worked on a freelance basis

BACKGROUND

Background to Railway Land Wildlife Trust

The Railway Land Wildlife Trust (RLWT) was born in 1988 by a community determined to protect the natural space that had evolved from a former railway marshalling yard. In 1996 the Railway Land was designated a Local Nature Reserve, and during the noughties the charity successfully funded and then built the Linklater Pavilion, as a focus for community learning and engagement.

In more recent years, RLWT has successfully expanded to run a variety of projects. Our work includes practical conservation and increasing biodiversity, a thriving youth program, busy schools program, regular led walks and wellbeing walks for adults, holiday clubs and more. We aspire to be a beacon of bold and inspirational approaches, to bring about a culture shift in our relationships within Nature and how we link human and natural resilience.

We have a small, friendly staff team and a large cohort of volunteers who support many aspects of our work.

For more information about our work, please visit our website www.railwaylandproject.org

Background to the Junior Rangers

Since 2024, our Junior Rangers group has run regularly on Saturday mornings. Open to 10-13 years olds (in school Year groups 6, 7 and 8), the focus is primarily on practical tasks around the nature reserve. There is also often time for other opportunities such as Nature surveys, green woodwork, pond dipping, games, bushcraft, exploring and more.

Our aim is to provide a social space for the young people to connect, as well as a great opportunity for them to learn more about looking after Nature, and enjoy time here.

Some of the reasoning behind the Junior Rangers is to ease the transition between primary and secondary school, provide opportunities for participants to build friendships with those in different schools, and to offer activities specific for this age group who often fall between children's and young people's groups. Participants can continue in our thriving [NatureLinks](#) program when they reach Year 9. The group has so far attracted a high proportion of neurodiverse children.

Sessions run at the Railway Land Nature Reserve, Lewes. There will always be a minimum of two staff delivering sessions.

Junior Rangers Leader - Areas of Responsibility

To represent the Railway Land Wildlife Trust positively and professionally at all times

To plan sessions with an appropriate mix of practical land care tasks and other nature based activities, with guidance from the Head of Community Learning.

To deliver and evaluate sessions with support from the Junior Rangers Assistant

To follow all RLWT policies to keep all participants, staff and the public safe including our Safeguarding, Code of Conduct, Risk Assessments and Health & Safety policies

To report any Safeguarding, Health & Safety, or other concerns to Head of Community Learning or if not available, the CEO, as soon as practical

To hold participants' data appropriately according to GDPR regulations

To manage and maintain resources necessary for the sessions, and to liaise with the Head of Community Learning any needs for resources, tools and equipment.

Person Specification

Qualifications

Environmental Conservation qualification or similar OR an equivalent level of experience

Forest School, play worker qualification or similar OR equivalent level of experience

Outdoor First Aid (2 day) or similar, or willing to obtain prior to start of work

Holder of Enhanced DBS Update Service, or willingness to obtain prior to start of work

Willingness to undertake Safeguarding Training prior to start of work

Experience

Significant experience leading groups of children or young people in Nature, including leading land care tasks and quality activities, focused on connection with Nature

The proven ability to set and maintain clear boundaries, and manage behavior in a natural environment

Experience supporting diverse learners, including neurodiverse individuals

Experience following Safeguarding, Health and Safety, Risk assessments and other policies.

Experience instructing children and young people in use of simple hand tools following best practice safety guidelines

Ability to identify age appropriate activities, and a desire to bring own ideas to the group

Experience prioritising wellbeing of all participants as a core aspect of nature connection

Knowledge

Knowledge of local species and natural habitats including wetlands, woodland, and meadow and of management of these habitats for biodiversity

Knowledge of a wide range of nature based outdoor activities that aid exploration, curiosity and connection with Nature

Knowledge of neurodiversity, how it can present, and ways to manage effectively

Knowledge of safeguarding principles and procedures

Skills and Attributes

Confidence leading neurotypical and neurodiverse groups of children

The proven ability to deliver information in an engaging and relevant way.

Positive 'can –do' attitude and problem solving mind set

Confidence to adapt plans at short notice in response to group dynamic or weather

Team player with initiative

Willingness to undertake relevant training, including safeguarding training

Confidence in basic IT communications including email, MS Word

To apply:

Please send your CV and a cover letter stating how you meet the person specification to: education@railwaylandproject.org

For any queries about the role, please email Helen on
coordinator@railwaylandproject.org

We will be recruiting on a rolling basis so please apply asap

Closing date for applications: Tuesday 14th July 2026, midnight

Date for interview: Thursday 23rd July 2026