



**Gloucestershire**  
Wildlife Trust

## **WILD TRAINEE – LAND MANAGEMENT TEAM (GLOUCESTERSHIRE) - VOLUNTARY**

1 year, 21 hours per week traineeship

Are you looking to pursue a career in UK wildlife conservation?  
If so, we might have the perfect opportunity for you!

### **Job Purpose:**

This role is intended to provide experience and skills necessary to pursue a career in UK wildlife conservation and habitat management. Former land management trainees have gained paid jobs in the sector following the end of the traineeship.

Land Management Trainees will be based in our Land Management East Team. Focusing on outdoors, practical habitat management across 30 nature reserves, you'll be involved with tasks such as coppicing, scrub cutting, fencing, path building and leading volunteers. You'll gain experience in many aspects of UK wildlife conservation, while absorbing practical knowledge from your experienced and friendly mentor.

Trainees will also gain a broad and flexible range of experience with other departments within the Trust, plus access to relevant sector specific internal and external training, events, conferences and projects.

**Salary: Voluntary**

**Term: 1 Year, 21 hour per week.**

**Location:** This role is based at Crickley Hill near Gloucester. There is no public transport so independent transport is required.

**Liaison with :** Ecological Evidence, Farm Advice, Engagement & Learning and Communications.

# *Job description*



Large blue © Billy Heaney





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# Introducing Gloucestershire Wildlife Trust

We are Gloucestershire Wildlife Trust – the largest membership organisation in the county dedicated to local wildlife. We own and manage more than 60 nature reserves across the county, all of which offer free access for visitors. 28,000 members in Gloucestershire support our work, with hundreds regularly volunteering time and commitment.

Our mission is a simple one – to value nature. Our ambition is to restore, recreate and reconnect Gloucestershire's wild places. We want everyone in Gloucestershire to value, enjoy and share the natural world.

Our priorities are outlined in our Strategic Plan: Wild Places, Natural Solutions – <http://www.gloucestershiREWildlifeTrust.co.uk/about-us/who-we-are/strategic-plan>

Our vision is ambitious, but we believe we can deliver it by:

- Creating bigger, better, more connected wild places where people and wildlife can thrive
- Inspiring more people and communities to take action for wildlife
- Leading on 'natural solutions'; championing the value of what wildlife can do for us
- Growing our resources, influence and reach to shape a strong, resilient organisation

Gloucestershire Wildlife Trust manages over 2,500 acres of land, from wetlands in the Severn Vale and heathland in the Forest of Dean, to limestone grasslands in the Cotswolds and a large ancient woodland at Lower Woods in South Gloucestershire. In addition to our community programmes, we have a vibrant programme of work outside our reserves, supporting farmers and landowners to deliver bigger, better and more connected landscapes where wildlife can thrive.

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. The Trust will ensure that its staff receives appropriate training and development opportunities based on a documented personal annual appraisal.





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# Gloucestershire Wildlife Trust Values

Our values reflect each of us being:

**A CARING COLLEAGUE** – supportive and honest

**Behaviours:** 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

**Behaviours:** 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

**Behaviours:** 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.

**ARC** symbolises the values we stand for, we have a shared culture with smooth connections between all parts of our organisation.





# Outline of main responsibilities

- Habitat management tasks on species-rich limestone grassland, ancient woodlands and meadows (e.g. meadow cutting, scrub removal, invasive species control).
- Practical reserve management including the repair and installation of site infrastructure such as gates fences, steps, and footpath maintenance.
- Leading volunteers in practical reserve management and habitat management tasks on reserves.
- Training in the use and maintenance of tools, power tools, Wildlife Trust vehicles and trailers.
- Occasionally assisting other departments conducting surveys, analysing survey data, and generating social media content.
- Additional opportunities to assist with events, guided walks and wildlife surveys, some of which may be outside of core working hours.
- Livestock care and husbandry.
- Wilder landscapes projects such as natural flood management work.
- Experiencing other departments within the Trust to gain a wider knowledge and understanding of conservation charity operations, including training and taster days with the other Wild Trainees.





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# Person Specification

## Essential Criteria

### Essential criteria

- Highly motivated by an interest in UK wildlife conservation and desire to work in the sector.
- Own transport/driving license and ability to reliably get to Crickley Hill without public transport.
- Physically fit enough to work outdoors all day on rough terrain.
- Willingness to use power tools with or without a reasonable accommodation.
- Health and Safety awareness and ability to follow risk management procedures.
- Willingness to supervise and lead volunteers, after training
- Willingness to learn a collaborative style & confidence to communicate with a wide variety of people on a professional level.
- Highly organised and productive, with strong work planning skills and ability to use own initiative.
- Strong attention to detail.







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# Person Specification

## Desirable Criteria

### Desirable criteria

- Have had experience volunteering for a conservation organisation or enterprise
- Can demonstrate experience or qualifications equivalent to UK A level, in wildlife, conservation management, ecology or related discipline.
- Entry level or above wildlife ID skills or openness to developing them
- Experience of volunteering / Citizen Science
- Experience of organising or helping at small events
- Knowledge of habitats and habitat management methods
- Mechanical aptitude
- Full driving licence and willingness to drive Wildlife Trust vehicles
- Good IT skills







# Role benefits / Training Opportunities

This role would suit people looking to progress towards a career in the UK wildlife sector.

The successful trainee will:

- Agree a structured individual development plan with their mentor and develop technical and soft skills while gradually taking on responsibility as they gain experience.
- Undertake a substantial amount of relevant training, including externally certified Brushcutter and Outdoor First Aid.
- Develop softer skills such as leadership, volunteer management, networking, project management, landholder and stakeholder engagement.
- Work alongside other GWT teams to gain a broad range of experience, including ecological evidence, farm advice, communications, ecological consultancy, project development, fundraising and protected species surveys.
- The opportunity to organise bespoke 'experience' days with other departments to form a broader understanding of cross-conservation-organisation activities
- Benefit from additional financial support for kit, training, conferences etc.
- Have access to the Wildlife Trusts network and the wider UK Wildlife sector, including training and events.
- Have specialist job application and interview support sessions.





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# Terms of Employment

This opportunity is on a fixed term basis for 1 year, minimum 21 hours per week with some flexibility.

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It is the nature of the work of Gloucestershire Wildlife Trust that tasks and responsibilities are, in many circumstances unpredictable and varied. All staff are, therefore, expected to work in a flexible way when the occasion arises where tasks that are not specifically covered in the Job Description are undertaken, including providing cover for absent staff in order to maintain organisational effectiveness.

As part of its commitment to investing in its people, GWT trains and supports its staff in the delivery of their duties. Advice will be given in drawing up a personal development plan and all suggestions considered according to resources available and the over-riding priorities of the Trust. An appraisal process is carried out every year.

Major changes to duties and responsibilities and reasonable notice will be given before implementation.





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# 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, whether temporary, part-time or full-time; 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.



Wood ant © Ross Hoddinott





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# How to apply

To make an application, please send a CV and covering letter to [hr@gloucestershiREWildlifeTrust.co.uk](mailto:hr@gloucestershiREWildlifeTrust.co.uk) by midnight on Sunday, 06th July 2025.

Thank you for your interest in this position and we look forward to receiving your application.

