



Job Title: Assistant Ranger / Grounds person

We are currently seeking a proactive, motivated and passionate person to assist the Ranger / Tree Safety Manager with the upkeep and maintenance of the Knepp Estate.

Knepp Estate is a pioneer in rewilding, eco-tourism and regenerative agriculture. Our ideal candidate will have relevant qualifications and an interest in nature restoration.

This role involves a primarily practical workload, identifying / prioritising a work schedule and responding to other aspects of estate management across departments.

You will need to be able to express yourself confidently, clearly, and concisely in verbal and written correspondence and you will have the ability to work both independently and collaboratively with the team.

Working hours: This is a full-time role of 40 hours per week.

Salary: The appropriate UK minimum wage applies.

Location: Knepp Estate Office, West Grinstead

Main duties and responsibilities

- Undertake practical habitat management such as operating machinery, clearing vegetation, installing fencing and maintaining signage.
- Identify and undertake practical infrastructure management, repairs and inspections.
- Safely operate and carry out basic maintenance of land management equipment including chainsaws, brush cutters and other hand tools.
- Maintain a workshop and other working spaces and to a high standard.
- Ensure all legal obligations, such as the Health and Safety at Work Act are fulfilled, and best practice followed.
- Supervise practical volunteering tasks and corporate groups as directed by the Ranger / Tree Safety Manager.
- Provide support to the White Stork, Beaver and any other species led projects across the Estate.
- Assist with the supervision of services from external contractors by ensuring work is delivered on site as planned, to desired quality and quantity.
- Engage with members of the public, staff, volunteers and contractors and act as an ambassador for the Estate.
- Ensure confidentiality at all times and comply with the requirements of Data Protection and GDPR.
- Have a flexible approach to working hours, working unsociable hours, evenings and weekends (and emergency cover), as part of an agreed rota which may be required on occasion.

The above list should not be regarded as exhaustive, occasionally staff may be required to carry out other related duties as determined by the Estate.

Required experience and desirable attributes:

- Qualifications and experience in the safe use and maintenance of chainsaws, brush cutters, 4X4 off-road driving, outdoor First Aid, driving ATV and garden tractors.
- Practical experience of a broad range of estate husbandry e.g. fencing, gate maintenance, Rights of Way maintenance and vegetation management.
- Experience of leading and/or working with volunteers.
- Experience of working in and around the public, communicating key messages and delivering engagement.
- Understanding of Health and Safety requirements in relation to practical land management and the use of machinery.
- Practical knowledge of inspection systems, e.g. site inspections, infrastructure checks and equipment safety checks.
- Desirable to have experience of supervising contractors on site.
- Competent user of IT data systems for completing safety inspections, H&S and maintenance records.
- A demonstrable personal commitment to taking effective action for wildlife.
- To have a self-disciplined approach to work and ability to work independently as needed.
- Ability to work collaboratively as part of a team and to support colleagues when required.
- The ability to have challenging and constructive conversations.

Benefits:

- Training and development opportunities.
- Opportunity to work in a unique and environmentally conscious rewilding setting.
- Employee discounts at Knepp Wilding Kitchen and Shop.
- Access to staff well-being programmes.

How to apply:

If you think you fulfil the required experience and attributes, we'd love to hear from you.

To apply, please submit your resume (CV) and a covering letter outlining what you understand about rewilding stating why you are interested in joining our team to ranger@knepp.co.uk
Please note that, due to the high number of applications we may receive, we are unable to respond to every applicant individually. If you are shortlisted, we will be in touch.

Application deadline: Friday 28th August 2026

We reserve the right to call candidates to interview or withdraw this vacancy at any time if there is a high level of response. Therefore, we recommend you apply as soon as possible.

At the Knepp Estate, we are committed to promoting diversity, equality, and inclusion in our workforce. We encourage applications from individuals of all backgrounds and experiences.