



## Engagement & Communications Manager - Wales

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## INFORMATION FOR APPLICANTS FOR THE POST OF Engagement & Communications Manager - Wales

Thank you for your interest in being our **Engagement & Communications Manager**. This pack tells you more about the Ramblers, how we work, and details of the role and the people you'll be working with. It also gives information on how to apply.

### About the Ramblers

The Ramblers helps everyone, everywhere, enjoy walking and protects the places we all love to walk. We are the only charity dedicated to looking after paths and green spaces, leading walks, opening up new places to explore and encouraging everyone to get outside and discover how walking boosts your health and your happiness.

Since 1935, the Ramblers have played a crucial role in:

- establishing National Parks
- establishing the first National Trail, the Pennine Way
- protecting paths and place them on definitive maps in England and Wales
- getting access to the countryside, including the Land Reform (Scotland) Act 2003, securing ancient freedoms and the Countryside and Rights of Way Act (2000) which opened up a million hectares of countryside in England and Wales
- helping people to go walking on friendly, group walks and with our and quality library of self-guided routes.

We are as relevant today as ever before. Our programmes and activities are many and varied. We provide:

- Self-guided routes for informal walking, including free, short routes for those new to walking
- Led group walks, including free health walks for those who need a helping hand to get started
- Outings, trips away and social events for our members
- Information and education to the public on places to walk, safety and equipment
- Advocacy and campaigning for a country designed for walking
- Monitoring and inspection of the path network and rights of access
- Maintenance and upgrading of path network

Volunteers are at the heart of everything we do. Other than small staff teams in London, Edinburgh and Cardiff, all our work is carried out by volunteers. Some 25,000 work 365 days a year, rain or shine, to deliver our mission.

This is an exciting time to be joining the Ramblers. In 2015, the Ramblers adopted a new vision and strategic framework. Under a new chief executive we are developing strategies, approaches and plans to help us achieve it. Come and join us, and be part of this vital period in our history.

## **Our vision and strategic framework**

Our vision is a country where everyone enjoys the outdoors on foot and benefits from the experience.

Over the next ten years, we will focus on three ambitions to help us make our vision a reality:

### *A country designed for walking*

We want everything to be in place in England, Scotland and Wales so we can all enjoy the outdoors on foot and benefit from the experience. This includes great places to walk; a true right to roam and path networks that connect people with communities, history, and nature; we want to ensure the right support from government, society, public and private organisations to help us achieve this. A walking country will enable and motivate more people to walk, as a means of transport, for their health and wellbeing, to help the environment or for the sheer joy of it!

### *Helping everyone find their feet*

Walking can take you anywhere. We want to provide the support and resources everyone needs, regardless of their age, background, fitness or mobility, to enjoy and benefit from walking outdoors. We want to help construct the national and local policies and programmes that give individuals and communities the opportunity to go out and walk, and we want to educate them about how walking can improve their health and wellbeing.

### *Connecting people through the Ramblers*

We want to improve the health and wellbeing of the public by providing our own communities of walkers with the best possible Ramblers experience. This includes leading high quality walks, facilitating outings and holidays that help people enjoy the best walking has to offer; producing expert resources so people can safely explore the outdoors themselves and connect with nature; and providing tailored support to individuals to help them progress from the sofa to the summits or the city street to the mountain peak.

We will do all this by leading from the front. Over the next ten years we will stand together with the outdoors community, inspire a new generation of walkers and continue to work in partnership to achieve our three ambitions.

## **Our priorities 2018 - 2021**

As outlined in our strategic framework, we will “lead from the front” and invest in the five strategic priorities outlined below - to stimulate growth, to ensure continued value and relevance to our supporters, and to deliver our charitable aims over the coming decade.

We will invest in the five development priorities outlined below - to stimulate growth, ensure continued value and relevance to our supporters, and deliver our charitable aims over the coming decade.

## **TRANSFORMING OUR DATA, DIGITAL AND INSIGHT CAPABILITIES**

We will create a suite of strategic capabilities including a data centre, insight hub, mobile apps and walk library with new creation and curation tools and a new website and communication system, to provide better insight and improved understanding of - and relevance to - to our supporters. This work will be led by our Director of Data Transformation and her team.

## **DEVELOPING A REGULAR CYCLE OF MAJOR CAMPAIGNS**

We will deliver regular campaign activities throughout the year and innovative, awareness-raising approaches, to reach out and proactively involve supporters with our cause and deliver on our policy aims across all three nations. This work will be led by our Director of Advocacy and Engagement (A&E) and his team.

## **EXPANDING SUPPORT FOR VOLUNTEERING**

We will develop our training, resources, policies and guidance for volunteers across the whole organisation. We will provide support for our walking activities, focusing on those delivering walks, path maintenance and area/group leadership volunteers. We will clarify and integrate our short health walks offer. This work will be led by our Director of Delivery and Development and her team.

## **GROWING MEMBERSHIP AND ASSOCIATED INCOME**

We will put our members at the heart of our work. We will diversify our income through partnerships with individual supporters and with organisations such as the People's Postcode Lottery (PPL), Ramblers Walking Holidays, corporates and trusts; to continue to strengthen our financial position. This work will be led by our Director of Membership and Fundraising (M&F) and her team.

## **IMPROVING INTERNAL INFRASTRUCTURE**

We will improve our in-house support systems (Finance, HR, telephony, video conferencing and remote access systems) through our Tapestry Programme. The upgrading of our foundational infrastructure will enhance our effectiveness and efficiency and help us deliver our mission. We will also develop a long term location strategy. This work will be led by our Director of Services and her team.

The operational priorities of the **Ramblers Cymru** team are:

- Taking Forward Wales Sustainable Management of Natural Resources
- Delivering a walking Festival and annual event
- Running a health & Don't lose your way Campaign
- Supporting a well resourced volunteer Footpath team
- Delivering integrated health walks
- Identifying packages of fundable work streams
- Developing a strong and effective governance structure

## **Our governance**

At the heart of everything we do are our members who support our values and deliver the vast majority of our work by volunteering their time and energy. At our annual gathering, called the

General Council, these volunteers elect a Board of Trustees who strategically run the charity on their behalf. Formally we are the Ramblers Association, but we operate as the Ramblers.

Whichever nation they call home, every member who joins us is part of Ramblers Great Britain. Ramblers Scotland and Ramblers Cymru operate independently but within the Ramblers GB family. Areas in Scotland and Wales elect a national council similar to the General Council. These councils elect an executive committee who set the strategic direction and policy for our work in Scotland and Wales. Our GB strategic framework and business plan are supported by equivalent documents for Ramblers Cymru and Ramblers Scotland.

Trustees delegate responsibility for the day to day management of the charity to our Chief Executive and her team.

## **The team**

The Ramblers GB staff team comprises six divisions:

- chief executive's office – provides overall leadership to the organisation, supports local area leadership teams and makes sure our charity is governed effectively
- advocacy and engagement – lobbies and advocates on behalf of walkers, campaigns to bring about change for walkers, engages our supporters to help deliver our mission and generates income through fundraising
- delivery and development – helps get more people walking more often through member and non-member products and services including group walks, self-guided routes and path maintenance activities; ensures a consistent approach to the management and support of volunteers across the charity
- membership and fundraising – understanding the needs of our members and supporters, to recruit, retain and motivate our members so that we benefit from their loyalty, support and involvement with the charity. To lead fundraising activities to enable the charity to remain free to deliver its charitable aims.
- services – provides underpinning infrastructure to support the delivery of our mission, through finance, human resources, facilities, ICT and member recruitment and retention.
- data and digital transformation – leads the delivery of our new strategic data programme for the three years from 2018-2020, to deliver the agreed benefits and return on investment (ROI) to the Ramblers. Temporary division for the duration of this programme.

There are also teams in Ramblers Cymru and Ramblers Scotland, reporting via their directors, to the chief executive. These teams deliver the business plan for their nation.

We have frameworks which set out how work is delivered across our GB and national teams, to avoid duplication and maximise our efforts.

Our divisional structure does not neatly map to our strategic framework pillars. As a small organisation with big ambitions, all our work is delivered in a genuinely cross-team, collaborative way. Whichever division you join, you will have the opportunity to contribute to delivering all aspects of our mission.

Whichever team they're in, and wherever based, our staff all have a few things in common – a passion for walking and the outdoors, a love for our volunteers, and a commitment and resilience to make ambitious plans happen in a challenging environment.

## The Role

We are looking for a highly skilled **Engagement & Communications Manager**.

This is a band 5 Management role where you will be expected to lead on the development and delivery of a coordinated communications and PR strategy for Ramblers Cymru, seeking to build and engage new and potential supporters, communicate effectively with our members and raise the profile of the organisation to key external audiences.

This position is part of the Ramblers Cymru reporting to the Director Wales.

## The Challenge

It is important that the successful candidate

1. Can demonstrate experience of developing and implementing a communications strategy, media and external affairs plans for an organisation
2. Has proven track record as a strategic communications professional (minimum 3 years) – ability to generate national press coverage across a range of media over a sustained period of time. A demonstrable ability to develop and 'sell in' imaginative, newsworthy stories using own initiative
3. Is well-connected with journalists and other media professionals and keeps abreast of new communications tools and tactics, including social media channels
4. Has experience of writing effective e-comms content that delivers against targets
5. Has a robust understanding of supporter journeys and proven experience in planning and delivering against targets
6. Has excellent written and oral communication skills with portfolio of written work.
7. Can demonstrate project management experience – proven ability to maximise the effectiveness of a communications campaigns opportunity
8. Has excellent interpersonal and networking skills, supportive of colleagues with a keen awareness of the pressures and rewards of volunteering.
9. Is computer literate and administratively self-sufficient, with experience of web work and social media.
10. Can demonstrate use of the Welsh language, including speaking, listening comprehension and reading and writing is essential to the post.
11. Is committed to the work and values of the Ramblers

At the same time you will need to be passionate about the outdoors as we are, with the confidence, resilience and commitment to ensure plans happen.

## Success Measures

**You will be able to:**

- Demonstrate that you understand and support the Ramblers' core values.
- Ensure that events for members and supporters are designed and delivered in such a way as to work effectively for existing and potential members and support the overall objectives of the organisation.
- Ensure that online content is developed in line with appropriate supporter journeys to build and engage many more people in our campaigning, communications and other activities.

- Create engaging content for use across all comms channels and functions. Developing key messages, creating/maintaining appropriate and consistent language across all content.
- Produce/oversee the production of media releases/statements, briefing materials, video and audio and features material ensuring all content is of the highest standard.
- Manage the Ramblers Cymru media office, delivering a first-class media relations service to journalists and other representatives through the delivery of a sector leading press office function, ensuring our voice is fully represented in Wales.
- Oversee the delivery of news monitoring and out of hours media cover.
- Raise awareness of the brand by identifying and engaging with appropriate media and ensuring delivery of consistent brand messaging.
- Identify matters and opportunities on which Ramblers Cymru should comment or take action.
- Edit, proof and improve content authored by others in the organisation (including volunteers). Liaise with content writers to ensure brand consistency.

## **The Division**

### **Director Wales**

Provide strategy and direction. Is a member of the GB Senior Leadership Team.

### **Policy & Advocacy Manager**

Provide political engagement. Advocates for Ramblers Cymru's mission through stakeholder relationship building with those with influence.

### **Governance Officer**

Supports the Director Wales to deliver an effective and highly functioning Welsh Executive Committee and annual Welsh Council.

### **Area Support & admin officer**

Provide support and training for areas. Support all the office administration needs.

### **Walking Spaces Officer**

Supports and advises the Cambrian Way team. Provides Rights of Way and footpath maintenance advice to members, LA's & Community councils.

### **Trust and Statutory Fundraising Officer**

Identifies external funding opportunities to enable the delivery of the Ramblers Cymru Business Plan and the future delivery of Health walks in Wales

### **Project Administrator**

Supports the Let's Walk Cymru coordinators network and associated development activities

### **Paths for People Advocate (Wales)**

Provides a compelling evidence-based case for securing increased public support and investment in the path network and walking.

## **Candidate Application Information**

Initially please refer to the Role Profile (Job Description) below for this role to check that you meet the criteria in the “knowledge, skills and experience” section that are necessary for the job.

**Then send us your CV and a covering letter along with the Equal Opps Monitoring form by 3<sup>rd</sup> February 2019**

**Shortlisting – 4<sup>th</sup> February**

**Interviews – 7<sup>th</sup> February**

This can be e-mailed to [recruitment@ramblers.org.uk](mailto:recruitment@ramblers.org.uk) or posted to:

***Human Resources***

***Ramblers***

***2<sup>nd</sup> Floor Camelford House***

***87-90 Albert Embankment***

***London***

***SE1 7TW***

**Any applications arriving after this deadline will not be considered for shortlisting unless there are exceptional reasons.**

## **Candidates with disabilities and special needs**

Please tell us if there are any reasonable adjustments we can make to assist you in your application.

If you have a disability, which you would like us to take into account, please tell us about this when you apply. Please let us know if we can help and remember that you can request information in large print or in a different format.

## **Guidance for CV and cover letter submission**

Please send an up to date relevant CV including contact details of two referees. Note: - we will not take up references before short-listing. Please also complete our Equal Opportunities Monitoring form by downloading from the jobs section of our web page <http://www.ramblers.org.uk/jobs.aspx>

This job pack contain information about the Ramblers, the job vacancy and the person required. You should read these carefully to make sure that the job and conditions are suitable.

It is our intention to appoint the best candidate for every vacancy in accordance with our Equal Opportunities Policy. To do this fairly, within the overall recruitment process at stages throughout the process we will need all candidates to provide relevant information about themselves. This information should be based on the criteria listed in the enclosed person specification and which are regarded as essential to the job.

Providing a covering letter is the most important part of your application. It should be used to tell us how you think you meet the selection criteria listed on the knowledge, skills and expertise section of the job description. Draw particular attention to experience, skills, achievements and knowledge gained in past employment or other activities which are relevant to the job. It may be easier to

use headings relating to the requirements detailed in the person specification and demonstrate how you meet them.

**Ensure your covering letter is no more than 2 pages long (2 sides of A4).**

Whilst the application is by CV and covering letter, the successful candidate will be required to complete the Ramblers standard application form on appointment.

## **Equal Opportunities**

The Ramblers is an equal opportunities employer. Candidates should note that our recruitment procedures are carried out in accordance with equal opportunities principles and selection is based on how well candidates meet the objective criteria, which are stated as the requirements for the job. We welcome applications from individuals regardless of race, gender, disability, gender re-assignment, marriage & civil partnership, sexual orientation and pregnancy or maternity

We ask that all candidates for this post complete the Equal Opportunities Monitoring Form available from the job page of our website - <http://www.ramblers.org.uk/jobs.aspx>, which will enable us to monitor the effectiveness of our Equal Opportunities Policy. The information is kept confidentially within the HR Department.

We regret that we are unable to acknowledge receipt of applications, but please telephone the HR Department on 020 3961 3300 if you want to check yours has been received. If you do not hear from us within four weeks of the closing date please assume that you have not been shortlisted.

## Role Profile

<b>Job Title:</b> Engagement and Communications Manager	<b>Responsible to:</b> Director Wales
<b>Division:</b> Wales	<b>Responsible for:</b> Developing a new staff team to support engagement and communication. Up to 3 staff members
<b>Contract:</b> Permanent	<b>Hours:</b> 35 hours a week
<b>Band:</b> Band 5	<b>Location:</b> Wales, Cardiff

**Purpose of Role:**

Lead on the development and delivery of a coordinated communications and PR strategy for Ramblers Cymru, seeking to build and engage new and potential supporters, communicate effectively with our members and raise the profile of the organisation to key external audiences. Develop a new team to support excellent and effective delivery of engagement and communications across Wales in close coordination with Ramblers GB, which help develop the Ramblers brand in Wales.

**Key Responsibilities:**

As the communications lead for Ramblers Cymru, they work across the entire spectrum of comms disciplines including: media and PR, brand marketing and digital, playing a key role in the development and delivery of strategies which effectively engage supporters and develop the Ramblers brand in Wales,

In particular, they will be responsible for:

- Ensuring that events for members and supporters are designed and delivered in such a way as to work effectively for existing and potential members and support the overall objectives of the organisation.
- Ensuring that online content is developed in line with appropriate supporter journeys to build and engage many more people in our campaigning, communications and other activities.
- Creating engaging content for use across all comms channels and functions. Developing key messages, creating/maintaining appropriate and consistent language across all content.
- Producing/overseeing the production of media releases/statements, briefing materials, video and audio and features material ensuring all content is of the highest standard.
- Managing the Ramblers Cymru media office, delivering a first-class media relations service to journalists and other representatives through the delivery of a sector leading press office function, ensuring our voice is fully represented in Wales.
- Overseeing the delivery of news monitoring and out of hours media cover.
- Raising awareness of the brand by identifying and engaging with appropriate media and ensuring delivery of consistent brand messaging.
- Identifying matters and opportunities on which Ramblers Cymru should comment or take action.
- Editing, proofing and improving content authored by others in the organisation (including volunteers). Liaising with content writers to ensure brand consistency.
- Reporting on and analysing all aspects of communications, including ensuring content is SEO optimised.
- Ensuring compliance with law (e.g. copyright, PECR, GDPR).
- Keeping up to date on best practice within the charity sector generally and particularly changes to communications innovation, legislation and codes of practice.
- To undertake other duties as may be reasonably required of the post holder by the Ramblers.

**Decision-making**

The post-holder, with support from their manager, will lead the development and delivery of a targeted communications strategy for Ramblers Cymru. As part of this plan they will develop a case for support for a team of excellent communicators including staff and volunteers. They will do this within the existing and developing GB & Wales specific policies & guidelines. They will develop Wales specific guidelines and policy around the Welsh language for all communications. They will develop quality content (stories, pictures, stats and other interesting material) for press releases, articles, web and other channels and be responsible for coordinating launches and engaging supporters with creative content related to Ramblers Cymru campaigns. The post-holder will be expected to manage and prioritise their own workload, including media deadlines. Sign-off of all communications materials/press releases etc. will go through the Director Wales.

**Analysis and initiative**

The post-holder will use their specialist knowledge and expertise to develop and deliver communications strategies which raise awareness of the Ramblers, maximise engagement and support the development of our brand and reputation. They will ensure all communications are on-brand, reflecting the Ramblers tone of voice and style guide. The post-holder will provide recommendations on communications content and approach.

As the lead for the development of a communications strategy for Ramblers Cymru, the post-holder is expected to use their professional knowledge, judgement and analysis to formulate and get buy-in to, the communications strategy. A strong knowledge of the Third Sector in Wales, politics and Welsh media are required to support this.

The post-holder is expected to work collaboratively with colleagues to maximise the impact and the engagement opportunities of Ramblers Cymru campaigns. The post-holder is expected to analyse the PR and profile-raising potential of campaigning opportunities and weigh these against political or other desired outcomes, in collaboration with colleagues in Ramblers Cymru and Ramblers GB.

**Communicating**

As a communications and engagement specialist, the post holder will be expected to communicate with a wide range of audiences internally and externally, maintaining key relationships with press and media and key stakeholders. It is therefore essential that the post holder has excellent communication skills, both written and verbal, and is able to adapt and tailor communications for a wide range of audiences. The post-holder will hold relationships with press, media and key external stakeholders, and be a spokesperson for Ramblers Cymru as necessary. As such they must have excellent interpersonal skills and be a skilled and effective networker and relationship manager. Must be able to negotiate at a high level.

They may on occasion be responsible for identifying and developing new relationships and partnerships on behalf of Ramblers Cymru.

**People**

The post-holder is expected to work collaboratively, flexibly and in a planned way with colleagues from Ramblers Cymru and Ramblers GB. The post-holder must be able to communicate effectively regarding deadlines where necessary. Will require excellent interpersonal skills, especially when working within teams.

As the comms and engagement lead within Ramblers Cymru, the post holder will provide expert advice and support on any comms related queries and will ensure that all staff and volunteers are able to communicate Ramblers messages via social media, or when responding to media requests, in an accurate and appropriate manner. The post holder will also be responsible for mobilising and co-ordinating a network of volunteers who can communicate effectively about the charity.

The post-holder is expected to build a robust understanding of Ramblers Cymru members and groups and their motivations. The post-holder is expected to work effectively with volunteers and to support volunteers to build their skills around communications.

#### **Resources**

They will be responsible for their allocated budgets. They will be responsible for building a case for support to create a new communications & engagement team for Wales. The post holder will manage all budgets associated with the Engagement and communications team including any external funds attracted to the new roles. Staff costs, media and marketing tools, promotional activities & materials.

May perform activities such as data input/collation or handling information or equipment in day to day work.

#### **Knowledge, skills and expertise (person spec)**

##### **Essential:**

12. Demonstrable experience of developing and implementing a communications strategy, media and external affairs plans for an organisation
13. Proven track record as a strategic communications professional (minimum 3 years) – ability to generate national press coverage across a range of media over a sustained period of time. A demonstrable ability to develop and 'sell in' imaginative, newsworthy stories using own initiative
14. Well-connected with journalists and other media professionals and keeps abreast of new communications tools and tactics, including social media channels
15. Experience of writing effective e-comms content that delivers against targets
16. Robust understanding of supporter journeys and proven experience in planning and delivering against targets
17. Excellent written and oral communication skills with portfolio of written work.
18. Demonstrable project management experience – proven ability to maximise the effectiveness of a communications campaigns opportunity
19. Excellent interpersonal and networking skills, supportive of colleagues with a keen awareness of the pressures and rewards of volunteering.
20. Computer literate and administratively self-sufficient, with experience of web work and social media.
21. Demonstrated use of the Welsh language, including speaking, listening comprehension and reading and writing is essential to the post.
22. Commitment to work and values of the Ramblers

##### **Desirable:**

1. Experience of working within a membership organisation
2. Experience of working with volunteers and delivering objectives through volunteers
3. Experience developing training materials to support volunteers
4. Robust understanding of the political and media landscape within Wales
5. Experience of media or communications work related to countryside, environmental or health issues

6. Experience of managing a staff team, line management and development
7. Experience of managing brands and positioning an organisation effectively to external audiences
8. Experience of working with supporter databases and e-comms tools
9. A love of walking and the outdoors

**Other essential requirements for the role-holder**

Every member of staff is expected to show respect to their colleagues, our volunteers and members and to understand and adhere to the following:

- Ramblers Code of Conduct and Values
- Equality and Diversity Framework
- Health and Safety Policy
- ICT Security Policy

Staff should also ensure that they act in accordance with The Data Protection Act 2018 and the Privacy and Electronic Communications Regulations 2003, Fundraising Code of Practice, Ramblers financial instructions and UK employment law if applicable.

The details contained in the Role Profile, particularly the key responsibilities, reflect the content of the job at the date the document was prepared. It should be remembered, however, that it is inevitable that over time the nature of individual jobs will change; existing duties may be lost, and other duties may be gained without changing the general character of the duties or the level of responsibility entailed. Consequently, Ramblers will expect to revise this job description from time to time and will consult with the post holder at the appropriate time.

## Conditions of Employment

### PAY

The commencing salary of this role is £32,769 pa

Cost of living increases are normally applied, subject to approval, in October each year. Salaries are paid on the 28<sup>th</sup> of each month via bank credit transfer.

We do not pay a separate allowance to homeworkers.

### WORKING HOURS

The working week is currently 35 hours a week Monday to Friday between 9 am and 5 pm. These may be varied by agreement with your line manager. For some roles, there will be occasions when these hours are exceeded for example some weekend working or a requirement to attend evening meetings. In such circumstances and in agreement with your line manager you may take reasonable time off in lieu. Overtime is not paid.

### TRAVEL

For some roles, there is a requirement to travel across the nations and to regional offices (London and Edinburgh). There may also be, on occasion, the need for overnight stay. Reasonable travel and hotel expenses may be reclaimed using via Ramblers expenses procedures

### LEAVE

Annual leave is 25 days per year plus paid holiday on statutory and other public holidays, this is pro rated for part time staff and staff on fixed term contracts. The Ramblers' office is closed on statutory holidays and from 24 December to 01 January inclusive. The office is also closed on 23 December when that day falls on a Monday; and on 02 January when that day falls on a Friday.

### PENSION SCHEME

All staff will automatically be enrolled into a Group Personal Pension Scheme as part of our requirement to meet automatic enrolment legislation. According to the statutory requirements, employees will see 2.4% of their earnings going to their workplace pension. In turn Ramblers will be obliged to add a contribution that is the equivalent of 2% of your earnings. Tax relief adds another 0.6%.

In addition, Ramblers currently offer a higher level of contributions at 6% of your basic salary, provided employees contribute at least 5%.

### PROBATIONARY PERIOD

All new employees will be required to undertake a period of probation for six months, in which time you will be expected to establish your suitability for the post. At the end of this period and subject to a satisfactory performance you will be transferred to the established staff.

**RAMBLERS MEMBERSHIP**

All staff on successfully completing their probation get free Ramblers Membership. This gives you access to hundreds of group led walks every week, Ramblers Routes online library as well as four issues of Walk magazine a year. In addition you will be entitled to a host of membership discounts and offers.

**TRADE UNION MEMBERSHIP**

The Ramblers recognise the Union Unite. The Union has sole consultation rights within Ramblers for terms and conditions of employment and other matters concerning staff. The Ramblers encourages all employees to join the union.

**FLEXIBLE WORKING**

After 26 weeks continuous service, Ramblers will consider applications for flexible working arrangements.

The Ramblers will enable as many jobs to open to job sharing as is operationally practicable.

**SEASON TICKET LOANS AND CYCLE TO WORK**

The Ramblers operate a season ticket loan and cycle to work scheme (available after 3 months service).