

Role Profile

Countryside Warden (seasonal)			
Reference No.	FCCT/CTW/2025	Type	Individual
Service	Conservation & Engagement		
Job Family	FCCT - Professional	Grade	FC4
Key Responsibilities - For this role, there is an expectation that all, or a combination, of the following will be undertaken:			
Managing responsible access. Reporting to the Access and Recreation Officers, Countryside Wardens will be key to ensuring responsible access on the ground at FCCT sites. They will work to ensure that FCCT's statutory duties in relation to the Land Reform (Scotland) Act 2003 and SLA commitments are met in relation to outdoor access and rights of way.			
Advice and support. Countryside Wardens will promote responsible access at FCCT sites, and will advise and support stakeholders, landowners and the public on issues relating to the Scottish Outdoor Access Code (SOAC). They will deal with enquires and requests for information from stakeholders and the general public in a timely manner.			

Purpose		
Countryside Wardens will be placed within the Conservation and Engagement team and report to the Access and Recreation Manager. They will oversee day to day management and responsible access at all FCCT sites in accordance with the Scottish Outdoor Access Code and deliver the obligations identified in the Service Level Agreement (SLA) with key stakeholders.		
Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility	E	D
Educated to SCQF level 6, which includes an NC or equivalent in a relevant subject (e.g., Countryside Management). Time-served experience in a relevant position will also be considered.		✓
Working knowledge and understanding of the Land Reform (Scotland) Act 2003 and how it affects access rights.	✓	
Knowledge of relevant legislation.	✓	
Good track record of collaborative working, developing, and maintaining effective relationships.	✓	
Good standard of communication skills, both verbal and written.	✓	

Role Profile

Site management and patrols. Countryside Wardens will work as part of a rota. They will patrol sites throughout Fife to maintain FCCT presence, focusing on certain beach sites. They will engage with the public and landowners on access-related issues and identify maintenance and access issues. Office-based working will be limited; this is a role for someone who is comfortable working outdoors. They need to be a problem solver who can think on their feet.
Community engagement. The postholder will provide a visible presence at FCCT sites and engage with the public and advise on SOAC. They will also present to community groups on conservation and access issues and assist with the delivery of the FCCT events programme as required. They will also help coordinate volunteer groups for activities such as litter picks.
Site and path maintenance. Countryside Wardens will act as the eyes and ears of FCCT on matters of maintenance and access. They will work closely with the Maintenance Team, identifying path and site maintenance issues and ensuring they are captured centrally. They will conduct low level maintenance such as branch removal, gorse removal and strimming to remedy issues requiring immediate action. They will serve as first responders to access-related emergencies such as path obstruction, flooding, or assisting emergency services.
Conservation. Support the Conservation Manager and Officers in the delivery of Conservation projects such as wildflower meadow creation or tree-planting.

Responsible character, capable of working independently.	✓	
Confident talking to and conveying the FCCT message to a wide range of people from different backgrounds.	✓	
A suitable standard of fitness (able to walk 15 miles and use hand tools like saws and spades) and able to work in adverse weather conditions.	✓	
First aid trained.		✓
Confident and approachable demeanour.	✓	
Strong interpersonal skills with the ability to negotiate and be diplomatic, but also assertive.	✓	
Proactive and hard-working attitude.	✓	
A bias towards action.	✓	
Confident working with hand-held machinery such as chainsaws and strimmer's. Training can be provided.		✓
A demonstrable personal interest in the countryside and the outdoors.	✓	

Role Profile

Partnership working with external agencies, communities and business as well as across teams and departments within FCCT. The post-holder will work closely with other members of the C & E team and may be assigned to other managers and working groups for specific tasks.	Excellent team player, able to put shared goals before self.	✓	
Publicity. Supporting the Communications Manager to raise awareness of issues and promote activities. This will be conducted via social and traditional media and will also involve contributing to engaging content through blog posts on FCCT's main website.	Diplomatic, flexible, and empathetic to other views whilst able to get own opinions across.	✓	
Working with the rest of the Conservation and Engagement team, the postholder will assist with the delivery of FCCT's events programme. For example, this might include supporting volunteer activities or giving talks to community groups on SOAC or one of the paths.	Experience of using social media to inform, educate, influence, and entertain stakeholder groups.		✓
	Experience of working with community groups, volunteers, and vulnerable groups.		✓
Undertaking all other duties as required for the role. Duties will be in line with the grade.			

Role Profile

Additional tasks or responsibilities – this is a generic role, however this particular job may also require you to undertake the following:					
Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:		Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility		E	D
Regular travel to FCCT sites.		Driving License			✓
Regular weekend working as part of a rota and prepared to work early mornings, and evenings as required.		Flexible mindset.		✓	
Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required					
Type of Protection of Vulnerable Groups (PVG) or other Disclosure check (choose only one).	PVG Children <input type="checkbox"/>	PVG Protected Adults <input type="checkbox"/>	PVG Both <input type="checkbox"/>	None <input checked="" type="checkbox"/>	
	Basic Disclosure <input type="checkbox"/>	Standard Disclosure <input type="checkbox"/>	Enhanced Disclosure <input type="checkbox"/>		
Additional Information – the following information is available:		Expected Behaviours – It is essential that you display the following behaviours as they are expected of all our employees:			
		<ul style="list-style-type: none"> • Inclusive, caring, and generous. • Fair, respectful, and charitable. • Agile, proactive, and aspirational. • Knowledgeable and information led. 			