

Group Award Specification for:

SQA Advanced Certificate in Game and Wildlife Management

Group Award code — GV57 47

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1 Introduction

This document was previously known as the Arrangements Document. The purpose of this document is to:

- assist centres to implement, deliver, and manage the qualification
- provide a guide for new staff involved in offering the qualification
- inform course managers, teaching staff, assessors, learners, employers, and higher education institutions of the aims and purpose of the qualification
- provide details of the range of learners that the qualification is suitable for and the progression opportunities

The title of 'Game and Wildlife Management' has been adopted to match the Scottish Vocational Qualifications (SVQ) titles. The suite of relevant SVQs are all prefixed: 'Game and Wildlife Management'.

The SQA Advanced Certificate is suitable for learners who wish to pursue a career within the game and wildlife management sector and those already employed who wish to gain formal recognition of the knowledge and skills they already possess. It offers a clear progression pathway from the National Certificate in Gamekeeping at SCQF level 5.

On completion of the SQA Advanced Certificate, learners could seek employment within the sector; for example, as beat keepers, ghillies or single-handed keepers; and with suitable experience, as a head keeper, forest enterprise ranger, wildlife officer, stalker or head stalker, river bailiff or Scottish Society for the Prevention of Cruelty to Animals (SSPCA) inspector.

2 Qualification structure

The SQA Advanced Certificate in Game and Wildlife Management at SCQF level 7 consists of a total of 96 SCQF credit points, all at SCQF level 7. The mandatory section consists of 88 SCQF credit points, with a further 8 SCQF credit points required from a total of 24 SCQF credit points available within the optional section. The SQA Advanced Certificate contains a graded unit consisting of 8 SCQF points at SCQF level 7 within the mandatory section. The SQA Advanced Certificate structure fully meets SQA's design principles.

2.1 Structure

Mandatory units — 88 SCQF credit points (11 SQA unit credits) required

| 4 code | 2 code | Unit title | SQA credit | SCQF credit points | SCQF level |
|--------|--------|---|---------------|--------------------------|---------------|
| J855 | 47 | Game and Wildlife Management: Game Bird Management | 2 | 16 | 7 |
| J856 | 47 | Game and Wildlife Management: Sustainable Deer Management | 2 | 16 | 7 |
| J851 | 47 | Game and Wildlife Management: Wildlife Legislation | 2 | 16 | 7 |
| J84Y | 47 | Game and Wildlife Management: Workplace Practice | 2 | 16 | 7 |
| J852 | 47 | Game and Wildlife Management: Public Relations | 1 | 8 | 7 |
| J854 | 47 | Game and Wildlife Management: Managing Game Sporting Activities | 1 | 8 | 7 |
| J84W | 47 | Game and Wildlife Management: Graded Unit 1 | 1 | 8 | 7 |

Optional units — 8 SCQF credit points (1 SQA unit credit) required

| 4 code | 2 code | Unit title | SQA credit | SCQF credit points | SCQF level |
|--------|--------|---|---------------|--------------------------|---------------|
| J853 | 47 | Game and Wildlife Management: Deer Biology | 1 | 8 | 7 |
| J84X | 47 | Gamekeeping: Biodiversity for Wildlife Management | 1 | 8 | 7 |
| J850 | 47 | Game and Wildlife Management: Working Dogs | 1 | 8 | 7 |

3 Aims of the qualification

3.1 General aims of the qualification

- To provide industry with a qualified and adaptable workforce.
- ♦ To provide an academic progression route for those who wish to progress to management within the land-based sector.
- To improve the quality of training for those in the industry.
- ◆ To attract a wider range of people into the industry.

3.2 Specific aims of the qualification

- 1 To provide learners with the knowledge and skills required to work in a professional manner at a supervisory level in the game and wildlife management industry.
- 2 To develop a high standard of knowledge, understanding and practical ability within game and wildlife management for those who wish to progress to a higher level of study.
- 3 To develop and enhance the required competences for persons who will undertake a supervisory role on a sporting estate.
- 4 To develop specialist interests in game and wildlife management by providing opportunities for in-depth study and investigation.
- 5 To develop cognitive skills that can be applied to practical work situations.
- 6 To place due emphasis on the importance of health and safety in the industry.

3.3 Graded unit

The SQA Advanced Certificate in Game and Wildlife Management contains a graded unit consisting of 8 SCQF credit points at SCQF level 7. The graded unit is a practical assignment which requires the learner to plan, deliver and evaluate a relevant game sporting activity, for example, deer stalking or a day's fishing for a client. Successful completion of the graded unit will demonstrate that the learner is able to integrate and apply a range of knowledge and skills from across various units.

4 Recommended entry to the qualification

Entry to this qualification is at the discretion of the centre. The following information on prior knowledge, skills, experience, or qualifications that provide suitable preparation for this qualification has been provided by the Qualification Design Team as guidance only.

Learners would benefit from considerable experience of the game and wildlife management sector. This could be gained through completion of the National Certificate (NC) in Gamekeeping at SCQF level 5, completion of a relevant SVQ at SCQF level 5 or level 7, or by relevant work experience (for example, as a beater).

4.1 Core Skills entry profile

The Core Skill entry profile provides a summary of the associated assessment activities that exemplify why a particular level has been recommended for this qualification. The information would be used to identify whether additional learning support needs should be put in place for learners whose Core Skills profile is below the recommended entry level, or whether learners should be encouraged to do an alternative level or learning programme.

| Core Skill | Recommended SCQF entry profile | Associated assessment activities |
|--|--------------------------------|---|
| Communication | SCQF level 6 | Report writing, communication with clients, colleagues and public |
| Numeracy | SCQF level 5 | Monitoring game populations |
| Information and communication technology (ICT) | SCQF level 5 | Producing reports, research |
| Problem solving | SCQF level 6 | Project planning, practical activities |
| Working with others | SCQF level 6 | Team working, working with clients and land-owners |

5 Additional benefits of the qualification in meeting employer needs

This qualification was designed to meet a specific purpose and what follows are details on how that purpose has been met through mapping of the units to the aims of the qualification. Through meeting the aims, additional value has been achieved by linking the unit standards with those defined in National Occupational Standards and/or trade/professional body requirements. In addition, significant opportunities exist for learners to develop more generic skills, known as Core Skills, through this qualification.

5.1 Mapping of qualification aims to units

| Code | Unit title | Aim 1 | Aim 2 | Aim 3 | Aim 4 | Aim 5 | Aim 6 |
|---------|---|-------|-------|-------|-------|-------|-------|
| J855 47 | Game and Wildlife Management: Game Bird Management | Х | Х | Х | Х | | Х |
| J856 47 | Game and Wildlife Management: Sustainable Deer Management | X | X | X | | | X |
| J851 47 | Game and Wildlife Management: Wildlife Legislation | Х | Х | Х | | | Х |
| J84Y 47 | Game and Wildlife Management: Workplace Practice | Х | | Х | | Х | Х |
| J852 47 | Game and Wildlife Management: Public Relations | Х | | Х | | Х | Х |
| J854 47 | Game and Wildlife Management: Managing Game Sporting Activities | | Х | Х | | | Х |
| J84W 47 | Game and Wildlife Management: Graded Unit 1 | Х | | | | | Х |
| J853 47 | Game and Wildlife Management: Deer Biology | Х | Х | Х | Х | | Х |
| J84X 47 | Gamekeeping: Biodiversity for Wildlife Management | Х | Х | Х | Х | | Х |
| J850 47 | Game and Wildlife Management: Working Dogs | Х | Х | Х | Х | Х | Х |

5.2 Mapping of National Occupational Standards (NOS) and/or trade standards

| Code | Unit title | | | | | | Nat | ional | Occu | patio | nal St | andaı | rds (N | OS) | | | | | |
|---------|---|---|---|---|---|---|-----|-------|------|-------|--------|-------|--------|-----|----|----|----|----|----|
| 0040 | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| J855 47 | Game and Wildlife Management: Game Bird Management | | | | | | | | | | Х | Х | Х | Х | | Х | | | |
| J856 47 | Game and Wildlife Management: Sustainable Deer Management | | Х | Х | | Х | | Х | | | | | | | | Х | | Х | |
| J854 47 | Game and Wildlife Management: Managing Game Sporting Activities | Х | | | | | | Х | | | | | | | | Х | | Х | |
| J852 47 | Game and Wildlife Management: Public Relations | Х | | | | | | | | | | | | | | Х | | | |
| J853 47 | Game and Wildlife Management: Deer Biology | | Х | | | | | | | Х | | | | | | Х | | Х | |
| J84Y 47 | Game and Wildlife Management: Workplace Practice | Х | | Х | | | | | | Х | | | | | | Х | | | |
| J84X 47 | Gamekeeping: Biodiversity for Wildlife Management | Х | Х | | | Х | | | | | | | | Х | | Х | | | |
| J850 47 | Game and Wildlife Management: Working Dogs | | | | | | | | | | | | | | | Х | | | Х |
| J851 47 | Game and Wildlife Management: Wildlife Legislation | Х | Х | Х | | Х | | Х | Х | | | | | Х | | Х | Х | Х | |

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The following NOS are drawn from the SVQ 3 in Game and Wildlife Management at SCQF level 7:

- 1 Contribute to the Development of Public Relations for a Sporting Estate (LANGa14)
- 2 Contribute to Deer Management Planning (LANGa23)
- 3 Contribute to the Development of a Sporting Estate (LANGa21)
- 4 Contribute to the Management of Fishery (LANCU60)
- 5 Contribute to the Management of Game Habitat (LANGa15)
- 6 Contribute to the Management of Heather Burning (LANGa24)
- 7 Contribute to the Organisation of Game Shooting Activities (LANGa12)
- 8 Contribute to the Prevention of Rural Crime on a Sporting Estate (LANGa20)
- 9 Control the Production of Game Meat for Human Consumption (LANGa22)
- 10 Manage the Incubation of Gamebird Eggs (LANGa17)
- 11 Manage the Production of Fertile Gamebird Eggs (LANGa16)
- 12 Manage the Release of Gamebirds (LANGa19)
- 13 Manage Wild Game Populations (LANGa13)
- 14 Prepare Deer for Human Consumption (LANCU50)
- 15 Promote, Monitor and Maintain Health, Safety and Security (LANCU3)
- 16 Rear Gamebirds for Release (LANGa13)
- 17 Stalk and Cull Deer (LANCU49)
- 18 Train Animal to Achieve Specific Objectives (LANCU40)

5.3 Mapping of Core Skills development opportunities across the qualification

| | | Commur | nication | Nu | meracy | I | СТ | Prob | lem solv | /ing | Workir oth | _ |
|--------------|---|---------|----------|--------------|-----------------------------------|-----------------------|---------------------------------------|----------------------|-------------------------|--------------------------|--|---|
| Unit code | Unit title | Written | Oral | Using number | Using graphical information | Accessing information | Providing/ creating information | Critical thinking | Planning and organising | Reviewing and evaluating | Working co-operatively with others | Reviewing co-operative contribution |
| J854 47 | Game and Wildlife Management: Managing Game Sporting Activities | Х | Х | | | | | Х | Х | Х | Х | Х |
| J852 47 | Game and Wildlife Management: Public Relations | Х | X | | | | | Х | Х | | Х | |
| J853 47 | Game and Wildlife Management: Deer Biology | Х | Х | | | Х | Х | Х | | | | |
| J856 47 | Game and Wildlife Management: Sustainable Deer Management | Х | Х | | | Х | | SCQF level 5 | Х | Х | Х | |
| J84Y 47 | Game and Wildlife Management: Workplace Practice | Х | Х | | | | | Х | Х | Х | Х | Х |
| J84X 47 | Gamekeeping: Biodiversity for Wildlife Management | Х | Х | | | Х | Х | Х | Х | | | |
| J855 47 | Game and Wildlife Management: Game Bird Management | Х | Х | Х | Х | | | Х | Х | Х | | |
| J850 47 | Game and Wildlife Management: Working Dogs | Х | Х | | | Х | Х | Х | Х | | | |
| J851 47 | Game and Wildlife Management: Wildlife Legislation | Х | Х | | | | | | | | | |

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5.4 Assessment strategy for the qualification

| Unit | | Asse | essment | |
|---|----------------------|----------------------|----------------------|-------------------------|
| Cinc | Outcome 1 | Outcome 2 | Outcome 3 | Outcome 4 |
| Game and Wildlife Management: Managing Game Sporting Activities | Project | Project | Project | |
| Game and Wildlife Management: Public Relations | Project | Portfolio | Report | Role play or simulation |
| Game and Wildlife Management: Deer Biology | Project | Structured questions | Structured questions | |
| Game and Wildlife Management: Sustainable Deer Management | Project | Project | Project | Project |
| Game and Wildlife Management: Workplace Practice | Portfolio | Portfolio | Portfolio | Portfolio |
| Gamekeeping: Biodiversity for Wildlife Management | Report | Presentation | Case study | |
| Game and Wildlife Management: Game Bird Management | Project | Project | Project | Project |
| Game and Wildlife Management: Working Dogs | Project | Project | Project | |
| Game and Wildlife Management: Wildlife Legislation | Project or portfolio | Project or portfolio | Project or portfolio | |

6 Guidance on approaches to delivery and assessment

6.1 Sequencing/integration of units

The exact sequence and timing of unit delivery is at the discretion of the delivering centre, however, based on full time delivery over the course of an academic year the following is suggested:

W = week

| Unit | W1 | W2 | W3 | W4 | W5 | W6 | W7 | W8 | W9 | W10 | W11 | W12 | W13 | W14 | W15 | W16 | W17 |
|--------------------------------------|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-----|-----|-----|-----|
| Manage Game Sporting Activities | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х |
| Public Relations | Х | Х | Χ | Х | Х | Х | Х | Х | Х | Х | Χ | Х | Х | Χ | Χ | Х | Χ |
| Deer Biology | | | | | | | | | | | | | | | | | |
| Workplace Practice | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Χ | Х | Χ |
| Biodiversity for Wildlife Management | | | | | | | | | | | | | | | | | |
| Game Bird Management | Х | Χ | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х |
| Sustainable Deer Management | | | | | | | | | | | | | | | | | |
| Working Dogs | | | | | | | | | | | | | | | | | |
| Graded Unit | Х | Х | Χ | Х | Х | Х | Х | Х | Х | Х | Χ | Х | Х | Χ | Χ | Х | Χ |

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| Unit | W18 | W19 | W20 | W21 | W22 | W23 | W24 | W25 | W26 | W27 | W28 | W29 | W30 | W31 | W32 | W33 | W34 |
|--------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| Manage Game Sporting Activities | | | | | | | | | | | | | | | | | |
| Public Relations | | | | | | | | | | | | | | | | | |
| Deer Biology | Χ | Χ | Χ | Χ | Χ | Х | Х | Χ | Х | Χ | Χ | Χ | Х | Х | Х | Х | Χ |
| Workplace Practice | Χ | Χ | Χ | Χ | Χ | Χ | Χ | Χ | Χ | Χ | Χ | Χ | Χ | Χ | Χ | Χ | Χ |
| Biodiversity for Wildlife Management | | | | | | | | | | | | | | | | | |
| Game Bird Management | | | | | | | | | | | | | | | | | |
| Sustainable Deer Management | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х | Х |
| Working Dogs | Х | Х | Х | Х | Х | Х | Х | Х | Х | Χ | Х | Х | Х | Х | Х | Х | Χ |
| Graded Unit | | | | | | | | | | | | | | | | | |

Integration

Centres are encouraged to consider opportunities to integrate the delivery and assessment of individual units. This will help to reduce the burden of assessment on learners and assessors alike and help to link the learner's skills, knowledge and understanding developed in separate units into a coherent whole.

Opportunities to integrate delivery and assessment will depend on the delivery and assessment models used within centres. The following is provided as quidance only.

Game and Wildlife Management: Workplace Practice

There may be opportunities to integrate delivery and assessment of all the units, with the exception of the graded unit, with the Workplace Practice unit. Learners will have the opportunity to demonstrate many of the skills and much of the knowledge they have developed while studying other units while on their placement. Witness testimony from staff from the work placement could also be used to supplement more direct evidence.

6.2 Recognition of prior learning

SQA recognises that learners gain knowledge and skills acquired through formal, non-formal, and informal learning contexts.

In some instances, a full group award may be achieved through the recognition of prior learning. However, it is unlikely that a learner would have the appropriate prior learning and experience to meet all the requirements of a full group award.

The recognition of prior learning may not be used as a method of assessing in the following types of units and assessments:

- SQA Advanced graded units
- course and/or external assessments
- other integrative assessment units (which may or not be graded)
- certain types of assessment instruments where the standard may be compromised by not using the same assessment method outlined in the unit
- where there is an existing requirement for a license to practice
- where there are specific health and safety requirements
- where there are regulatory, professional, or other statutory requirements
- where otherwise specified in an assessment strategy

More information and guidance on the recognition of prior learning may be found on our website: www.sqa.org.uk.

The following sub-sections outline how existing SQA units may contribute to this group award. Additionally, they also outline how this group award may be recognised for professional and articulation purposes.

6.2.1 Articulation and/or progression

While there is no direct articulation to SQA Advanced Diploma level (SCQF level 8) provision specific to Game and Wildlife Management, there may be opportunities to progress to more advanced study in related areas. There may also be opportunities to progress to a range of degree level programmes in wildlife management and related areas.

6.2.2 Professional recognition

While studying for the SQA Advanced Certificate in Game and Wildlife Management, learners will be eligible for the Student Membership of the Scottish Gamekeepers Association (SGA) and for the full Gamekeeper Membership once employed within the sector.

6.3 Opportunities for e-assessment

Due to the practical nature of the SQA Advanced Certificate in Game and Wildlife Management, opportunities for e-assessment will be limited. Opportunities, where they do exist, are highlighted in the individual unit specifications. Centres may wish to consider the use of e-portfolios as a means of organising evidence and identifying opportunities to integrate evidence across outcomes and units.

6.4 Resource requirements

In addition to suitably qualified staff, centres would require access to the following resources:

- ♦ access to relevant sporting estates, covering lowland, grouse / upland, deer management and conservation activities to allow for practical visits, demonstrations and placements
- access to game farms, working dogs and gun dog kennels for visits and demonstrations (depending on optional units selected)
- arrangements in place to ensure suitable work placements for all learners
- areas for storing and preparing game in accordance with current legislation

7 General information for centres

Equality and inclusion

The unit specifications making up this group award have been designed to ensure that there are no unnecessary barriers to learning or assessment. The individual needs of learners will be taken into account when planning learning experiences, selecting assessment methods or considering alternative evidence.

Further advice can be found on our website www.sqa.org.uk/assessmentarrangements.

Internal and external verification

All instruments of assessment used within these group awards should be internally verified using the appropriate policy within the centre and the guidelines set by SQA.

External verification will be carried out by SQA to ensure that internal assessment is within the national guidelines for these qualifications.

Further information on internal and external verification can be found in SQA's Guide to Assessment (www.sqa.org.uk).

8 Glossary of terms

Embedded Core Skills: The assessment evidence for the unit also includes full evidence for complete Core Skill or Core Skill components. A learner successfully completing the unit will be automatically certificated for the Core Skill. (This depends on the unit having been successfully audited and validated for Core Skills certification.)

Finish date: The end of a group award's lapsing period is known as the finish date. After the finish date, the group award will no longer be live and the following applies:

- Candidates may not be entered for the group award.
- The group award will continue to exist only as an archive record on the Awards Processing System (APS).

Graded unit: Graded units assess learners' ability to integrate what they have learned while working towards the units of the group award. Their purpose is to add value to the group award, making it more than the sum of its parts, and to encourage learners to retain and adapt their skills and knowledge.

Lapsing date: When a group award is entered into its lapsing period, the following will apply:

- The group award will be deleted from the relevant catalogue.
- ♦ The group award specification will remain until the qualification reaches its finish date, at which point it will be removed from SQA's website and archived.
- No new centres may be approved to offer the group award.
- Centres should only enter candidates whom they expect to complete the group award during the defined lapsing period.

SQA credit value: The credit value allocated to a unit gives an indication of the contribution the unit makes to an SQA group award. An SQA credit value of 1 given to an SQA unit represents approximately 40 hours of programmed learning, teaching, and assessment.

SCQF: The Scottish Credit and Qualification Framework (SCQF) provides the national common framework for describing all relevant programmes of learning and qualifications in Scotland. SCQF terminology is used throughout this guide to refer to credits and levels. For further information on the SCQF, visit the SCQF website at www.scqf.org.uk.

SCQF credit points: SCQF credit points provide a means of describing and comparing the amount of learning that is required to complete a qualification at a given level of the framework. One National Unit credit is equivalent to 6 SCQF credit points. One National Unit credit at Advanced Higher and one SQA Advanced unit credit (irrespective of level) is equivalent to 8 SCQF credit points.

SCQF levels: The level a qualification assigned within the framework is an indication of how hard it is to achieve. The SCQF covers 12 levels of learning. SQA Advanced Certificates and SQA Advanced Diplomas are available at SCQF levels 7 and 8, respectively. SQA Advanced units will normally be at levels 6–9 and graded units will be at level 7 and 8. National Qualification Group Awards are available at SCQF levels 2–6 and will normally be made up of National Units which are available from SCQF levels 2–7.

Subject unit: These contain vocational/subject content and are designed to test a specific set of knowledge and skills.

Signposted Core Skills: These refer to opportunities to develop Core Skills in learning and teaching, but are not automatically certificated.

9 History of changes

It is anticipated that changes will take place during the life of the qualification, and this section will record these changes. This document is the latest version and incorporates the changes summarised below. Centres are advised to check SQA Connect to confirm that they are using the most up-to-date qualification structure.

NOTE: Where a unit is revised by another unit:

- No new centres may be approved to offer the unit which has been revised.
- ♦ Centres should only enter candidates for the unit which has been revised where they are expected to complete the unit before its finish date.

| Version number | Description | Date |
|----------------|-------------|------|
| | | |
| | | |
| | | |
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| | | |
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| | | |
| | | |
| | | |

Acknowledgements

SQA acknowledges the valuable contribution that Scotland's colleges have made to the development of SQA Advanced Qualifications.

Further information

Call SQA's Customer Contact Centre on 44 (0) 141 500 5030 or 0345 279 1000. Alternatively, complete our Centre Feedback Form.

10 General information for learners

This section will help you to decide whether this is the qualification for you by explaining: what the qualification is about; what you should know or what you should be able to do before you start; what you will need to do during the qualification; and opportunities for further learning and employment.

The SQA Advanced Certificate in Game and Wildlife Management at SCQF level 7 is suitable for you if you wish to pursue a career in the game and wildlife management sector. The SQA Advanced Certificate consists of a range of units designed to allow you to develop the knowledge and skills required to work effectively in the industry. The SQA Advanced Certificate has a practical focus which will allow you to gain 'hands-on' experience while also providing the knowledge and understanding required to adapt your skills to a wide range of contexts.

You will study:

- sporting habitat planning
- managing game sporting activities
- public relations for wildlife management and field sports
- deer biology
- sustainable deer management
- ♦ workplace practice

Your centre will also offer a range of optional units, which will allow you to focus on an area of particular interest or relevance, such as:

- biodiversity
- integrated land use
- gamebird management
- working dogs
- wildlife management

The SQA Advanced Certificate also contains a graded unit, which is designed to allow you to demonstrate your ability to integrate the knowledge and skills you have developed from across a number of different units. The graded unit is a project which will require you to plan, deliver and evaluate a game and wildlife management activity, such as holding a shoot day or organising a day's fishing for a client. The project is divided in to three sections (planning, doing and evaluation); each section will be marked and an overall grade (A, B or C) will be assigned to the unit overall.

Throughout the SQA Advanced Certificate, you will have the opportunity to develop your Core Skills of Communication, Numeracy, Information and Communication Technology (ICT), Problem Solving and Working with Others, all in a game and wildlife management context. When you achieve the unit Game and Wildlife Management: Sustainable Deer Management (J856 47), you will also have achieved the Core Skills component of Critical Thinking at SCQF Level 5.

On completion, you will be well placed to seek employment in the industry, perhaps as a beat keeper, ghillie or single-handed keeper and eventually; and with appropriate experience, as a head keeper, forest enterprise ranger, head stalker, river bailiff or SSPCA inspector.