



Gloucestershire
Wildlife Trust

Wild Trainee - Evidence Team (Voluntary)

1 year, 21 hours per week traineeship
Voluntary

Are you looking to pursue a career in UK wildlife conservation?

Job Purpose:

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

Location: Based at Robinswood Hill (RWH), Gloucester GL4 6SX. Trainees survey nature reserves across Gloucestershire during spring and summer.

Term: 12-month voluntary traineeship

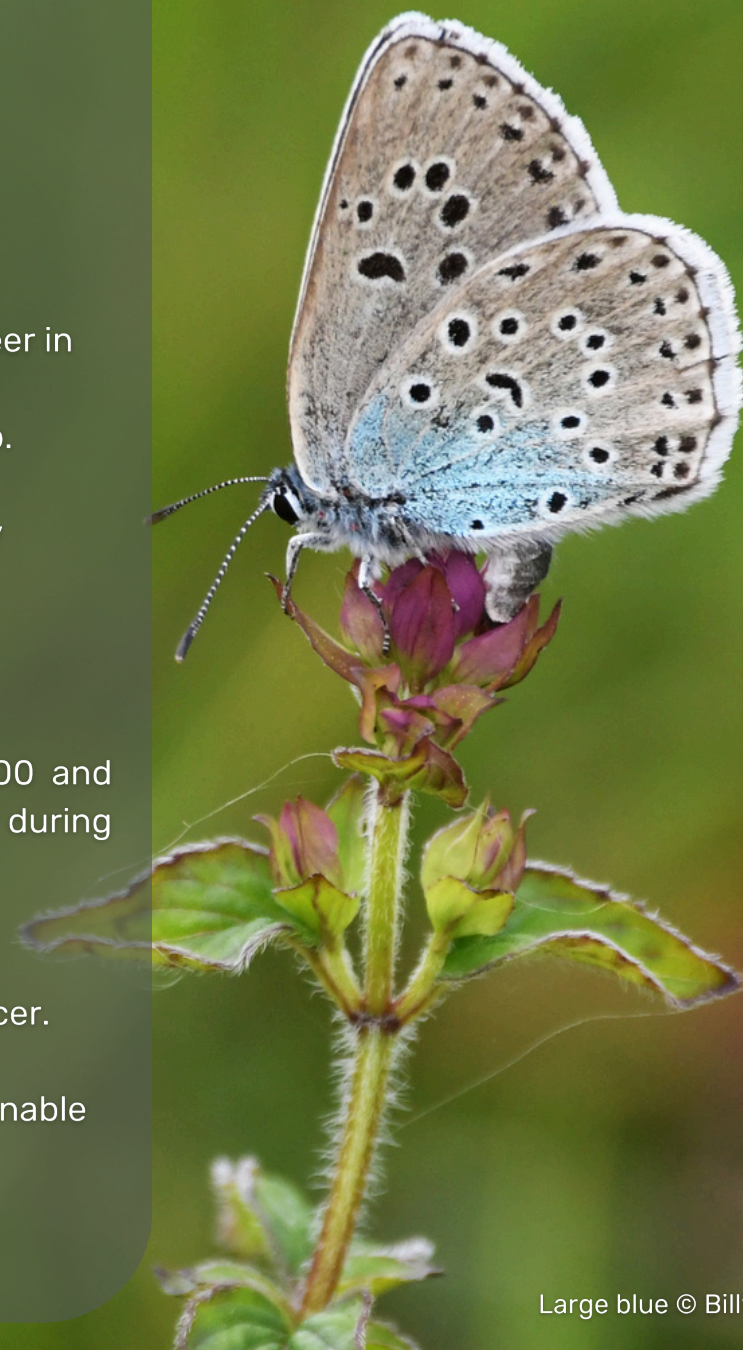
Working hours: Preferred days: Mondays, Tuesdays, Wednesdays 9.00 - 17.00 and occasional early mornings, evenings and weekends by arrangement, especially during survey season.

15 days (5 weeks) allowance to cover pre-arranged holiday absence.

Reports to: Trainees will be mentored by the Citizen Science and Evidence Officer.

Essential: Own transport to travel to survey sites across Gloucestershire. Reasonable expenses for mileage, lunches and kit etc offered.

Job description



Large blue © Billy Heaney



Our Purpose and Values

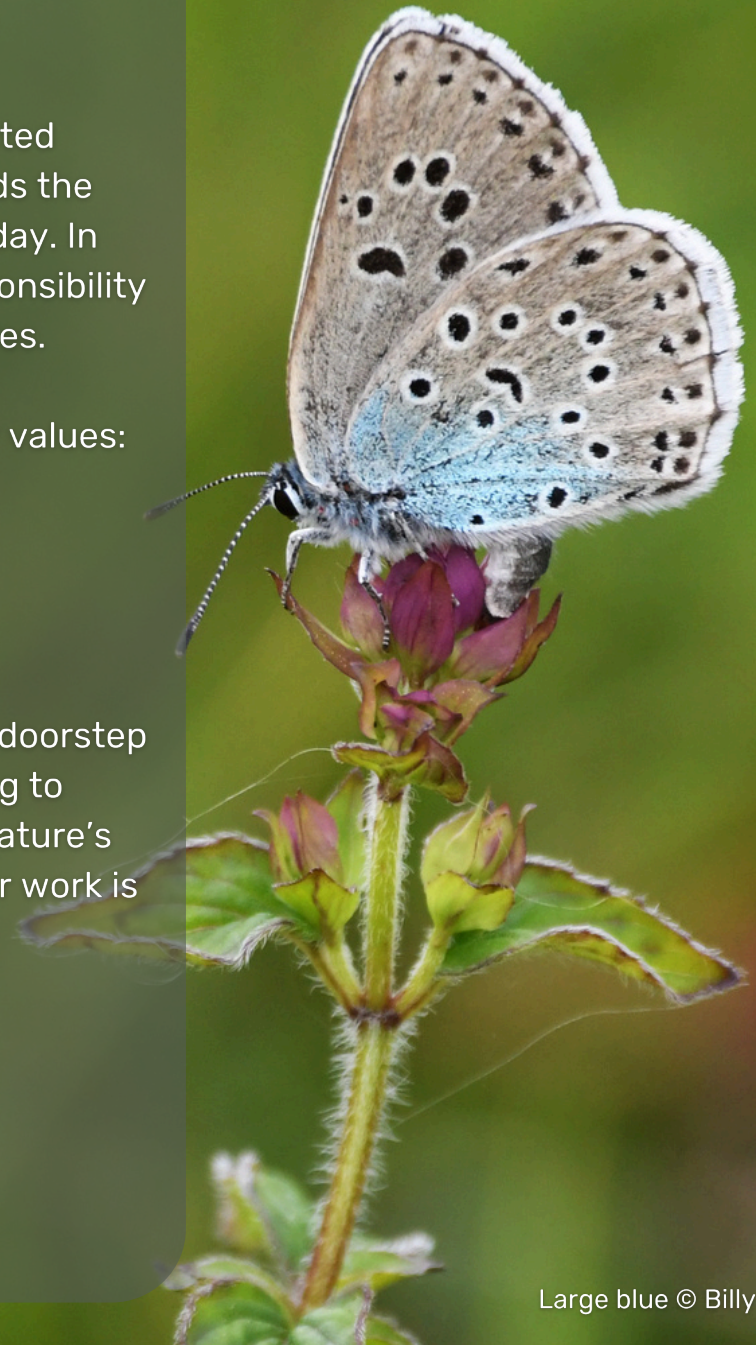
As humans, we are an integral part of a resilient, dynamic and interconnected natural world. At Gloucestershire Wildlife Trust, we believe that nature holds the key to addressing some of the most pressing challenges facing society today. In responding to the ecological crisis, we share an urgent and collective responsibility for collaborating and taking action in the service of wildlife and communities.

We show how we care for nature, our partners and each other through our values:

- We are ambitious for nature and people
- We collaborate to achieve more
- We are dedicated to inclusion and nature for all
- We act with responsibility

We work locally to deliver the natural solutions, both small and large, from doorstep to landscape, that grow hope for a wilder future. In doing so, we are helping to reconnect people's sense of belonging in the natural world and securing nature's recovery with the people of Gloucestershire. Underpinned by evidence, our work is for the benefit of us all, both today and for generations to come.

Job description





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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 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 with 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 and smaller scale wildlife enhancement and nature highways in urban neighbourhoods. We will inspire communities to influence decision makers and drive forward change in their own neighbourhoods.

Nature's recovery depends on the Gloucestershire's people. 28,000 members in Gloucestershire support our work, with hundreds regularly volunteering time and commitment. We want to make nature more inclusive by reaching 1 in 4 people and ensuring more people have access to nature on their doorstep. We want to empower at least 20,000 people to take meaningful action for nature, particularly by harnessing the energy of our volunteers and young people



Introduction to the role

Ecological Evidence Trainees are based in our Evidence and Connected Landscapes Team. There is a maximum of Evidence 2 trainees at any one time.

As the Nature sector moves to an evidence-based approach it is the Evidence team that collect, analyse and report on the wildlife, environmental and ecological data used for GWT and some local government decision making. Data is collected and analysed by a friendly team of staff, trainees and Citizen Science volunteers.

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 UKHAB and externally certified Outdoor First Aid.
- Learn habitat survey and monitoring methodologies and gain hands-on experience of species ID, drone LIDAR and other survey methods, data analysis, ArcGIS, UKHAB, Recorder6.
- Undertake technical internal training including ecological integrity monitoring, QGIS / ArcGIS, reporting, site safety and risk assessments, UK Common Standards / Countryside Stewardship / SSSI monitoring standards.
- Develop softer skills such as leadership, volunteer management, networking, project management, landholder and stakeholder engagement.



Role benefits / Training Opportunities

- Work closely with the GWT Land Management Team on adaptive reserve management.
- Work alongside other GWT teams to gain a broad range of experience, including farm advice, communications and engagement, ecological consultancy, project development, fundraising and community engagement.
- The opportunity to organise bespoke 'experience' days with other departments and organisations to form a broader understanding of cross organisation activities.
- Benefit from additional financial support for mileage, kit, training, conferences etc.
- Have access to the Wildlife Trusts internal network and the wider UK Wildlife sector, including training and events.
- Access specialist job application and interview support sessions.



Outline of Main Activities

- Supporting staff to plan and undertake the nature reserve monitoring programme on different habitats and analyse the data to guide reserve management decisions.
- Assist the Habimap programme in surveying, preparing maps and quality control.
- Providing excellent volunteer support that enables volunteers to carry out survey work safely and on time and running volunteer training sessions.
- Liaison with other GWT teams, especially with the Land Management team.
- Experiencing other departments within the Trust to gain a wider knowledge and understanding of conservation charity operations, including training and taster days with other Wild Trainees.

There will also be opportunities for trainees to:

- Learn habitat mapping (UKHAB) with experience on nature reserves and farms.
- Train with GCER staff and volunteers to explore the power of spatial data in decision making.
- Gain experience of communications with volunteers, social media posts and responses.
- Join events, guided walks and wildlife surveys, some of which may be outside of core working hours.



Person Specification



Essential	Desired
<ul style="list-style-type: none">• 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 remote reserves without public transport.• Can demonstrate experience or qualifications equivalent to UK A level, in wildlife, conservation management, ecology or related discipline.• Physically fit enough to survey outdoors all day on rough terrain.• 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.• Competent on Microsoft Office, especially Excel.• Highly organised and productive, with strong work planning skills and ability to use own initiative.• A basic understanding of maps and mapping.• Excellent written presentation skills.• Strong attention to detail.	<ul style="list-style-type: none">• Have had experience volunteering for a conservation organisation or enterprise.• Entry level or above botanical ID skills or openness to developing them.• Understanding of the need for GDPR (General Data Protection Regulation) compliance.• Basic experience of data science / coding (Python or R).• Experience of volunteering / Citizen Science.• Experience of organising or helping at small events.• Knowledge of habitats and habitat management methods.• Experience of drone piloting.



Terms of Employment

This is 12-month voluntary traineeship with 21 hours per week schedule with some flexibility.

Although based in Gloucester, this role involves travelling to nature reserves across Gloucestershire, so independent transport is essential March – October.

It is the nature of the work that there may be the occasional option to attend evening and weekend events. However, this is not a requirement of the role. You are not obligated to work beyond your standard hours. However, should you wish to participate in evening or weekend events, you are welcome to do so.

Our head office facilities are at Robinswood Hill Country Park in Gloucester. Trainees survey nature reserves across Gloucestershire during spring and summer.

It is the nature of the work of Gloucestershire Wildlife Trust that tasks and responsibilities are, in many circumstances unpredictable and varied.

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.





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How to apply

If you feel you have the necessary skills and experience to be successful in this role, please send your CV & Cover letter to hr@gloucestershirewildlifetrust.co.uk by 09:00 am Monday 04th August 2025.

Interviews will be held on Friday 08th August 2025.

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

