



Gloucestershire
Wildlife Trust

WILD TRAINEE – EVIDENCE TEAM (GLOUCESTERSHIRE)

1 year, 21 hours per week traineeship
Voluntary

Are you 18-25 looking to pursue a career in UK wildlife conservation?
If so, we might have the perfect opportunity for you!

Here at Gloucestershire Wildlife Trust, we are looking for our next Wild Trainee to be part of our Evidence and Connected Landscapes team.

You'll agree a personal training plan and receive tailored internal and certified external training as well as a wide range of experience across the work of the Wildlife Trusts, designed to give you the professional skills you need to get your first job in the sector.

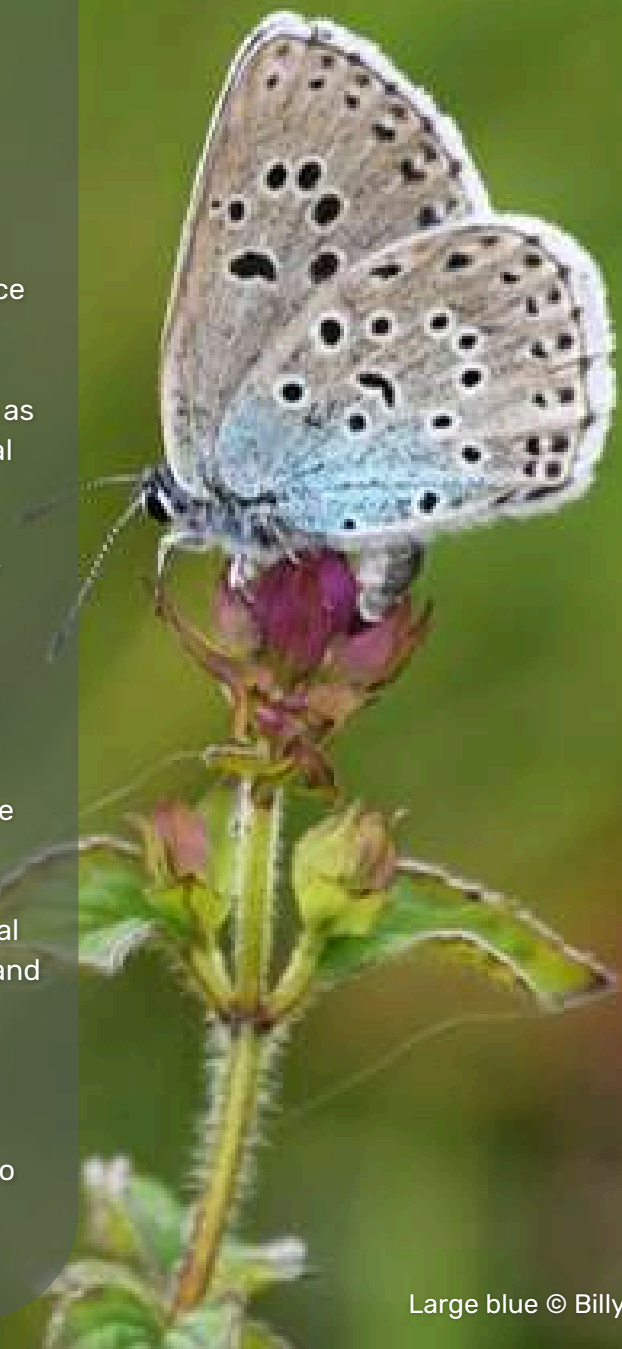
With individual support you will have opportunities to get involved in all aspects of GWT's work. Initially focussing on undertaking ecological monitoring and habitat mapping across our nature reserves and project sites, you'll get to take up opportunities in many aspects of UK wildlife conservation, while absorbing practical knowhow from your experienced and friendly mentor.

Throughout the year you will also gain technical and soft skills with other GWT teams, including Land Management, Farm Advice, Engagement & Learning and Communications to give you wider experience and an overview of the career opportunities available in the UK Nature sector.

"This traineeship has massively helped me gain essential skills needed for a career in the environmental sector. Ranging from practical fieldwork to people management, I have been able to build experience and confidence in a wide range of aspects, with the help of an excellent support network." Sam, current Evidence Wild Trainee.

This opportunity is on a fixed term basis for 1 year, minimum 21 hours per week with some flexibility. Although based in Gloucester, this role involves travelling to nature reserves across Gloucestershire, so independent transport is essential March – October.

Job description



Large blue © Billy Heaney

WILD TRAINEE – EVIDENCE TEAM (GLOUCESTERSHIRE)

1 year, 21 hours per week traineeship

Voluntary

Job Title: Ecological Evidence Wild Trainee (voluntary)

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

Role 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. Trainees in the Ecological Evidence and Connected Landscapes team focus on:

- Nature Reserve Condition Monitoring (NRCM): vegetation and ecological monitoring and analysis across GWT reserves.
- HabiMap: citizen science programme undertaking habitat surveys that underpin Gloucestershire Nature Recovery Network data.
- GCER: collating, analysing and reporting on nature and environmental data for GWT and local government using database and GIS mapping.
- Gaining a broad range of experience with other departments at GWT, plus access to relevant sector specific internal and external training, events, conferences and projects.

Salary: Voluntary

Term: Minimum 21 hours a week for 12 months.

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.

Support: Trainees will be mentored by the Citizen Science and Evidence Officer. Reasonable expenses for mileage, lunches and kit etc offered.

Essential: Own transport to travel to survey sites across Gloucestershire.

Closing date: 09:00 AM, 12th January 2026.

Job description





Gloucestershire
Wildlife Trust

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 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.

Why we're here:

As humans, we're an integral part of a resilient, dynamic and interconnected natural world. We believe that nature holds the key to addressing some of the most pressing challenges facing society today. We work locally with evidence and experience in the service of wildlife and communities. Together we can deliver natural solutions both small and large, from doorstep to landscape, that grow hope for a wilder future.

How we work:

- 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.



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.

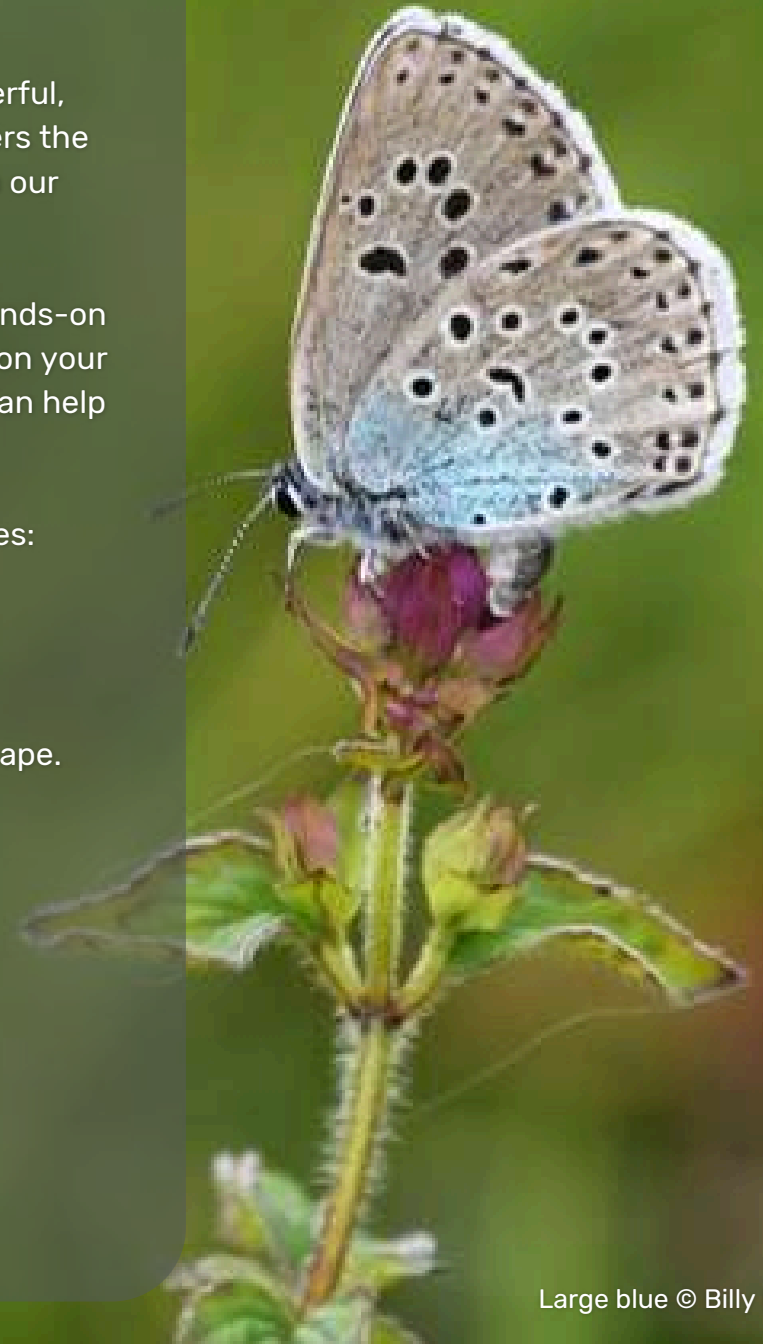
That's why we work with local communities and partners, using evidence and our hands-on experience, to work in the service of people and wildlife. Whether it's a small project on your street or a big one across the landscape, we believe that every action, big or small, can help shape a brighter, wilder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





Introduction to the role

Ecological Evidence Trainees are based in our Evidence and Connected Landscapes Team. There is a maximum of 2 Evidence 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 evidence used for GWT and some local government decision making.

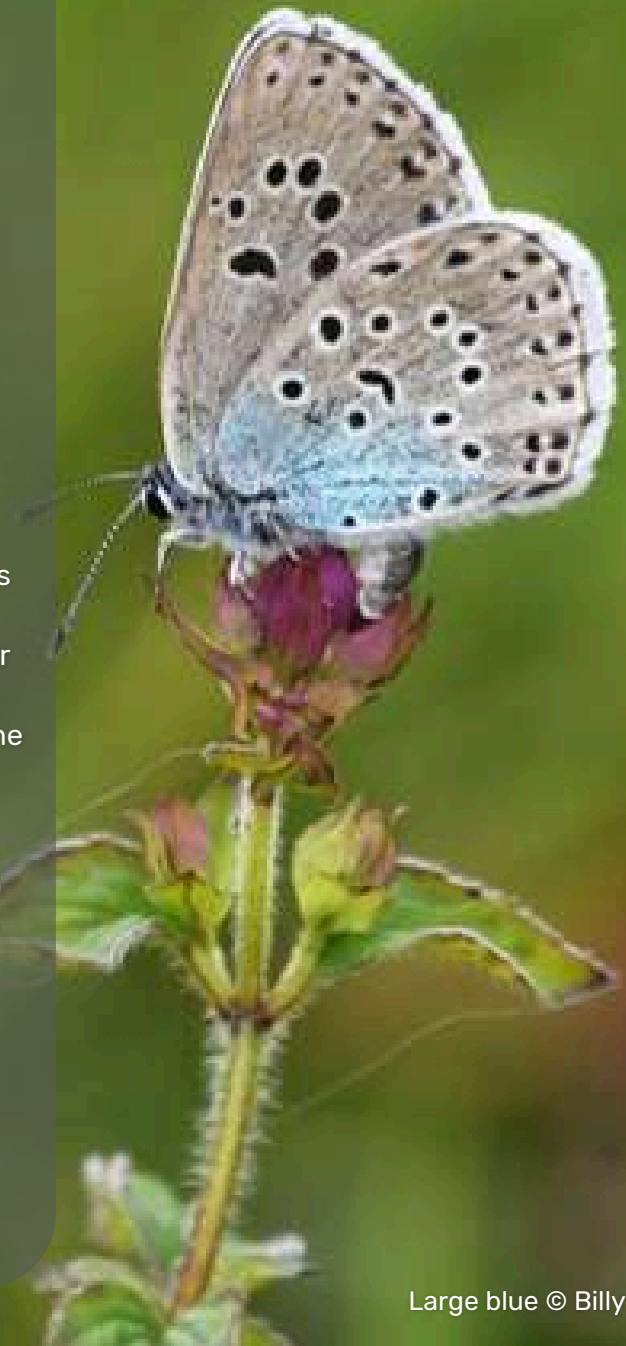
Data is collected and analysed by a friendly team of staff, trainees and Citizen Science volunteers.

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 photogrammetry 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.
- 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, ecological consultancy, major project development and delivery, 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.

Job description





Introduction to the role

- 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.

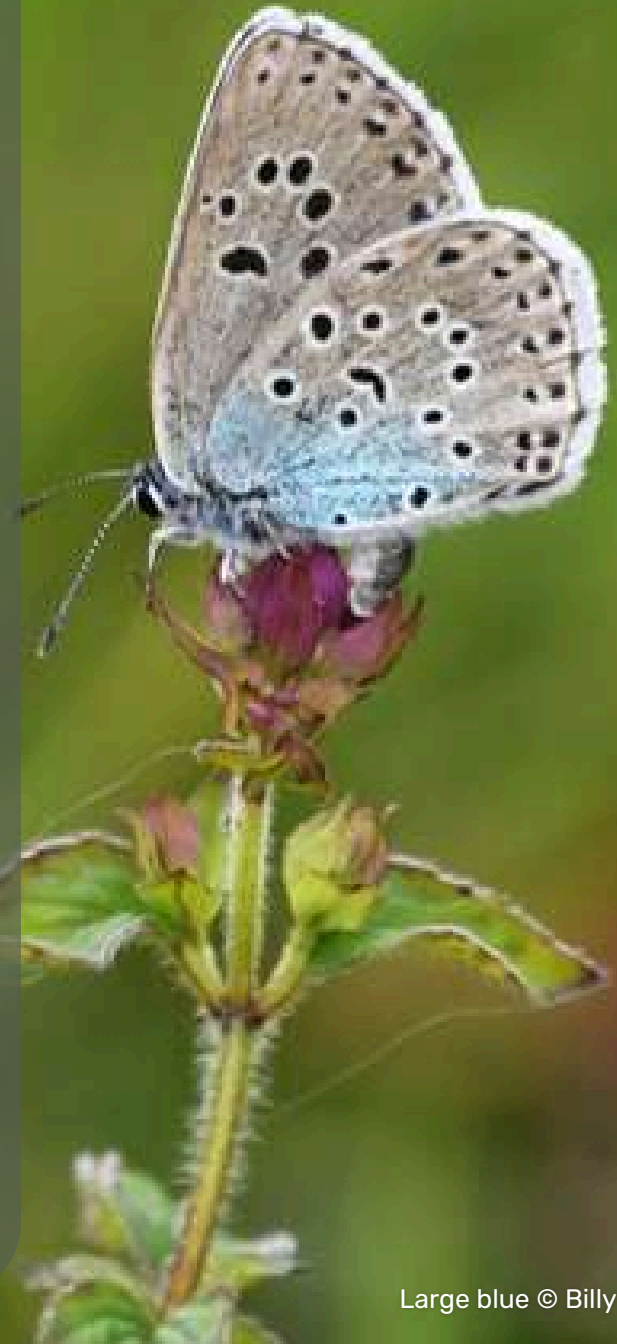
Outline of Main Activities

- 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.

Job description





Person Specification

Essential criteria

- Aged 18-25 years at start of traineeship.
- 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/from remote reserves for surveying.
- Physically fit enough to survey outdoors all day on rough terrain.
- Can demonstrate experience or qualifications equivalent to UK A level, in wildlife, conservation management, ecology or related discipline.
- 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.

Desirable criteria

- Have had experience volunteering for a conservation organisation or Citizen Science.
- 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 / analysis / coding (Python or R).
- Experience of organising or helping at small events.
- Knowledge of habitats and habitat management methods.
- Experience of drone piloting.

Job description





Terms of Employment

This is a fixed-term voluntary position for 12 months. 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.

Our office facilities are at Robinswood Hill Country Park in Gloucester.

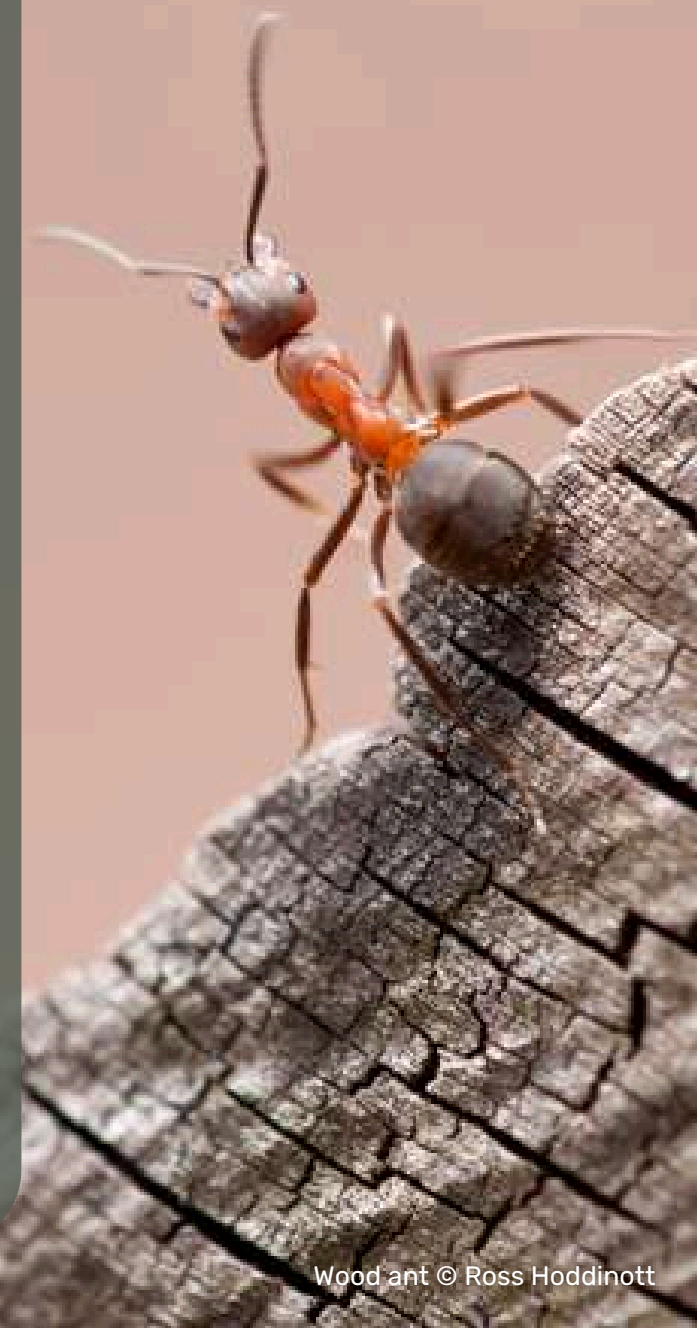
It is the nature of the work of Gloucestershire Wildlife Trust that tasks and responsibilities are, in many circumstances unpredictable and varied. All staff are, therefore, expected to work in a flexible way when the occasion arises where tasks that are not specifically covered in the Job Description 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.

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

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.





Gloucestershire
Wildlife Trust

How to apply

If you feel you have the necessary skills and experience to be successful in this role, Please apply with CV and covering letter to hr@gloucestershirowildlifetrust.co.uk by 9am Monday 12th January 2026.

Closing date: 09:00 AM, 12th January 2026.

Interviews will be held on Wednesday, 21st January 2026.

Start date: 02nd February 2026.

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

