



**Gloucestershire**  
Wildlife Trust

## Community Action Wild Trainee (Voluntary)

Looking to gain experience in the conservation sector and inspire people in Gloucestershire to stand up for nature's recovery? You've come to the right place!

We have two Wild Trainee roles currently vacant within our Engagement and Communications team – could you join our team?

The Wildlife Trusts have recognised that for nature to be put into recovery, we must better engage and inspire people on a local level – these roles form part of the Wild Trainees Programme, which is designed to provide valuable experience for young people in delivering nature's recovery through practical work, communications, evidence, and engagement.

The Community Action Wild Trainee role is an essential part of our wider vision, inspiring communities across the county to take meaningful action for nature and creating bigger, better and more connected landscapes for people and wildlife.

*You can view the Communications Wild Trainee role [here](#):*

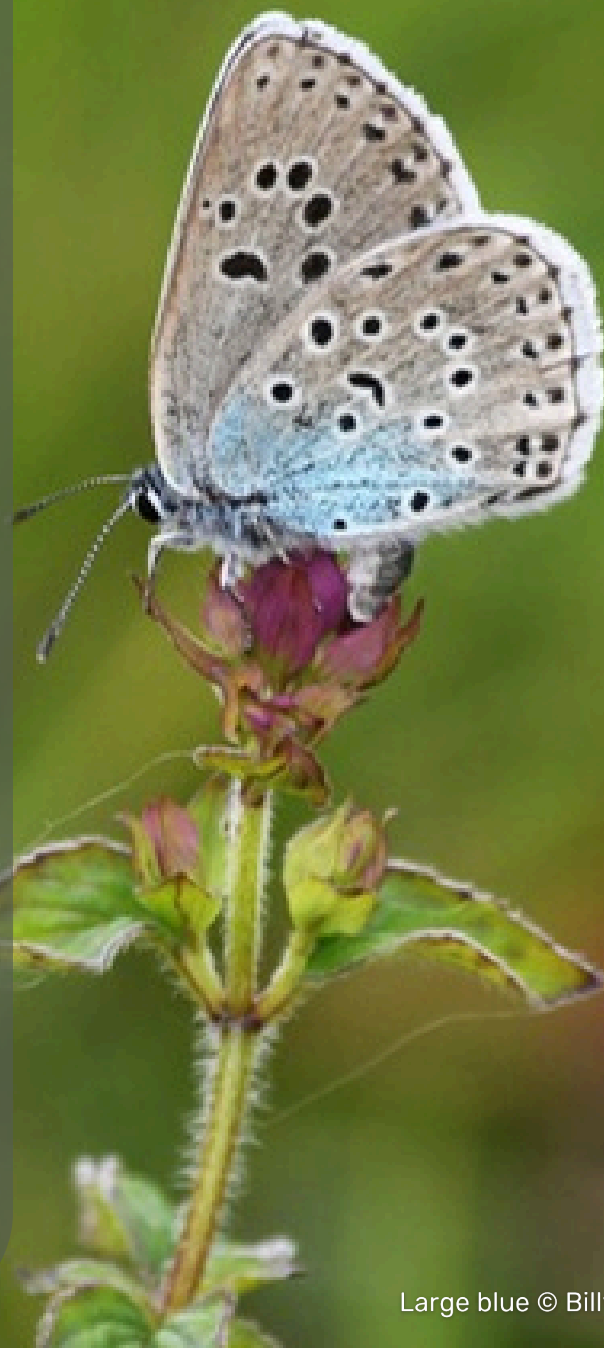
Our Community Action and Communications Wild Trainees will work closely throughout their traineeship, collaborating and developing skills from all areas of Gloucestershire Wildlife Trust.

How to apply: Please send us your CV and cover letter to [hr@gloucestershirewildlifetrust.co.uk](mailto:hr@gloucestershirewildlifetrust.co.uk) outlining why you'd like to be considered for the role and what applicable key skills and experience you have.

Application deadline: Tuesday 30th September 2025

Date of interviews: Tuesday, 7th October 2025

## Job description



Large blue © Billy Heaney

## Community Action Wild Trainee (Voluntary)

Job Title: Wild Trainee – Community Action (voluntary)

Responsible to: Community Action Co-ordinator

Liaison with: Engagement and Learning team, Communications team and all other teams across Gloucestershire Wildlife Trust.

Time Commitment: 12-month voluntary traineeship (21 hours per week).

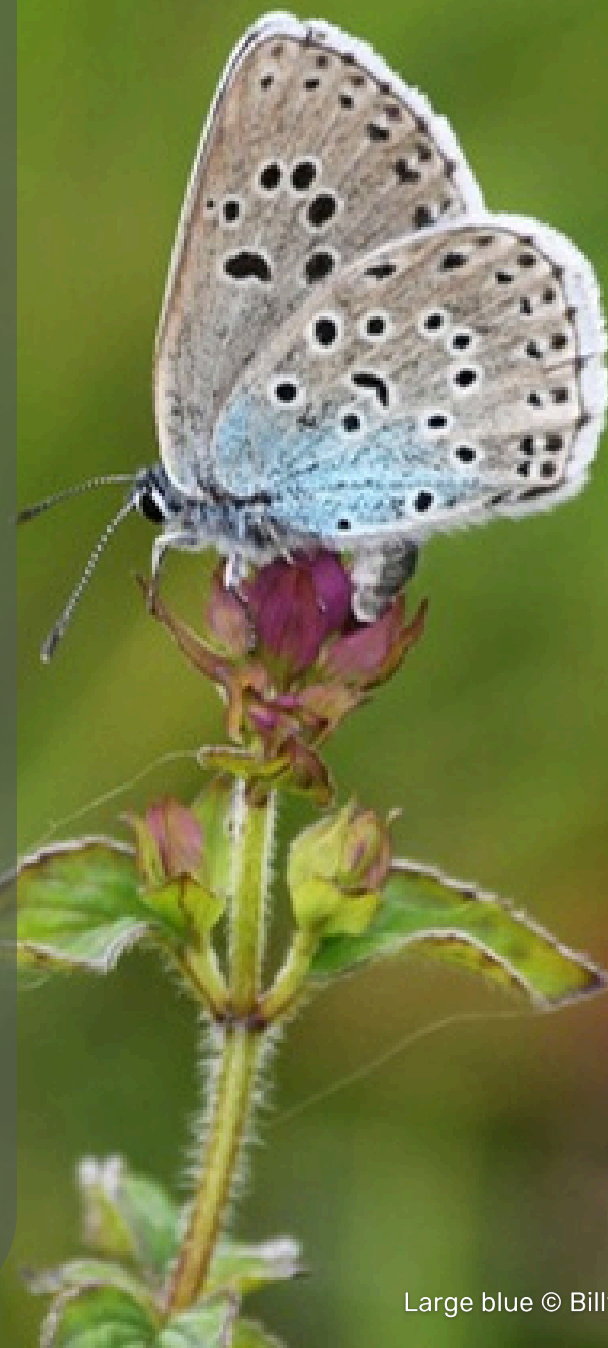
### Introduction to the role

The Community Action trainee will be based in our Community Action team – as a federation, The Wildlife Trusts have recognised that for nature to be put into recovery, we must better engage and inspire people on a local level.

This role forms part of the wider Wild Trainees Programme, which is designed to provide valuable experience for young people in delivering nature's recovery through practical work, communications, evidence, and engagement.

The trainee will be responsible for supporting the development and delivery of GWT's community action initiatives, inspiring communities across Gloucestershire to take meaningful action and create bigger, better, and more connected landscapes for people and wildlife.

## 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 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.





## Our Purpose and Values

As humans, we're deeply connected to the natural world – and that world is powerful, dynamic, and resilient. At Gloucestershire Wildlife Trust, we believe that nature offers the solutions to some of the biggest problems we face today, from climate change to our personal wellbeing.

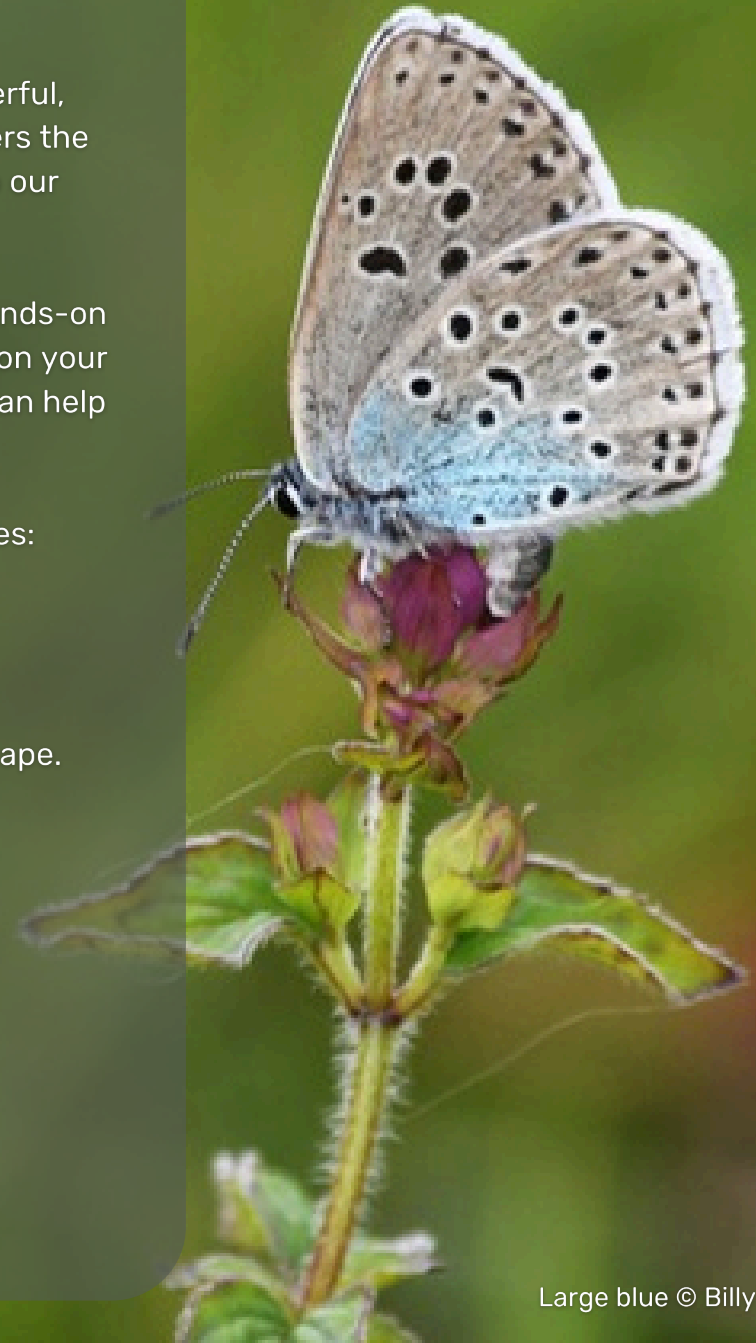
That's why we work with local communities and partners, using evidence and our hands-on experience, to work in the service of people and wildlife. Whether it's a small project on your street or a big one across the landscape, we believe that every action, big or small, can help shape a brighter, wilder future for us all.

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

- 🌱 We're ambitious and dream big – for people and for nature.
- 🤝 We collaborate, because we can achieve more together.
- 🌍 We're inclusive and believe that nature is for everyone.
- ♥️ We act with responsibility for the work we do and the world we're helping to shape.

Together, we're growing hope for a wilder future.

## Job description







## Outline of main activities

### Stakeholder & Community Engagement

- Attending stakeholder & community meetings alongside Community Action Coordinator.
- Recording and distributing notes/actions in meetings with stakeholders & communities, ensuring communication is effective.
- Build on established relationships with stakeholders and ensure that communication is clear.

### Community Action champion

- Collaborate and capture the work of wild trainees to celebrate internally.
- Build knowledge of the Community Organising framework and how it supports nature's recovery.

### Cross-organisation working

- Spending time in all areas of Gloucestershire Wildlife Trust to improve knowledge of our work across all teams.
- Build relationships across the trust to ensure effective internal communication.
- Develop an understanding of the projects and processes throughout the trust.
- Develop a wider understanding of The Wildlife Trusts work as a federation.

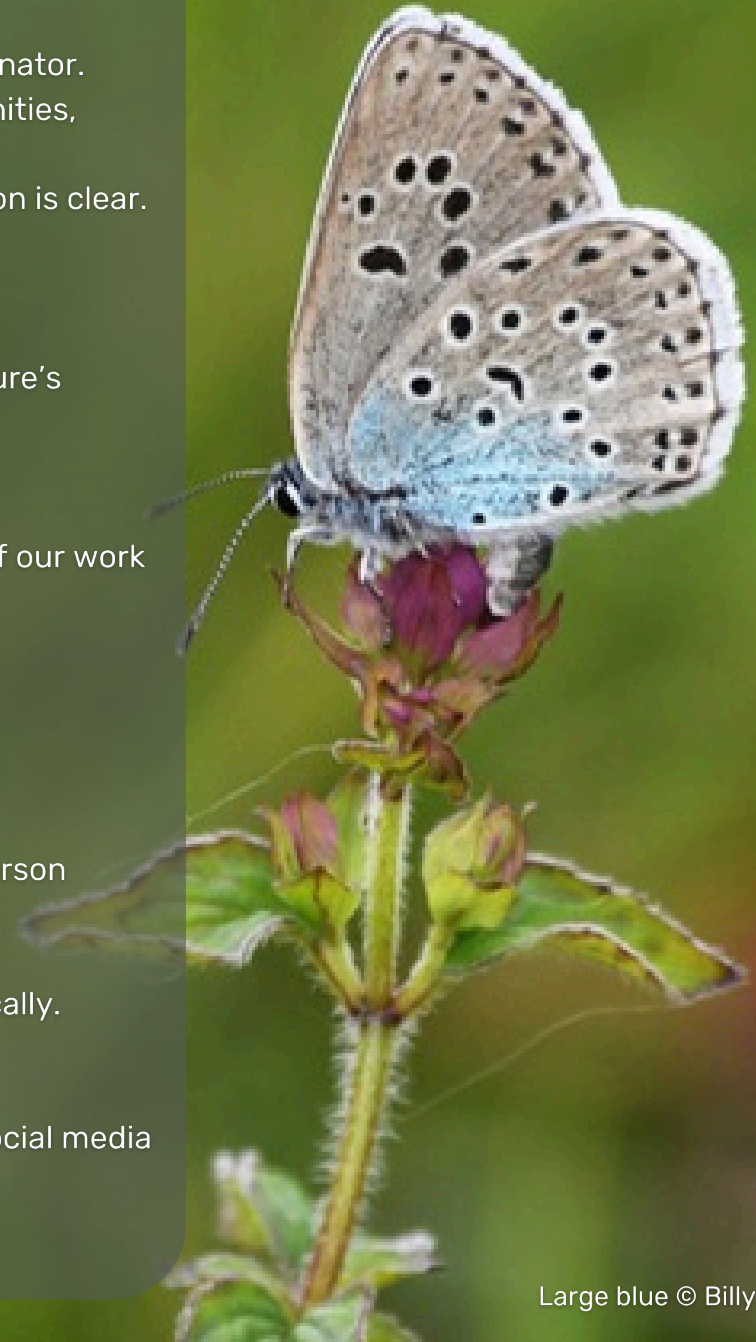
### Inspiring action for nature

- Supporting the Community Action Coordinator to develop & deliver engaging in-person activities to inspire meaningful action for nature.
- Research effective engagement methods across similar organisations.
- Create toolkits to support individuals & communities to create space for wildlife locally.

### External communication

- Collaborate with the Communications team to create engaging content, such as social media posts or pieces for our e-zine.

## Job description



# Person Specification

## Essential

- Aged 18 to 25 due to funder requirements.
- Valid UK driving license for site visits, meetings & events.

## Qualifications

Relevant experience, willingness to learn, and values alignment is more important for this role than specific qualifications.

## Experience and knowledge

### Essential

- Proficient in Microsoft Office Suite (e.g. Word, Excel, PowerPoint)

### Desirable

- Experience in public speaking or engaging with an audience.
- Experience and knowledge of mapping software such as GIS.
- Understanding of wildlife gardening techniques.

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# Person Specification

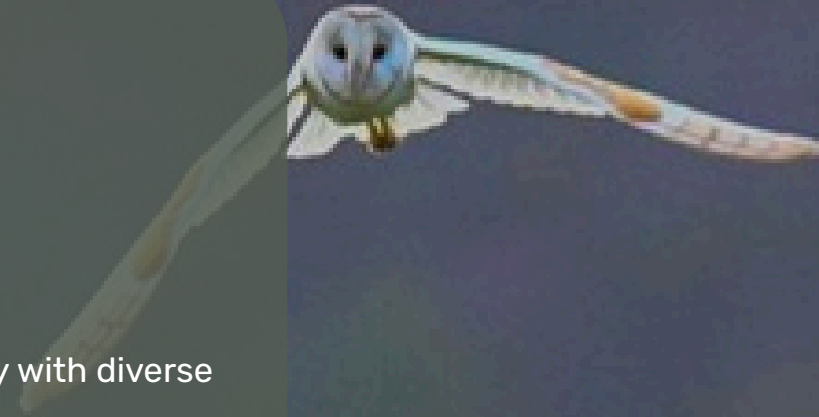
## Skills

### Essential

- Strong interpersonal skills with the ability to build rapport and communicate clearly with diverse audiences.
- Strong organisational skills, timekeeping and reliable attendance.
- Excellent ability to work towards shared goals within a team.

### Desirable

- Basic understanding of ecological principles, biodiversity conservation and enhancement.
- Excellent written and verbal communication skills, with experience in report writing, presentations, and public outreach.
- Experience in capturing, storing and handling data in compliance with GDPR standards.







# Terms of Employment

This is a 12-month voluntary traineeship (21 hours per week). Preferred days: Tuesdays, Wednesdays, Thursdays 9.00 – 17.00.

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

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

The post is based at Robinswood Hill Country Park, Gloucester, however there will be the need to travel to various locations across Gloucestershire to meet with stakeholders & communities.

## Role benefits / Training opportunities

To learn the theory and practice of community organising in a nature conservation organisation from a friendly and knowledgeable team.

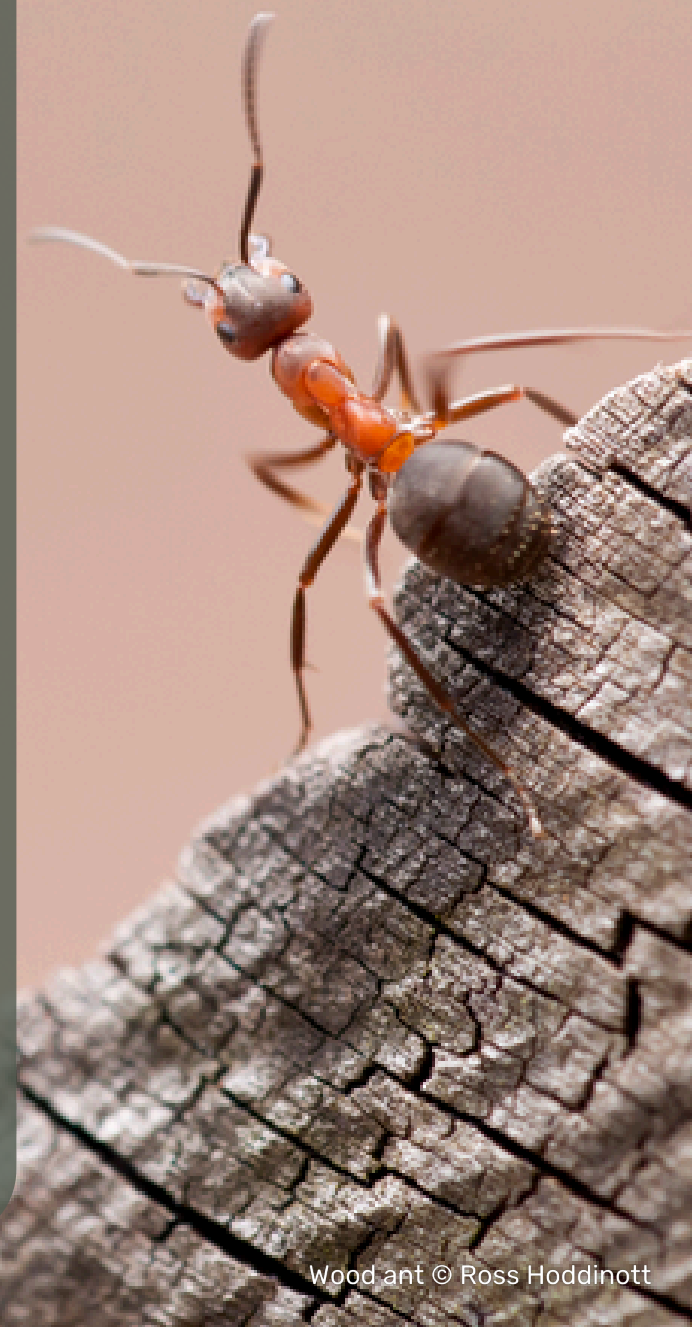
We are committed to supporting development through tailored personal development plans and training opportunities, subject to available resources. Regular 1-2-1's are conducted with your line manager to review progress and goals. Significant changes to duties will be communicated with reasonable notice.

The successful trainee will receive a substantial amount of ad-hoc additional internal experience across the organisation.

The role would suit anyone at the beginning of a career in community engagement and/or nature conservation who is 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, 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 applications to [hr@gloucestershirewildlifetrust.co.uk](mailto:hr@gloucestershirewildlifetrust.co.uk) .

Closing date: Tuesday, 30<sup>th</sup> September 2025.  
Interview date: Tuesday, 07th October 2025.

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

