



Gloucestershire Wildlife Trust

- Role title:** Wild Trainee – West (Voluntary)
- Role location:** Based at the Forest of Dean Workshop, Tidenham Chase, near Chepstow, NP16 7JW.
- Role purpose:** To assist the Land Management team with practical work on nature reserves across the Forest of Dean district (Lower Wye Valley/Central Forest/Newent area) and to assist other departments within the Trust on small projects.
- This role is intended to provide the experience and skills necessary to pursue a career in UK wildlife conservation and habitat management.
- Time commitment:** Three days a week, 9am – 5pm, Tuesdays, Wednesdays and Thursdays (21 hours each week).
15 days allowance to cover pre-arranged holiday absence.
A commitment to a 6 -12-month Traineeship is essential.
- Reporting to:** Trainees will be mentored by one of our Land Management Officers.

Introducing Gloucestershire Wildlife Trust

We are Gloucestershire Wildlife Trust – the largest membership organisation in the county dedicated to local wildlife. We aim to play a central role in tackling the ecological and climate emergencies in Gloucestershire, working closely with local communities and our partners. This needs 30% of the land supporting nature's recovery by 2030 and unlocking the potential of nature-based solutions to mitigate and adapt to the impacts of climate change. By working in partnership with farmers and landowners, we aim to create ten Nature Recovery Zones where wildlife will thrive alongside food production. These will cover over 60,000 hectares, including increasing our own nature reserves from 1,100 to 1,700 hectares. Alongside this we will collaborate on large scale cross-boundary ecosystem restoration projects.

Our purpose is to ensure nature's recovery together with the people of Gloucestershire.

Our vision is for a natural world in recovery, where nature-based solutions are tackling the climate crisis and people are taking action for wildlife

At the Gloucestershire Wildlife Trust, we believe in supporting and caring for all our colleagues with honesty. We are rooted in our communities and our aim is to make nature inclusive for all. We pride ourselves in being champions for wildlife, advocating passion and pioneering sustainable methods for nature's recovery.



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Registered charity number: 232580
Registered in England number: 708575
VAT number: 535 6446 33

Our values reflect each of us being:

A CARING COLLEAGUE – supportive and honest

We are considerate, honest and fair. We make time for each other and actively listen to others concerns or barriers before responding and finding solutions together

ROOTED IN OUR COMMUNITIES – making nature inclusive

We respect each other's views and recognise and value our different backgrounds and lived experiences.

CHAMPIONS FOR WILDLIFE – passionate and pioneering for nature's recovery

We have an urgency for action. We are open to new ideas, encouraged to take risks together, finding creative solutions and learning from our mistakes.

Gloucestershire Wildlife Trust expects its staff, paid and unpaid, to carry out their duties in a way which consistently exceeds the regulations and expectations of society at large in matters ethical and environmental.

Introduction to the role

Wild Trainees will be based in our Land Management team. The largest part of Trainee's time will be spent undertaking practical, outside, physical tasks on nature reserves in Gloucestershire. This work helps restore and improve habitats for wildlife.

Outline of main activities

- Habitat management tasks on heathlands, ancient woodlands, meadows, quarries and wetland habitats using a variety of tools with or without a reasonable accommodation.
- Practical reserve management including the repair and installation of site infrastructure such as gates fences, steps and footpath maintenance.
- Supervising volunteers in practical reserve management and habitat management tasks on reserves.
- Training in the use and maintenance of chainsaws, brush-cutters, Wildlife Trust vehicles and trailers with or without a reasonable accommodation.
- Working with conservation grazing Hebridean and Herdwick sheep, Exmoor ponies and Highland cattle.
- Assisting other departments conducting surveys, generating social media content and assisting with events and guided walks



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Person specification

Essential criteria:

- Aged 18 to 25 due to funder requirements
- An interest in UK wildlife conservation and desire to work in the sector
- An ability to complete all physical requirements of the role with or without a reasonable accommodation
- A willingness for hard work, outdoors in all weathers
- Reliable attendance
- A desire to learn and develop practical, hands-on skills
- Good team working and ability to work towards shared goals
- Ability to work with a range of people from different age groups and backgrounds
- Willingness to use power tools with or without a reasonable accommodation
- Willingness to supervise and lead volunteers
- Reside within a reasonable travelling distance of west Land Management team workshop NP16 7JW - travel expenses up to 40 miles a day can be reimbursed

Desirable criteria:

- Mechanical aptitude
- Full driving licence and willingness to drive Wildlife Trust vehicles
- Good IT skills

Role benefits / Training opportunities

To learn the theory and practice of reserve management from a friendly and knowledgeable team of Land Managers and volunteers.

The day-to-day learning experience enables Wild Trainees to become familiar with a wide variety of skills in land management including use of hand tools, power tools with or without a reasonable accommodation, as well as learning the practical management and rationale from GWT staff.

Trainees receive a substantial amount of internal training, covering habitat management, species identification, surveying, leading volunteer groups and interview training. The role would suit anyone at the beginning of a career in the wildlife recovery sector and keen to develop their experience.

Equality, Diversity and Inclusion

Gloucestershire Wildlife Trust is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination, harassment and victimisation. The Trust's policy is to provide equality, fairness and respect for all staff and volunteers, ensure no unlawful discrimination against the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation; and to oppose and avoid all forms of unlawful discrimination.

A full copy of the policy is available on request.



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