



Bioasis Ranger Job Description 2026

Title/Role: Bioasis Ranger

Contract/Employment Type: Freelance

Rate of Pay: £160 - £175* per day

* Subject to meeting experience pay-scale criteria.

Recompense: £25 per overnight duty, £25 travel contribution per camp

Payment Terms: Within 2 working days of receiving invoice

Reporting to: Senior Management Team (Operations Manager / Programme Manager)

The Role: The 'Ranger' role is part of the site operations team and supports day to day logistical processes including deliveries of supplies & equipment to basecamps, movements of persons, supplies & infrastructure around site using company vehicles, supporting logistical and day to day processes at our warehouse, supports incident management & emergencies, complying with all company policies & procedures. The second part of this role is to support basecamp provision & staffing, swapping temporarily with basecamp staff to ensure breaks & welfare where required and to be able to lead sessions in line with the Mission Assistant job specification.

This role may involve spending extended periods on camp. Should there be a need for the 'Ranger' to join a camp i.e. in case of basecamp staff illness or withdrawal then the pay will be adjusted accordingly to reflect the role that is filled. *Please note that should such a case occur, pay will increase to the relevant role but will not decrease.

'Ranger' staff/freelancers will be required to undertake all other tasks as may be reasonably required to meet the varying demands of the company.

This is an excellent opportunity for an enthusiastic and experienced outdoor professional looking to combine a good understanding of logistical processes and site maintenance with outdoor education experience.

This role will form part of the overnight Operations Duty rota. Rangers can typically expect to cover one overnight duty per camp, acting as the on-site responder for any incidents that may arise. Full training will be provided to ensure you are confident and prepared to manage situations appropriately. Additional recompense will be provided for overnight duty shifts.

Please note that prior to booking in a candidate onto programme dates, the candidate will need to undergo an Enhanced DBS check with children's barring list or provide details to an existing certificate on the update service in line with our safeguarding policy.

Essential Requirements:

- Enhanced DBS with barring lists (on update service)
- Full UK driving licence (clean)
- Experience driving pickup trucks & ATVs in on-road & off-road environments.



- Two years' relevant experience, including previous experience of leading & managing school groups in wilderness and/or outdoor education settings.
- Valid 16hr Outdoor First Aid (Minimum) certificate, in-date and from a reputable provider.
- Food Hygiene in Catering Lv.2 from the last two years.
- FSA Allergy Awareness Certificate
- Able to work within the organisational framework alongside always adhering to statutory legislation and organisational membership requirements.
- Ability to work independently or as part of a team.
- A good knowledge of safeguarding young people in an outdoor education environment.
- The ability to set a friendly and inclusive environment to all.

Desirable:

- Someone willing to go the extra mile.
- Passionate about outdoor learning
- Good group management skills
- Outdoor qualifications such as Hill & Moorland / Mountain Leader and Paddlesports qualifications
- Be outgoing, friendly and have a real enthusiasm for leading and guiding.
- Good understanding of risk management.
- The ability to deliver each "Mission" in an immersive, enthusiastic and 'believable' way.
- Ensuring all students' physical and mental wellbeing needs are met.
- Ensure the delivery of all adventure and environment tasks in a fun, positive and safe way.
- Liaise and work with the school leadership team.
- Ensuring all risks assessments are followed and dynamic risk assessments are undertaken throughout the events.
- Updating and revising risk assessments, Standard Operating Procedures SOPs policies and threat assessments, as may be necessary.