

THE HEART OF ENGLAND FOREST

Assistant Forest Ranger

CANDIDATE PACK

November 2026

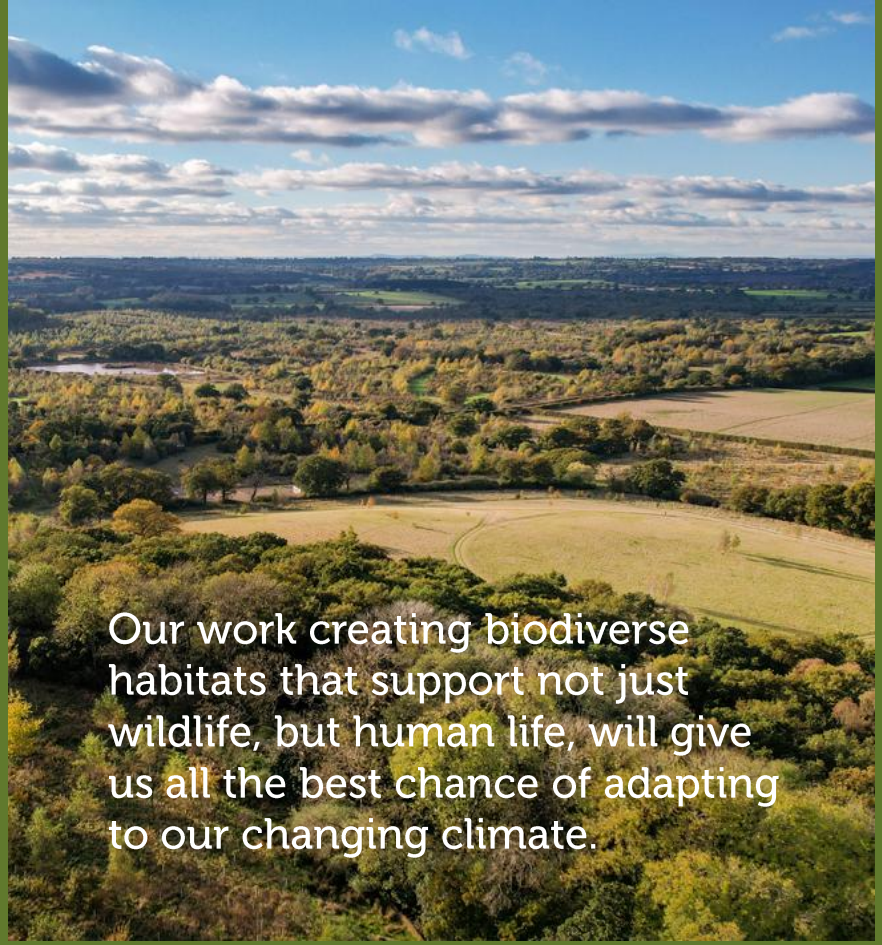
WHO WE ARE

The Heart of England Forest is helping to reverse centuries of woodland decline by creating and conserving a huge broadleaf forest in the heart of the country, a place of enduring natural beauty, protected and secured for generations to come.

We take our mission very seriously; it has never been more important to invest in our natural environment. Our work creating biodiverse habitats that support not just wildlife, but human life, will give us all the best chance of adapting to our changing climate.

The Forest is more than just trees…

It is home to an incredible array of habitats, including new tree planting, mature and ancient woodland, grassland, heathland, farmland, and wetland, that enable animals, plants, and people to thrive. As the Forest grows, eventually covering 30,000 acres (an area the size of 17,000 football pitches), so too will the benefits to both our health and that of the natural world.



OUR PEOPLE

We value our people; we are proud to be a Real Living Wage Employer and a Disability Confident Employer.

Our amazing community of volunteers helps us with all aspects of creating
and managing the Forest all year round, including tree planting, wildlife and habitat surveying, managing footpaths and assisting with our education programmes. We are proud to have been awarded the Queen's Award for Voluntary Service, recognising the incredible support our volunteers give
to the charity.

Read more here: Heart of England Forest volunteers recognised with Queen's Award | Heart of England Forest



JOIN US

Maintaining and managing the Forest in perpetuity for the benefit of people, wildlife and the environment is our biggest challenge.

This is an exciting time of growth and development for the Heart of England Forest. We are reinvigorating our ambitious vision and updating our strategy to deliver one of the most significant resources for climate change mitigation and nature recovery in the country.

You can also find out more about our impact here charity here: Our impact | Heart of England Forest and in our most recent annual report: Download our Annual Report | Heart of England Forest



If you are inspired by our vision and our energy and would like to join us in creating an incredible breath of fresh air for the nation, we would love to hear from you.

THE ROLE

We’re looking for one person to join our forestry team as an Assistant Forest Ranger.

JOB SUMMARY

You’ll be part of something unique, helping to grow and shape one of England’s largest new woodlands and a diverse range of habitats. The Forest is a home to many rare and threatened species, such as brown hairstreak and purple emperor butterflies, as well as Red List bird species such as skylark and woodcock.

You’ll join our friendly and dedicated forestry team who are responsible for the management of our new woodland, and our mature and ancient woodland. You’ll be mainly focused in one large area of the Forest but could also work elsewhere across the estate as required. The winter months will be predominantly focused on tree planting where you will create new woodland within the Heart of England Forest. This role is ideal for a practical person wishing to further develop their land-based forestry and conservation skills.

In this role you will work alongside the wider staff team, volunteers, corporate supporters and visitors to promote the charity and achieve our vision of a 30,000-acre broadleaf forest. If you enjoy working outdoors in all weathers, engaging with people and are passionate about woodland conservation, we would love to hear from you.





KEY RESPONSIBILITIES

PRACTICAL FORESTRY WORK

- Tree planting (throughout October to March).
- Forest establishment and maintenance work, including shelter maintenance, weeding, loss assessment, tree guard removal, etc.
- Maintaining and improving public access within the forest, which includes inspections of access areas, reporting health and safety issues, and resolving problems under own initiative.
- Emptying car park bins, dog bins and securing car parks.
- Maintaining walking routes, way-marking infrastructure, visitor information and car parks.
- Tractor driving and use of machinery including mowing forest rides, hay making and hedge cutting.
- Mowing footpaths.
- General forest maintenance work in mature woodland.
- Habitat creation, maintenance and monitoring.
- Undertaking tree tagging and mapping tree locations.
- Tree felling and extraction.
- Mentoring interns, apprentices and forest assistants.
- Leading volunteer work parties and supervising volunteers, interns and work experience students.

KEY RESPONSIBILITIES (continued)

PEOPLE ENGAGEMENT

- Providing support to deliver general volunteer and corporate volunteer work parties when needed, which may include some weekend work.
- Supporting / leading guided walks (which will include weekend and Bank Holiday working).
- Supporting educational visits where required.
- Supporting other stakeholder visits.
- Assisting with the planning and delivery of Heart of England Forest events.
- Contribute information, photos and stories for communication channels.
- Being an ambassador for the Heart of England Forest

GENERAL

- Demonstrate and promote the values of the Heart of England Forest.
- Maintain a commitment to high standards of health and safety at all times. Ensure all work is undertaken within the Heart of England Forest health and safety policy and processes.
- Play an active part within the wider Heart of England Forest team.
- Make active use of information and resources gained via personal networks to inform the development of this role.
- Perform any other duties consistent with the role and / or reasonably required by your line manager, and/or the Senior Leadership Team.





YOUR SKILLS AND EXPERIENCE

ESSENTIAL

- A sound knowledge and previous experience of practical forestry skills and issues
- Woodland-based competencies (NPTC, Lantra, etc)
- An innovative, can-do, enthusiastic work ethic
- Self-motivated and proven experience of ability to work on own initiative
- Effective team worker
- Able to communicate Heart of England Forest values and standards to supporters and stakeholders
- Committed to conservation
- Full driving licence (manual)
- A flexible approach to work and willingness to undertake some evening and weekend work
- Willingness to develop new skills and take on new areas of responsibility

DESIRABLE

- A forestry based academic or professional qualification
- Strong interpersonal skills with an ability to build relationships and engage effectively with people at all levels
- Good communication skills, both oral and written
- Previous experience leading volunteer groups

TERMS OF APPOINTMENT

Contract: 1 x permanent

Annual salary: £27,449.50 p/a

Reporting to: Forestry Works Manager / Lead Ranger

Annual leave: 28 days, plus bank holidays

Additional benefits:

Contributory pension scheme (matched at 4.5%)

Group income protection scheme

Group life assurance scheme (x4 death benefit)

Employee assistance programme

Medical health cash plan

HOURS

Normal working hours will be 37.5 a week, usually between 08.00 and 16.30, Monday to Friday. However, some out of office hours work will be required, which may include evenings, weekends, and bank holidays, for which time off in lieu will be given.

LOCATION

You'll be based at one of our forestry hubs in our Forestry Hub in Dorsington, CV37 8AU. The post holder must have the willingness and ability to travel across the Heart of England Forest daily to meet the demands of the role.



HOW TO APPLY

If you believe that you are the right person to help take our work and ambition to the next level, we really want to hear from you.

To apply please submit an application form to jobs@heartofenglandforest.org by Sunday 5th December - midnight.

The Heart of England Forest is committed to safeguarding and promoting the welfare of children and vulnerable adults. Applicants must be willing to undergo protection screening appropriate to the post, including checks with past employers and DBS disclosure.

heartofenglandforest.org @heartofenglandforest

@theheartofenglandforest Heart of England Forest

DIVERSITY STATEMENT

We are building a culture where diversity is valued, and we can all be ourselves. We still have work to do but are strongly committed to inclusive practices which demonstrate fairness, equality, and anti-racism in everything we do. We will not tolerate less favourable treatment of anyone, especially those with legally protected characteristics, and welcome applications from all sections of all communities.

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Registered Charity Number 1097110
(in England and Wales)

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