

NHS Lothian
Charity

Nature Rehabilitation Ranger

Recruitment Pack
February 2024

nhslothiancharity.org

NHS Lothian Charity is a registered Scottish charity (No. SC007342)





Welcome

We are delighted that you are considering joining the NHS Lothian Charity team!

As an NHS charity, and the official charity of NHS Lothian, we are dedicated to supporting NHS Lothian to provide outstanding care for everyone who access or delivers its services: patients, families, friends, staff and communities. We work in strategic partnership with NHS Lothian and other third sector partners and invest in research and innovation, enhance environments for patients and staff and deliver therapeutic activities that aid recovery, all with the aim of progressing better health outcomes for people across Edinburgh, the Lothians and beyond.

Our support empowers NHS Lothian to do more beyond core delivery, creating opportunities that enable innovation and help transform the way that care is delivered. Each project, fund, initiative and investment ultimately strengthens NHS Lothian's ability to improve physical and mental health for all its communities, today, and in the future.

This is an exciting time to join the Charity as we continue to develop and grow our new brand and move forward with our ambitious plans for the future outlined in our 5-year strategy.

We look forward to welcoming a new Nature Rehabilitation Ranger who shares our passion and dedication for making a difference to the lives of patients, staff and visitors, and will help us achieve our goals.



Best Wishes,

A handwritten signature in black ink, appearing to read "Jane Greenacre".

Jane Greenacre
Head of Programmes

About NHS Lothian Charity

We are the official charity of NHS Lothian and the only charity dedicated to supporting all its work, all its staff and all the patients and families it cares for.

From the everyday to the transformational, we support NHS Lothian to excel for the communities it serves. From prevention and early intervention to treatment and recovery, from birth to end of life care, we provide support throughout the full healthcare journey and across all health conditions. We are also committed to supporting initiatives and activities that address health inequalities.

As an independent but integral part of NHS Lothian, we are able to tap in directly to what support is needed to make the biggest difference.

We deliver non-clinical services and invest in programmes and projects which promote better

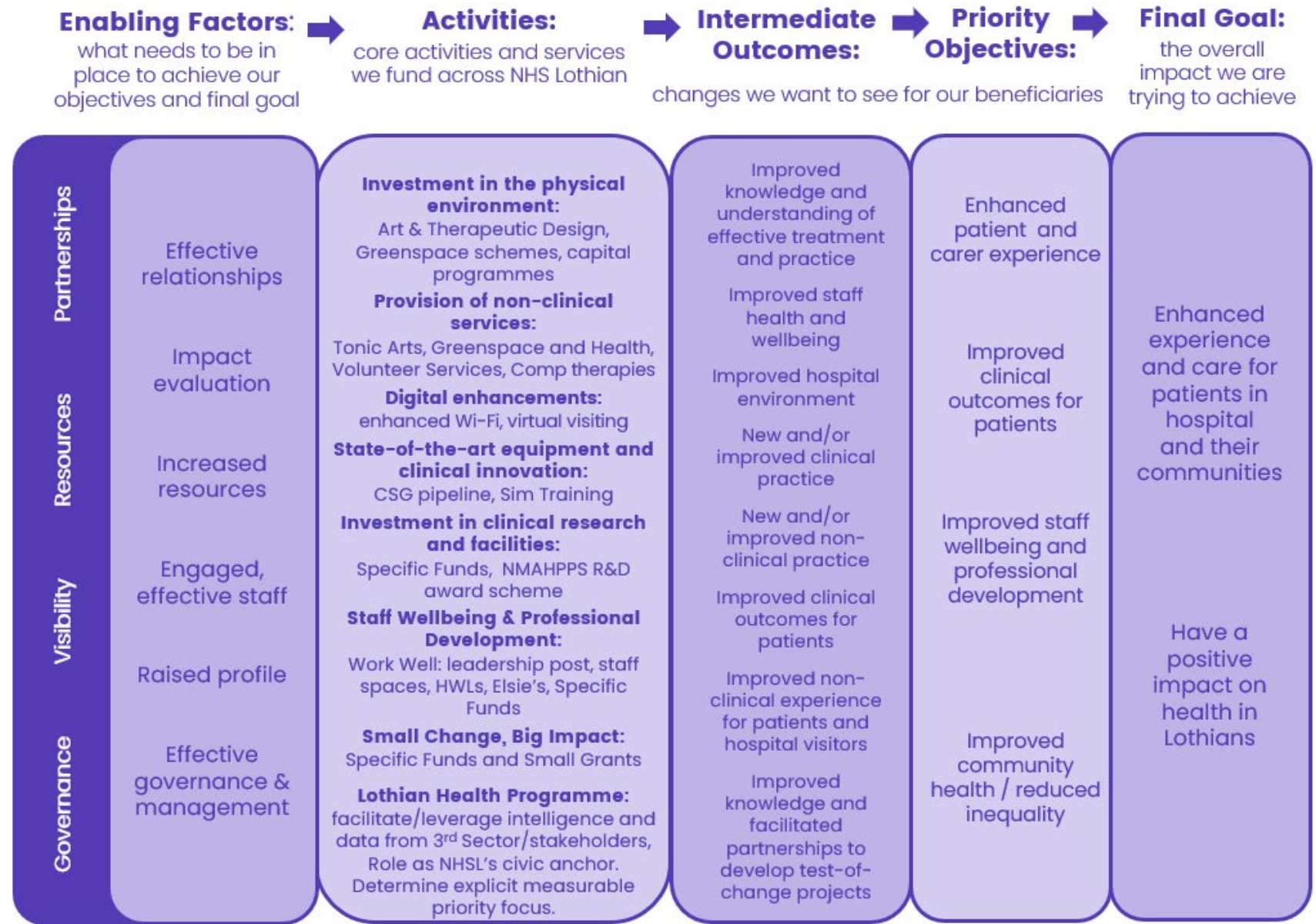
physical and mental health and wellbeing for the people of Edinburgh and the Lothians.

We deliver Arts and Green Health programmes in partnership with specialist organisations as well as being a main supporter of Volunteering and Staff Wellbeing programmes. Along with our capital investment in the physical and technological environment of Lothian's hospitals and healthcare facilities, clinical research and innovation, we help to enhance the experience and care for patients in our hospitals and communities.

Our expertise and experience, and the support we provide help us achieve our vision of making healthcare better for everyone.

Making healthcare better, together

Our theory of change outlines how we aim to achieve our priority objectives over the next 5 years:



About our Green Health programme

The mission of [NHS Lothian Charity](#) is to support NHS Lothian to improve the health and wellbeing of the people of Edinburgh and the Lothians. The Charity's [Green Health programme](#) aims to do this by making the most of the natural environment and our connection to it.

Our work focuses on enhancing the NHS Lothian estate and connecting more patients and staff to therapeutic activities within it. In the wider community we are working to develop more sustainable models of care through green social prescribing.

The postholder will be part of the [Green Health](#) team who work daily with NHS Lothian colleagues across a range of sites and services and will be able to draw on the strong network of contacts and relationships.

About the sites

The postholder will be based at Astley Ainslie Hospital, delivering a full programme of enhancements and activities on its 43 acres of greenspace. Additionally, the postholder will deliver specific fixed term projects at the Royal Infirmary Edinburgh in the Edinburgh Bioquarter, making use of the site's greenspace and internal courtyards.

The Astley Ainslie Hospital provides rehabilitation services for adults with acquired brain injury, stroke, orthopaedic injuries, limb amputation, and progressive neurological disorders such as multiple sclerosis (MS). In addition, rehabilitation outpatient services are available for these patient groups with the exception of orthopaedic patients. Outpatient/community-based programmes also include chronic pain, cardiac rehabilitation and angina management. The South-East Mobility and Rehabilitation Technology (SMART) Centre is located in Astley Ainslie Hospital and provides a wide range of rehabilitation technology services.



The Royal Infirmary of Edinburgh is a major acute teaching hospital with a 24-hour accident and emergency department. It provides a full range of acute medical and surgical services for patients from across Lothian, and specialist services for people from across the south-east of Scotland and beyond.

About the activities

The Astley Ainslie Greenspace Management Plan sets out a number of recommendations and projects that the postholder will lead on or support the delivery of. These range from woodland management, wildflower meadow creation to patient and staff focused activity. The full plan can be read by visiting our [Green Health microsite](#).

At both sites, the postholder will consult and collaborate with patients and specialist staff to develop and facilitate a programme of therapeutic activity for patients. Activities may be for groups or individuals and take place outside or within the wards. The postholder will also develop and deliver a programme of conservation tasks in coordination with the sites' Grounds and Gardens teams.

Greenspace participatory activity and conservation tasks may be new to colleagues from other teams so there will be an element of informal education, upskilling and advocacy involved in developing and undertaking activity. On occasion the postholder may be asked to provide more formal education or training sessions for staff. To support activities, the postholder will work with NHS Lothian Voluntary Services Team to recruit, train and support a team of volunteers as well as corporate volunteering activities e.g. litter picks or bulb planting. The postholder will ensure that all activity is evaluated and will be supported in doing this by NHS Lothian Charity's Evaluation Manager and Evaluation Volunteers.



About you

You are an organised, motivated and committed individual with practical skills and a passion for using green spaces to improve health and wellbeing, and tackle climate change and biodiversity loss. You take a collaborative approach, working with a variety of stakeholders when developing activities to enhance spaces and support individual and groups to engage with greenspace and nature.

To be considered for this role you must have significant experience of developing and delivering land management and nature-based health activity.



Job Description

Job Title: Nature Rehabilitation Ranger

Contract: 3-year fixed term; 30 hours per week

Department: Green Health Team, NHS Lothian Charity

Reports to: Programme Manager (Green Health)

Job Purpose: The role will act as a specialist for the conservation of and engagement with greenspaces on specified NHS Lothian sites. It will develop and deliver a programme of greenspace related enhancements and activities designed to increase biodiversity, and engage patients, staff and local residents. The participatory activities delivered by this role will support patient rehabilitation, staff wellbeing and community development.

The role will build relationships and effective working partnerships with a wide range of NHS staff, external organisations and volunteers who support the delivery of greenspace activities on the NHS Lothian estate. The role will work with clinical staff to understand patients' needs and support NHS Lothian staff to develop their skills and understanding of how nature-based activities can aid patient recovery. It will support NHS Lothian estates and facilities colleagues to deliver best practice in the management of greenspace for biodiversity and health.

Location: Astley Ainslie Hospital with regular travel across Lothian to hospital sites

Salary: £30,229 – £37,664 Pro Rata. Grade; Band 5



Dimensions

NHS Lothian has over 120 sites that contain 81 hectares of greenspace, this makes up 46% of the outdoor estate. This role will deliver enhancements and activities on specified sites with significant areas of greenspace including the Astley Ainslie Hospital and Royal Infirmary of Edinburgh.

The postholder will provide expert, non-clinical advice on the development and delivery of nature-based enhancements and activities. They will deliver patient activities with individuals and small groups (up to 10) and engagement activities with up to 30 people. They will develop and deliver public events with up to 100 people 2-3 times a year. Their activities will reach 500 people annually.

Staffing Responsibilities:

The postholder has no direct staff management responsibilities, however, they will be responsible for the supervision and co-ordination of volunteers, participants and third sector partners. Working with the NHS Lothian Voluntary Services Team, they will be responsible for recruitment, support, communication and supervision of up to 20 volunteers to deliver practical, conservation activities.

Financial Responsibilities:

The postholder will have a delegated non-pay budget (up to £10,000) from the Green Health Programme and will be expected to procure materials and resources for the delivery of practical tasks and activities.



Key Relationships

Internal Relationships:

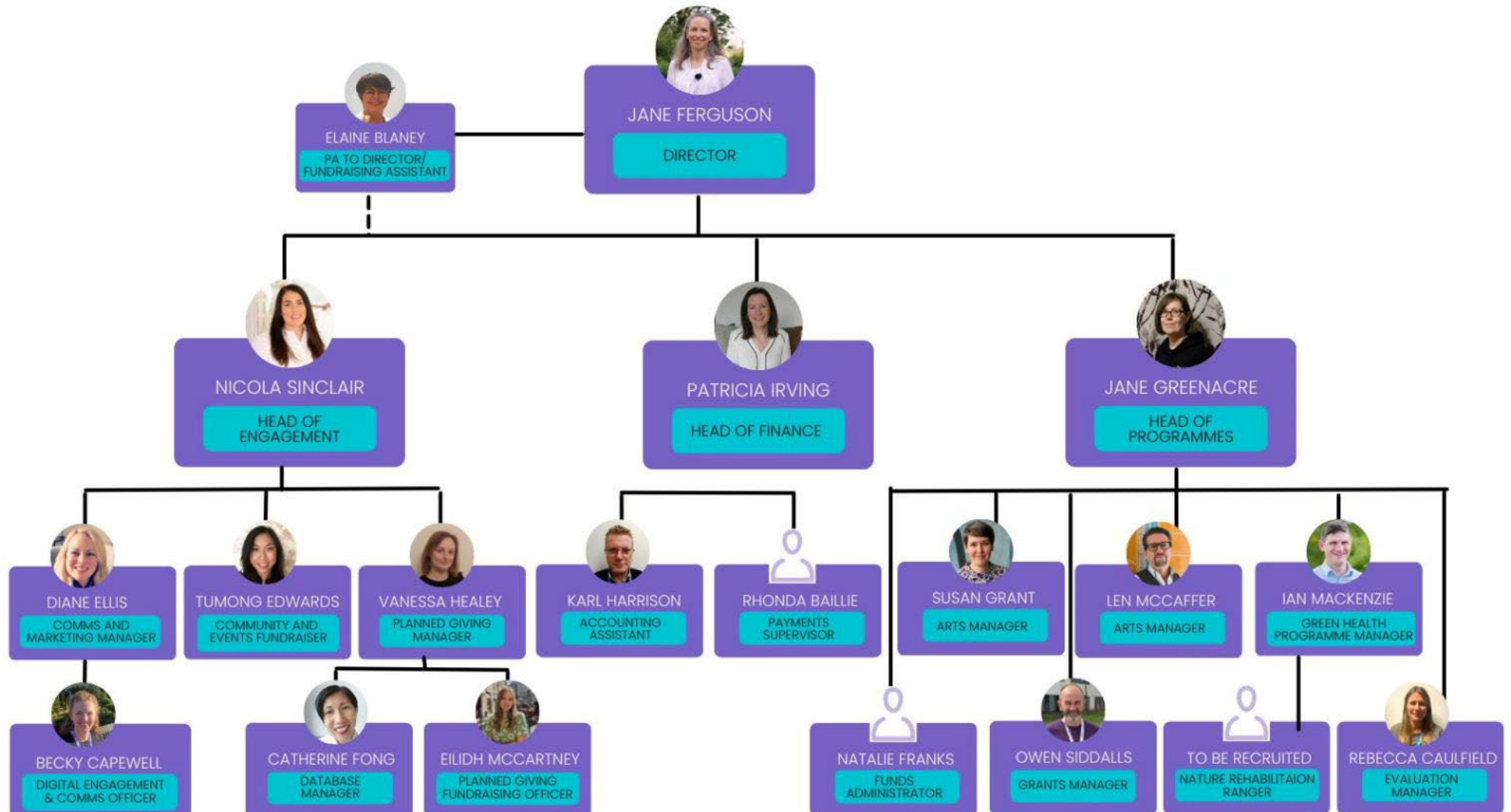
- NHS Lothian Charity Team members, including programme manager, project manager and evaluation manager (e.g. work planning and collaboration across sites)
- Senior site and service managers (e.g. to secure permissions for events and activities)
- Estates and Facilities Area Managers and Grounds and Gardens Team Leads (e.g. working together to make improvements to the estate)
- Front line staff (e.g. to develop and deliver patient focused activities)
- Inpatients, including amputee and orthopaedic rehabilitation and neuro rehabilitation services
- Outpatients from chronic pain, cardiac rehabilitation and angina management services, patients with dementia, cancer and other long-term conditions

External Relationships:

- Local authority and other statutory sector agencies such as Edinburgh Council and Nature Scot (e.g. sharing best practice)
- Funding agencies, grant making trusts, sponsors and individual donors.
- Local interest groups such as Community Trusts and Resident Associations
- Neighbouring landowners
- Special interest groups such as conservation organisations



Organisational Position



Key Results Areas

1. Be responsible for the development and implementation of greenspace and health projects at specific sites within NHS Lothian. Plan, implement and evaluate programme activities and events to engage patients, staff and communities with greenspace (e.g. small group sessions for inpatients, staff focused wellbeing activities (for example wellbeing walks, nature connectedness activities), and open public events for local communities.
2. Use their knowledge to develop and deliver these projects in partnership with staff and volunteers and will be responsible for ensuring best practice and the highest standards of health and safety. The postholder will provide expert non-clinical advice on the development and delivery of nature-based enhancements and activities.
3. Be responsible for designing nature-based activities that are suitable for a range of people with complex needs. The postholder will work closely with NHS Lothian clinical staff to understand the challenges they face and provide support they need to access greenspaces. They will work with local communities and interest groups ensuring barriers to participation are minimised.
4. Collect and analyse greenspace and ecological data to identify opportunities for improvement and enhancements to the outdoor estate. Working with the wider programmes team they will also collect and analyse patient, staff and community feedback to help understand barriers and needs for access to and enhancement of greenspace on the NHS Lothian estate.
5. Plan, implement and evaluate a programme of practical conservation activities to enhance the outdoor estate (for example, through tree planting, meadow creation, food growing, path clearance and other horticultural activities). Work with volunteers, patients and staff, deliver practical elements of the work programme to implement biodiversity and greenspace enhancements.
6. Recruit and lead the development of project volunteers and supervise their work ensuring activities are suitable and they are well supported. They will also identify and create a core group of green health



champions from the wider staff team as site leads to help share knowledge, skills and expertise and advocate for the programme.

7. Through consultation and collaborative working, build strong working relationships with NHS Lothian site management and Grounds and Gardens Teams to understand the challenges they face and work with them to overcome them.
8. Develop partnerships with local and national conservation and voluntary health organisations to support the delivery of the identified work programme through targeted networking and joint working.
9. Be responsible for operational health and safety arrangements at events and activities, including the creation and monitoring of specific task and activity risk assessments and protocols on the use of hand tools and machinery, as agreed with NHS Lothian Estates and Facilities.
10. Follow all relevant NHS Lothian policies with particular regard for NHS Lothian's responsibility to safeguard

the health and wellbeing of children and vulnerable adults.

11. Proactively promote NHS Lothian Charity and the programme to attract positive engagement and participation from different communities (some of whom might be resistant to change in the landscape), through writing copy for leaflets, case studies, giving presentations and individual networking.
12. In addition to ensuring the delegated budget is spent appropriately and to maximum impact, they will support NHS Lothian Charity staff to develop and write grant/funding applications on behalf of the area and ensure correct governance. They will be sighted on local and corporate funding for project implementation and support.
13. To support NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes.



Person Specification

Criteria	Essential	Desirable
Personal Traits	<ul style="list-style-type: none"> • Enthusiastic self-motivated individual • Positive attitude, reliable, able to work on own initiative, but able to recognise when requiring support • Accuracy and attention to detail • Understands and demonstrates NHS Lothian's values of quality, teamwork, care and compassion, dignity and respect, and openness, honesty and responsibility through the application of appropriate behaviours and attitudes 	
Qualifications and Training	<ul style="list-style-type: none"> • A Degree/Diploma in Ecology or other related disciplines and/or able to demonstrate equivalent knowledge, skills and competencies gained through an approved Countryside Ranger training programme or other relevant experience 	<ul style="list-style-type: none"> • Outdoor First Aid
Experience and Knowledge	<ul style="list-style-type: none"> • Experience in developing and leading enjoyable environmental engagement activities with groups of participants, and ensuring the safety of participants • Experience in developing and delivering programmes of practical biodiversity/horticultural enhancements safely and to a high standard 	<ul style="list-style-type: none"> • Experience of working with individuals who face barriers to engagement • Experience of working in or with the health/social care setting • Experience in managing volunteers • Experience of facilitating education or briefing sessions for professionals



Criteria	Essential	Desirable
	<ul style="list-style-type: none"> • Experience of working in partnership with a varied range of organisations including NHS, statutory agencies, local authorities, third sector organisations and community groups 	
Skills and/or Abilities	<ul style="list-style-type: none"> • Problem solving skills and ability to work under own initiative. • Practical skills and the ability to use tools, for example for installing a bench or building raised beds • Strong interpersonal skills including the ability to connect with a wide range of people • Strong organisational and planning skills • Proficient in the Microsoft Office suite of programmes – IT competent (word processing, spreadsheets, Teams, data entry, use of email and internet for research) • Ability to sensitively yet clearly present difficult or unexpected information 	<ul style="list-style-type: none"> • Experience of working in a multidisciplinary team
Specific Job Requirements	<ul style="list-style-type: none"> • Ability to travel between sites 	





Key Dates

Closing Date: 15th March 2024

Interview Date: 27th March 2024

How to apply: [Apply online via NHS Scotland's Careers Portal](#)

Informal enquiries maybe directed to Ian Mackenzie:
07971 536 747

nhslothiancharity.org

@nhslothcharity    

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