



Countryside Jobs Service

Focus on Volunteering

20 February 2012

Endorsed by the Scottish Countryside Rangers Association, the Countryside Management Association and NATUR, the Welsh Institute of Countryside and Conservation Management



Volunteering Pays

By James Elliott, Countryside Ranger, Cameron House on Loch Lomond

I remember my interview quite clearly. It wasn't overly formal being beside a cosy fire on a comfy sofa one drizzly, grey October morning. Yet despite the comfort of my surroundings my throat was dry and my palms were moist. I really wanted this job and I hadn't exactly been inundated with replies to the countless job vacancies I had applied for. My interviewer scanned over my CV whilst I rattled on about my qualifications. I was getting the feeling that he was losing interest until I started talking about the voluntary ranger work I'd been involved in. And so it was that the majority of the interview was taken up with me relaying experiences I had not in the classroom but up on the hills of Glencoe and out on the rivers of South Australia. I suppose it helped that I enjoyed these experiences more than any lecture or tutorial and so was able to speak with greater enthusiasm about them.



That's not to say that I didn't like university; I loved it. But when I graduated with a degree in ecology over four years ago I had little idea of what I wanted to do with it. To think it over, or postpone my decision at any rate, I went to Australia for a year. It was while volunteering at a research station by the banks of the River Murray that I first tried my hand at rangership. This turned out to be the highlight of my gap year, a few mates from uni and I spent our days collecting seeds from eucalypt trees, building toilets for hikers in the outback and patrolling the river at night to survey for Carpet pythons. I now had an idea of the kind of job I would like on my return to home.

A few months' volunteering abroad was unlikely to land me a paid position so I started looking for longer term volunteer ranger work. Along with three others I was lucky enough to land a six-month residential position in the beautiful Glencoe with The National Trust for Scotland. We had our own little bothy at the foot of Sgorr nam Fiannaich and a 4x4 to do the weekly shop in Fort William. These were brilliant days spent leading guided walks and Landrover safaris, visiting local primary schools, conducting plant, bird and insect surveys and a range of manual tasks including fence building and rhoddy bashing. In the evenings I kept myself busy by pulling pints for thirsty hikers in the nearby Clachaig Inn. The property attracts many visitors and a large part of our time was spent on the Outlook station advising people on walks and answering any questions they may have about the area. I enjoyed speaking to the guests though the best part of the job was when it took you right into the hills, whether to help lay new footpaths or count red deer as they streamed down the glen. Climbing the hills kept us pretty fit though one particular day saw us hitch a lift up the mountainside on a helicopter that was transporting sacks of boulders for the footpath team to make into paths. Subsequent treks up the mountain seemed a lot of effort in comparison!

My time at Glencoe couldn't last forever and at the end of the summer I returned to the books for another year. On completing my Masters I launched a CV offensive on all the conservation organisations in Scotland. As it turned out it was from a 5-star hotel by Loch Lomond that I got my break. I had seen the ad posted on CJS Online and thought it worth a punt – the hotel's relatively new golf course was looking for a Countryside Ranger to implement the management plan drawn up to safeguard its wildlife and habitats. A large part of the job would also involve leading activities centred around this wildlife. I was delighted to be offered the job although it did take a while to find my feet.



The course is designed to be sensitive to the needs of wildlife. Beside this green an artificial otter holt has been incorporated into the bank. (DeVere)

The bread and butter of my job is practical conservation work around the resort. Onsite habitats include broadleaved woodland, scrubland, native grassland, wetland and large areas of open water. Typical day-to-day tasks may include tree and shrub planting, non-native species control and path maintenance, though no two days are the same which helps keep the job exciting. Leading the ranger activities is one of my favourite

aspects of the role. During the school holidays I have a different activity every day of the week including ranger rambles, bat walks, bird-watching safaris and campfire evenings. I have recently started mountain leadership training with a view to take guests further afield into the surrounding hillside.

It's no coincidence that much of the work I do now is similar to



Local volunteers help maintain new tree plantings around the golf course
(James Elliott)



Countryside Ranger James Elliott on a mini-beast safari. 'Providing fun ways to teach kids about our native wildlife is a big part of my job.' (DeVere)

what I did as a volunteer. By working with a team of rangers over an extended period of time I

was able to pick-up practical skills and survey techniques that I carried into paid employment. I now work closely with the Loch Lomond and Trossachs National Park who find volunteers to help me, mainly in monitoring biodiversity onsite. This allows me to survey larger areas of land faster than I would be able to do by myself. I hope the volunteers get something back as well, be it an improved knowledge of our native wildlife, learning how to stake in a tree or erect a fence, or just a sense of satisfaction that they are making a positive contribution to our natural environment.

The National Trust for Scotland's (NTS) Glencoe property is over 13000 acres of mostly mountainous estate. With a large property and 120,000 visitors each year we've got a lot on our hands and that's where volunteers come in. Every year we recruit 3 seasonal volunteers to take on different roles (Ecology, Access and Education) within the small ranger team to help us manage this incredible area. Without our dedicated volunteers we could not manage this unique property. With only 2 full time rangers, 40km of footpaths, 4852 hectares of designated land (SSSI & SAC), and 120 events per year, volunteers are essential in our work to care for Glencoe.



Since we started the formal volunteer placements in 2005 we have given 23 volunteers the opportunity to spend 6 months or more learning and working in Glencoe. Volunteering here is mutually beneficial for both the NTS and the volunteers. We get over 2500 hours of work each year and the volunteers get an unforgettable experience, working for Scotland's leading conservation charity which is an essential stepping stone on the path to a career in conservation. In fact many of our volunteers are now working as rangers, wardens and environmental education officers for many different environmental organisations across the country.

For more information on volunteering at Glencoe please see our website <http://www.nts.org.uk/Property/Glencoe-Dalness/Volunteer/>

Scotland:

REF VOL-DIRECT-19/3 JOB **ASSISTANT RANGER**
 BE4 N / A LOC LOCH OF THE LOWES VISITOR CENTRE & various Perthshire Reserves
 PAY Accommodation & expenses FOR SCOTTISH WILDLIFE TRUST
 DES Volunteers required from June to October, minimum 2 months. Five days a week, mostly Mon-Fri. To assist the Ranger in undertaking practical conservation, biological surveying, education & visitor tasks on the 5 Perthshire reserves, as directed by the Ranger. Free accommodation in a wooden cabin by the loch side. Gain experience in conservation management, visitor management & education, & in surveying & monitoring; possible 1st aid certificate. All existing benefits protected. BUT Ability to work as part of a group; some practical conservation & survey skills would be advantageous; ability to communicate to the public; reasonable standard of fitness & willing to do physically hard work; willing to share accommodation with colleagues. ASK / Chat: Emma, 01350 727337 www.scottishwildlifetrust.org.uk

REF VOL-DIRECT-12/3 JOB **Long-term Residential Volunteering Placements x 5**
 BE4 9/3/12 for 1st placement, 20/4/12 for the other 4 LOC HANDA ISLAND, SUTHERLAND
 PAY Training, accommodation, some expenses FOR SCOTTISH WILDLIFE TRUST
 DES Handa is one of the UK's largest seabird colonies & has abundant marine life in its waters, as well as being one of the most scenic places in Scotland. We need volunteers to help us in all aspects of our work throughout the season. Each of the 5 placements are tailored towards a specific role, be it practical work, seabird monitoring or visitor interpretation. All involve outdoor work in all weathers with staff, volunteers & visitors alike. BUT Applicants have to commit for 4-12 weeks at specified times between Apr-Sep. Willingness & ability to live & work in basic shared accommodation on a remote Scottish island with occasionally severe weather conditions. Good level of health & fitness essential. Flexibility & an open friendly nature essential. Able to work alone or in a team. Each role requires a different mix of skills & operates at different times of the season. ASK <http://bit.ly/SWTHandaVol> Phil Knott, 07920 468572 handaranger@swt.org.uk

REF VOL-DIRECT-19/3 JOB **RESIDENTIAL WEEKLY VOLUNTEERS**
 BE4 N / A LOC HANDA ISLAND, SUTHERLAND
 PAY Training & accommodation FOR SCOTTISH WILDLIFE TRUST
 DES This is a wonderful opportunity to live & work in one of Scotland's most beautiful & wildlife rich places. We need around 50 volunteers (2 for each week of the season) to safely land, help & introduce visitors to the reserve throughout the season. Volunteers will use a portable jetty to meet the Handa ferry on the beach & then take visitors to the shelter where they will give them an introductory talk about the reserve. BUT Applicants have to commit for 1 or 2 weeks from Saturday to Saturday between Apr-Sep, & will work from 9-5 Mon-Fri. Willingness & ability to live & work in basic shared accommodation on a remote Scottish island with occasionally severe weather conditions. Good level of health & fitness essential. Flexibility & an open friendly nature essential. Able to work alone or in a team. Joint applications from friends or couples are welcome. ASK <http://bit.ly/SWTHandaVol> Phil Knott, 07920 468572 handaranger@swt.org.uk



Come & Volunteer with East Lothian's Countryside Ranger Service!

Volunteers help us manage our countryside in many ways. Would you like to help..?

'Friends' groups work with the Countryside Rangers and deliver a variety of projects. We have Friends groups in North Berwick, Aberlady Bay, John Muir Country Park and Yellowcraig, with a further Friends of Levenhall (Musselburgh) and Gullane scheduled for 2012.

Sheep checking. Help check the health and status of sheep which graze target grasslands (Typically, each check of the flock takes a couple of hours (and much repeated counting) but the volunteers really

have identified with the project.

Watching ducks. Monitor the success of an Eider colony and ensure that people do not stray too close.

Path Wardens. With over 250km of designated core paths across East Lothian, path wardens help patrol these routes and carry out minor work.

Interested? Contact me! Duncan Priddle, Countryside Officer, East Lothian Council dpriddle@eastlothian.gov.uk

REF VOL-DIRECT-OK8 JOB **CONSERVATION VOLUNTEER – GREEN DAYS OUT**
 BE4 N / A LOC HIGHLANDS OF SCOTLAND
 PAY All tools, training & transport FOR TREES FOR LIFE
 DES Live in the Highlands or Moray & have an interest in Conservation? Join Trees for Life's Green Days Out programme & help us restore the Caledonian Forest one day at a time. Days out run most Wednesdays & occasional Sundays. Transport is provided with pick ups available from Forres, Nairn & Inverness. A wide variety of work tasks, including planting trees, removing non native plants, nursery work, survey work & more. BUT Must be 18+ & have a reasonable level of fitness. No experience necessary. ASK Rosie, 01309 691444 or rosie@treesforlife.org.uk

REF VOL-DIRECT-2/4 JOB **CONSERVATION VOLUNTEER**
 BE4 30/3/12 LOC CUMBERNAULD
 PAY travel expenses, PPE, some training possible FOR SCOTTISH WILDLIFE TRUST
 DES Undertake practical conservation tasks on reserves such as tree felling, repairing fences & footpaths, planting trees, clearing no native species. Work will be Monday to Friday. BUT We are looking for committed individuals to work as part of a team. You should be interested in working outdoors & able to commit to 1 – 5 days per week. You should be prepared to work in all weathers. ASK Info: Peter Gilbert 0131 3124732 pgilbert@swt.org.uk

REF VOL-DIRECT-26/3 JOB **RESERVES PROJECT GROUP – CONSERVATION WORKERS**
 BE4 N / A LOC SWT CUMBERNAULD WILDLIFE RESERVES
 PAY Training, travelling expenses, protective clothing FOR THE SCOTTISH WILDLIFE TRUST
 DES We are looking for volunteers who want to learn new skills & gain experience whilst supporting the Scottish Wildlife Trust protect the country's precious wildlife habitats. You will join our newly formed Reserves Project Group in Cumbernauld, led by one of our fully qualified instructors. Here you will be taught a range of land-based activities such as tree felling, strimming, boardwalk building, fencework, chainsaw & non-native species & scrub control. To begin April 2012. We can offer various terms within the Reserves Volunteering Programme such as full-time training for 6 months or part-time over a longer period. BUT Willingness to learn, committed & an interest in nature conservation & the outdoors. Must be reasonably fit & willing to work in challenging out-of-doors environments. ASK recruitment@swt.org.uk 0131 312 7765.

REF VOL-DIRECT-27/2 JOB **RESIDENTIAL VOLUNTEER**
 BE4 25/2/12 LOC VANE FARM, LOCH LEVEN NNR, PERTSHIRE
 PAY Accommodation & training FOR RSPB
 DES The reserve aims to provide lowland wet-grassland waders with ideal breeding habitat, & focuses on breeding lapwing, aiming to find each nest & follow it to its conclusion. The volunteer post is a great opportunity to get stuck in & immerse yourself in the world of breeding waders, learning their behaviour & habits in a bid to inform & improve site management & develop your own knowledge The role will also involve habitat management & practical reserve maintenance & you may be able to get involved with other departments such as education, events & helping with wider NNR management. BUT Enthusiastic, with a flexible attitude & interested in wildlife & conservation. Willing to work alone or as part of a team, & happy to work outdoors in all weathers. Driving licence essential. Minimum age 18 & need to be available for March to July. ASK vicky.turnbull@rspb.org.uk 01577 862355.

REF VOL-DIRECT-19/3 JOB **BIRD SURVEYOR**
 BE4 N / A LOC BADENOCH & STRATHSPEY, HIGHLAND
 PAY Some travel expenses & training provided FOR RSPB
 DES To survey breeding waders & key passerines on farmland within Badenoch & Strathspey. Also carry out basic vegetation mapping. BUT Very good bird ID skills, including songs & calls, for waders & farmland passerines. Bird surveys need to be carried out in the early morning or evening. Paperwork, including vegetation mapping to be completed. ASK Pete Moore, 01540 661518 or 07866 578079 pete.moore@rspb.org.uk

REF VOL-DIRECT-5/3 JOB **VOLUNTARY MARINE RANGER**
 BE4 2/3/12(noon) IV 16/3/12 LOC St Abbs & Eyemouth Voluntary Marine Reserve & St Abbs Head NNR
 PAY 0 +accom, expenses, PPE & training provided FOR St Abbs & Eyemouth Voluntary Marine Reserve / NTS
 DES The perfect place to get up close & personal with some great British marine wildlife – & an incredible place to vol too. We are looking for a hard working individual to join our small & friendly team to help look after Scotland's first Voluntary Marine Reserve. During your placement you will use your skills & passion to inspire others & raise awareness of the marine env through education & interpretation. An excellent opportunity for recent graduates who want to gain work experience or for more experienced people looking for a change in direction. Required from 31st March until late September to work approx. 5 days/week incl some weekends & bank holidays. BUT Essential: Enthusiasm for conservation & the env, good communication skills, computerate & ability to work independently. Desirable: Knowledge of marine & coastal wildlife, driving licence, experience working with young people, knowledge of the SCUBA diving industry. ASK Georgia Conolly gconolly@nts.org.uk or call (018907) 71443 for an informal chat. www.marine-reserve.co.uk

REF VOL-DIRECT-19/3 JOB **OFFICE ADMINISTRATOR**
 BE4 N/A LOC INSH MARSHES NNR, KINGUSSIE, HIGHLAND
 PAY Some travel expenses & training provided FOR RSPB
 DES To assist in the day to day running of a small office. Includes general administration, answering phone calls, ordering leaflets, filing, data entry, computer work. BUT Must be organised, have good admin skills, basic computer literacy & good communication skills. An interest in nature conservation issues useful. ASK Pete Moore, 01540 661518 or 07866 578079 pete.moore@rspb.org.uk

Skye Mountain Path Volunteer Days with the Highland Council Rangers ****FREE****
 12/5/12: Coire a' Ghreadaidh; 28/7/12: Coire na Creiche; 22/9/12: Bealach a' Mhaim; 17/11/12: Old Man of Storr; 19/1/13 : Coire Làgan; 16/3/13: Loch Langaig, Quiraing. All events 10am - 3pm. Tools & gloves provided. For further information, email:john.phillips@highland.gov.uk

Would you like to: • Learn new skills e.g. footpath construction and woodland management?
 • Work in beautiful gardens and countryside? • Meet new people and become actively involved in conservation? Tayside and Grampian Conservation Volunteers regularly carry out practical conservation work for the National Trust for Scotland.
 www.nts.org.uk/Volunteering/Outdoor

Froglife is an Amphibian and Reptile Conservation charity currently involved in projects in North Lanarkshire and Glasgow. We have a variety of voluntary opportunities including regular practical volunteer sessions and amphibian survey. If you are interested then get in touch for a chat! Contact iain.maclean@froglife.org or phone 01413 390737.

Hopetoun House is located just outside of Edinburgh and is set in 150 acres of rolling parkland and extensive woodland. The Ranger Service runs weekly and monthly volunteer sessions. Tasks include practical conservation, wildlife monitoring and patrolling. Please contact Peter Stevens on 0131 319 3956 or ranger@hopetoun.co.uk



TREES FOR LIFE

Trees for Life is a Scottish conservation charity carrying out forest restoration work – and planting our Millionth Tree in 2012! Volunteers are invited to come on Conservation Holidays in the Highlands - spend a week amongst forests, rivers & mountains, carrying out vital practical work, including tree planting, felling non-native trees, fence removal, seed collection and more! We also run dedicated tree nursery weeks, where the work is gentler but equally important. Holidays run from March to May & August to November, every year. Minimum contribution of £80 per week is required, including all food, accommodation, tools and transport from Inverness.
 rosie@treesforlife.org.uk www.treesforlife.org.uk

North East:

REF VOL-DIRECT-19/3 JOB **VOLUNTEER RETAIL ASSISTANT**
 BE4 ? LOC RSPB OLD MOOR, S YORKSHIRE
 PAY expenses, training & uniform FOR RSPB
 DES We want to ensure all our visitors have a pleasurable time & encourage them to support RSPB by becoming members. By volunteering you will help us present the RSPB in a friendly & professional manner. Become part of a friendly team with opportunity to learn new skills. Great opportunity to develop customer service skills & gain insight in to Tourism based org & general retail operations. Thinking of your CV this experience is invaluable in finding work in conservation & customer care skills are transferable to lots of other areas. BUT You need to be a smiley, outgoing, approachable & confident person able to talk to people of all back grounds about a range of products & services whilst giving excellent customer care. 100% of retail profits go straight in to conservation. ASK Alison Broadhead 01226 751593 alison.broadhead@rspb.org.uk

REF VOL-DIRECT-19/3 JOB **VOLUNTEER MEMBERSHIP RECRUITER**
 BE4 ? LOC CASTLEFORD, W YORKSHIRE
 PAY 0 FOR RSPB
 DES You will actively provide a warm welcome for all visitors, thank members for their support & ensure that visitors' needs are understood & met to the best of our ability. Membership is the lifeblood of the Society helping us fund nature conservation work. BUT Role will suit someone who loves to meet & talk to visitors & who would gain satisfaction from encouraging people to support RSPB as members. Also a great opportunity to work at a unique wildlife reserve. 1 day per month, pref Thurs, Sat or Sun. ASK www.rspb.org.uk/volunteering Richard Amende 07900 232699

REF VOL-DIRECT-19/3 JOB **VOLUNTEER CAFÉ ASSISTANT**
 BE4 ? LOC OLD MOOR, S YORKSHIRE
 PAY expenses & training provided FOR RSPB
 DES Your support is key to our operation running smoothly & successfully. You will become part of a friendly team with the opportunity to learn new skills. Great opportunity to develop customer service & food preparation skills. Thinking of your CV this experience is invaluable in finding work in conservation & customer care skills are transferable to lots of other areas. Two roles 1. Front of House Assistant – taking orders, serving food & drinks, using the till & house keeping. 2. Food Preparation Assistant – helping with hot & cold food prep, taking orders, serving food & drinks, using the till & house keeping (Food Hygiene Cert required) BUT Need to be a smiley outgoing confident person able to talk to people of all ages & backgrounds. ASK Jane Steele 01226 273838 jane.steele@rspb.org.uk

REF VOL-DIRECT-19/3 JOB **VOLUNTEER VISITOR SERVICES TEAM LEADER**
 BE4 ? LOC GOOLE, HUMBERSIDE
 PAY 0 FOR RSPB
 DES Help us inspire visitors to Blacktoft Sands, one of RSPB's most popular reserves located on the Humber Estuary. Help improve all aspects of the visitor experience. BUT Need to have an outgoing personality & enjoy meeting people with whom you can share your passion for nature & conservation. A good communicator & creative in your approach to enthusing people about nature. An ability to identify some of the common birds we have at Blacktoft an advantage. Available for one day a week, incl weekends. ASK www.rspb.org.uk/volunteering Michael Andrew 01405 704665

REF VOL-DIRECT-19/3 JOB **WILDLIFE EXPLORER GROUP ASSISTANT LEADER**
 BE4 ? LOC NEWCASTLE
 PAY0 FOR RSPB
 DES Young people are tomorrow's conservationists & helping them to discover the wonders of nature & to develop a passion for wildlife is a key area of our work. Help run fun env games & activities for children around 6 to 12 years of age which will encourage them to explore the natural world & help them develop a concern for the env. BUT Need to enjoy working with children, but you don't have to be an expert on birds, plants or any other sort of wildlife. All that's required is energy & enthusiasm. Need to attend a weekend training course during your first year. Group meets monthly for a couple of hours, with a programme of indoor & outdoor events. With preparation time you will need to be available for 8 – 10 hours a month. ASK www.rspb.org.uk/volunteering Siobhan McGuigan 01524 581002

REF VOL-DIRECT-19/3 JOB **VOLUNTEER GARDENER**
 BE4 ? LOC SALTHOLME, MIDDLESBROUGH
 PAY 0 FOR RSPB
 DES Help maintain our fantastic wildlife garden. We want it to be a haven of calm & beauty for visitors & wildlife. Get involved in all aspects of the up keep incl planting, weeding, pruning & path maintenance. BUT Experienced & knowledgeable people with enthusiasm & a love of gardening. Available all year round. ASK www.rspb.org.uk/volunteering Emma Birnie 01642 542074

REF VOL-DIRECT-19/3 JOB **VOLUNTEER HANDYPERSON**
 BE4 ? LOC SALTHOLME, MIDDLESBROUGH
 PAY 0 FOR RSPB DES Our visitor centre & reserve hides need to be maintained to the highest standards. Assist us with day to day maintenance. Your time & skills could make a real difference to the success of Saltholme. BUT Someone with practical experience in DIY. Good level of fitness is essential & skills such as carpentry, plumbing or electrical desirable along with more general DIY skills to help carry out minor repairs. Need to be able to volunteer during office hours. Need an up to date tetanus injection & to enjoy working in a team. ASK www.rspb.org.uk/volunteering Emma Birnie 01642 542074

REF VOL-DIRECT-19/3 JOB **VOLUNTEER 'WILD GUIDES'**
 BE4 ? LOC SALTHOLME, MIDDLESBROUGH
 PAY 0 FOR RSPB
 DES We are looking for a team of wild guides to help families to make the most of their visit to Saltholme. You'll spend most of your time outdoors, sharing your love of nature with others by taking part in everything from showing people new born lambs & pond dipping, to minibeast hunts & boat building. Get the chance to meet new people, develop new skills & learn more about wildlife. BUT No need to be a wildlife expert, but enthusiasm for nature is crucial. Role involves walking, being on your feet & general lifting & carrying of equipment (pond nets, insect nets) so a degree of physical fitness is important. ASK www.rspb.org.uk/volunteering Ben Calvert 01642 542075

Combine Volunteering and Qualifications
 Join BTCV York's Level 1 or level 2 Diplomas in Work-based Environmental Conservation. Learn practical skills on local National Nature Reserves and learn nature conservation theory. Volunteer Mondays and Tuesdays or Wednesdays and Thursdays for 30 weeks. Contact Julie Howarth Pulleyn Telephone 01904 6443000

Friends of Nidderdale Area of Outstanding Natural Beauty are looking for new Trustees. If you have a background in volunteering, conservation, land management, agriculture business, sales or marketing we would like to hear from you. The role is varied and challenging. Trustees work in a voluntary capacity. Contact louisecmcmanus@gmail.com for more information.

Get your Feet Wet! Tyne Rivers Trust is a local charity dedicated to improving the Tyne river catchment in North East England. Contact Ceri on c.gibson@tyneriverstrust.org for volunteer opportunities in river survey and water quality monitoring. Find out more at www.tyneriverstrust.org

Volunteering can be a valuable first step to working in the great outdoors



Department for
Work and Pensions

If you want to work in conservation or get involved in wider countryside and wildlife work then volunteering is a great way to get some experience. In these difficult economic times volunteering can be a sensible way to fill in gaps on your CV and may even lead to a permanent paid job.

Lauren Kilbey from Jobcentre Plus explains some of the advantages of volunteering below and some of the rules you need to be aware of if you are claiming benefits and volunteering at the same time.

At Jobcentre Plus we recognise the value volunteering can be to some people who are out of work. Volunteering may not be for everyone but for those who are interested in taking up a placement there are some real advantages.

Being a volunteer means you can continue to use and improve your professional skills whilst looking for work. Volunteering can also be an opportunity to learn new skills, or try a completely different job before deciding if that's the kind of career you would like to pursue. This could be really useful if you are planning a switch to this sector and want to make sure working outdoors is really for you.

Spending some time volunteering also looks good on your CV, it can help to bridge any gaps between paid work, demonstrate real experience in a working environment and help secure recent work-related references. And of course there is also the "feel good" factor as you give something back to your community and keep yourself motivated whilst you look for paid work.

If you are claiming benefits and are interested in volunteering there are some requirements you must meet. The rules for volunteers claiming benefits vary depending on the benefit you are claiming. Each benefit has certain conditions and provided you continue to meet those conditions there are no additional restrictions for volunteers. So, if you are unemployed and claiming the main out of work benefit Jobseeker's Allowance the conditions are:

- You must continue to be available for and actively seek full time, paid work
- You must be available to attend a job interview at 48 hours notice
- You must be able to start a paid job at one week's notice

This does not prevent you from carrying out a full time voluntary placement, provided you continue to meet the requirements above.

Other benefits have different conditions, for example, people claiming Carer's Allowance must be caring for someone for 35 hours per week. People claiming Employment and Support Allowance need to be able to attend work focused interviews when requested. However, some benefits like Disability Living Allowance or Attendance Allowance are completely unaffected by volunteering.

The best thing to do is discuss your plans with your Jobcentre Plus adviser, who will be able to tell you exactly what the requirements are of the benefits you are claiming. Another thing you need to consider when taking up a volunteering opportunity is how any money you receive may affect your benefits.

In general, the work you do must be unpaid, to qualify as volunteering for benefits purposes. It must also be something you are not legally obliged to do, for a not for profit organisation, and for a non-family member.

Any payments which cover basic expenses – for example, money for travel to the placement, for specialist clothing or equipment or for a meal during the day – would not usually affect your benefits. Subsistence payments or other money provided over and above these basics might do.

Again, if you are not sure whether any money you receive could affect your benefits the best thing to do is discuss it with your Jobcentre Plus adviser before you start. It's also a good idea to keep a note of any money you receive so you have your own record in case you need to refer to it.

Jobcentre Plus can also help you find a volunteer placement. The Work Together scheme matches volunteers with suitable placements. Jobcentre Plus advisers can tell you what is available in your area and put you in touch with organisations that can help you find the placement that is right for you such as local voluntary and community sector organisations or your local volunteer centre.

Volunteering is a great way to get involved in a sector and find out where to look for full time, paid positions. But there are also jobs out there in the countryside and wildlife sectors. Lantra, the skills council for the environmental and land-based sectors, says at least 110,000 new workers will be needed over the next five years.

There are currently a few hundred positions in agriculture, horticulture and conservation advertised with Jobcentre Plus across the UK – ranging from apprenticeships to more senior positions and many more appear in specialist publications like the Countryside Jobs Service and are advertised online.

Jobcentre Plus is there to help you get back into full time, paid employment and can help you make the most of a volunteering position so it brings you a bit closer to that goal.

For more information on volunteering go to DirectGov: <http://bit.ly/DirectGovvol>
To search for jobs online www.direct.gov.uk/employment

North West:

Brantwood offers a range of outdoor volunteering opportunities. Contribute to the sustainable renovation and development of John Ruskin's 100 ha unique garden and estate or help to extend the potential for biodynamic, permaculture and other holistic research within this beautiful fellside landscape. Sally - 015394 41396 sally@brantwood.org.uk

Bolton Conservation Volunteers
We carry out practical conservation work every other Sunday at locations in and around Bolton. Work can include tree planting, hedge laying, dry stone walling and invasive species clearance. Please visit our website at www.boltonconservation.org.uk for more information.

New Ferry Butterfly Park: an urban nature reserve, community art project and wildlife haven.
We need: artists, administrators, conservation volunteers, education leaders, gardeners, seed planters, fundraisers, photographers, wardens and wildlife recorders.... Your enthusiasm, imagination, and hard work can help make an extraordinary place!
<http://bit.ly/NewFerry> hilary.j.ash@ntlworld.com
0151 327 5923

Wirral Countryside Volunteers (WCV): an enthusiastic volunteer group doing nature conservation on the Wirral. From hedgelaying and coppicing ancient woodland to pond restoration and scything wildflower meadows. Learn new skills, gain experience, and have fun. New volunteers particularly welcome.
<http://bit.ly/WirralCsideVols> Please contact Tim: 07908 830033 wirral.countryside.volunteers@gmail.com

The National Trust has a variety of roles in wardening, footpath work, conservation and learning projects across various places in the North West. Help us to care for some of Britain's most stunning and vulnerable landscapes. To find out more, please contact nw.volunteering@nationaltrust.org.uk or tel 0161 234 9980

REF	VOL-DIRECT-5/3	JOB	upto 8 VOLUNTEER SCHOOL VISITS ASSISTANT
BE4	2/3/12	LOC	BROCKHOLE, WINDERMERE
PAY	training & expenses	FOR	LAKE DISTRICT NPA
DES	Support our learning co-ordinator, meeting & greeting gps, helping them get the most out of their visit. As a 'Volunteer Schools Liaison Officer' you will be the first point of contact to groups arriving at Brockhole. Role will involve running short welcome briefing sessions, ensuring that teachers & gp leaders are happy with arrangements for their visit, assisting with educational resource preparation such as displays & trials & leading / assisting with onsite env ed sessions such as pond dipping & guided trails around the grounds. (optional element of the role). Commit to 10+ duties a year – mainly weekdays during term time. Majority of duties between Easter & end of October. Great way to get experience for working in the cside. BUT Excellent communicators, enjoy working with children, have good local knowledge & broad understanding of the National Park Authority. No experience necessary. Good communication skills & a professional, friendly manner are the most important elements of this role. Particularly suited to someone who is confident with large gps & is prepared to be an ambassador for the NPA. ASK Annie Duckworth, Vol Recruitment Co-ordinator 01539 792891 annieduckworth@lakedistrict.gov.uk Volunteer Recruitment Co-ordinator, Lake District NPA, Murley Moss, Oxenholme Road, Kendal, LA9 7RL		

REF	VOL-DIRECT-19/3	JOB	VOLUNTEERS
BE4	?	LOC	WHINLATTER FOREST, LAKE DISTRICT
PAY	0	FOR	THE FRIENDS OF WHINLATTER (Forestry Commission)
DES	A group of vols who work with the Forestry Commission Whinlatter ranger team to help look after the forest. They get involved in lots of different activities from mountain bike trail maintenance & squirrel surveying to tree planting & dry stone walling. The Friends group replanted native oak trees & built the new walking trail through the trees with support from the rangers & foresters. BUT Anyone who has an interest in helping to take care of the forest & learn new skills can join in. No previous experience is required as all necessary training given. ASK sally.burchall@forestry.gsi.gov.uk 017687 78613		

REF	VOL-DIRECT-19/3	JOB	ESTATE STEWARD
BE4	N/A	LOC	BRANTWOOD, CONISTON
PAY	0*	FOR	THE BRANTWOOD TRUST
DES	To offer a personal provision of guidance & info for our visitors out-of-doors. A min commitment of one 3 hour shift weekly is required. Welcome & orientate visitors; provide info about John Ruskin, Brantwood & the locality, to enable visitors to gain the best from their visit; give info about current projects & developments of this dynamic estate. There are also opportunities to be involved in the research & development of garden of garden & estate projects. Handbook, map pouch, radio & first aid kit provided. * travel expenses, refreshments whilst on duty, membership of 'Friends' org (with on-site discounts). First Aid, fire safety, appropriate Health & Safety training & that specific to role & responsibilities. BUT Good communication skills, keenness to learn, loyalty & commitment, moderate fitness, love of the outdoors & the Lakeland landscape. ASK Sally Beamish (Estate Manager) 01539 441396 sally@brantwood.org.uk		

REF	VOL-DIRECT-25/6	JOB	DOVE STONE BIOBLITZ VOLUNTEERS
BE4	event is on 7 July	LOC	OLDHAM, LANCS
PAY	0	FOR	RSPB
DES	Bioblitz is a 24 hour event which aims to record as much wildlife as possible & enthuse the public about nature & the env. We have lots of volunteering opportunities like photographers, record keepers, base leaders & assistants, roving wildlife experts & site set-up assistants. A great chance to take part in a fast growing Bioblitz culture, such events are becoming increasingly popular. You'll get to learn more about Dove Stone's different habitats & to discover the amazing array of wildlife they support. BUT Need to be able to help out all day on 7 July plus taking part in training before hand. ASK www.rspb.org.uk/volunteering Geoff deBoer or Rachel Downham 01457 819880		

REF VOL-DIRECT-19/3 JOB **'A DATE WITH NATURE' ASSISTANTS – Manchester Peregrines**

BE4 ? LOC MANCHESTER

PAY 0 FOR RSPB

DES Manchester Peregrine Project is part of 'A Date with Nature' programme. We aim to inspire & enthuse the public about nature whilst raising awareness of & gaining support for RSPB. Support in the delivery of the event, incl setting up & dismantling, helping meet targets for memberships, fund-raising & name gathering. A wonderful chance to meet new people incl other vols & staff. BUT People person who loves nature. Could you see yourself standing in front of Manchester's big wheel enthusing passers-by about local Peregrines, inviting them to take a closer look through our telescopes, building on their excitement with stories & info about these incredible falcons?

ASK www.rspb.org.uk/volunteering Joanna Keene 01484 861148

REF VOL-DIRECT-19/3 JOB **VOLUNTEER SCHOOL COMPETITION LEADER**

BE4 ? LOC OLDHAM, LANCASHIRE

PAY 0 FOR RSPB

DES Last year our Access to Nature project ran a successful creative art & photography competition with secondary schools & colleges. To improve & extend the reach of a similar competition we need an assistant to work with the Education Officer to create promotional material, coordinate bookings with schools & teachers & deliver assemblies/presentations. After entries are in there will be work to display work across libraries & galleries. Volunteering on this project will provide excellent experience & skills for those looking to work in the education, youth or creative sector. Fantastic opportunity to develop an understanding of RSPB & also develop skills in building relationships with secondary schools & higher education establishments & their students. BUT Need to commit 1+ days a week between Feb & June. ASK www.rspb.org.uk/volunteering Geoff deBoer 01457 819884

REF VOL-DIRECT-19/3 JOB **DOVE STONE CORPORATE VOLUNTEERING**

BE4 ? LOC MANCHESTER

PAY 0 FOR RSPB

DES A range of on-day team challenges are available. These are practical, outdoor activities focused on benefiting nature & the env. BUT No experience necessary, & tools & support are supplied by the reserve. We do not charge directly for these activities but welcome donations. ASK Rachel Downham 07825 022636

REF VOL-DIRECT-19/3 JOB **WELCOME DESK VOLUNTEER**

BE4 ? LOC LEIGHTON MOSS, S CUMBRIA

PAY 0 FOR RSPB

DES Provide a warm welcome to all our visitors, providing them with info they need to make the most of their visit. Opportunity to pass on your enthusiasm for wildlife. Inspire people about wildlife & the RSPB & actively encourage people to join. BUT Warm & friendly personality & be confident initiating conversations with the public. You don't need to be an expert but you need to have enthusiasm for wildlife & its conservation. ASK www.rspb.org.uk/volunteering Annabel Rushton 01524 703017

REF VOL-DIRECT-19/3 JOB **VOLUNTEER RETAILS ASSISTANT**

BE4 ? LOC LEIGHTON MOSS, S CUMBRIA

PAY 0 FOR RSPB

DES Help us to present RSPB in a friendly & professional manner & make sure visitors have a pleasurable & interesting time. Duties incl meeting & serving visitors, membership recruitment, handling money & the care & presentation of the shop & it's stock. BUT Need to enjoy working with people & have good customer care skills, be accurate, reliable & friendly as well as being presentable. ASK www.rspb.org.uk/volunteering Annabel Rushton 01524 703017

REF VOL-DIRECT-19/3 JOB **VOLUNTEER CAFÉ ASSISTANT**

BE4 ? LOC LEIGHTON MOSS, S CUMBRIA

PAY 0 FOR RSPB

DES The reserve is a major local visitor attraction. 100% of the profits from the café go to help nature so by volunteering you will really be helping wildlife. Learn new skills & meet new people. BUT Friendly personality & able to volunteer for 4+ hours a week or month (can be worked around public transport). ASK www.rspb.org.uk/volunteering Patrick Keating 01524 703016

REF VOL-DIRECT-19/3 JOB **VOLUNTEERS - Help to fight an alien invasion!**

BE4 working April to July LOC CHESHIRE

PAY 0 FOR CHESHIRE WILDLIFE TRUST

DES Help control the spread of Himalayan balsam on 3 rivers, Gowy River (Peckforton to Huxley) 2 days per week incl Saturdays, Clatter Brook (Dibbinsdale Valley, Wirral) 1 day per week & Swettenham Brook (Clonterbrook Farm to Swettenham) 1 – 2 days per week. BUT 18+, no experience necessary as full training given, although prior experience, training or qual in the use of strimmer or brushcutter would be added bonus. Able to commit to volunteering on a regular basis even if just for half a day each week. ASK Lyn Byrne lbyrne@cheshirewt.org.uk 01948 820728

REF VOL-DIRECT-19/3 JOB **RIVER SURVEYORS**

BE4 working April to September LOC CHESHIRE

PAY 0 FOR CHESHIRE WILDLIFE TRUST

DES Help carry out surveys along 3 watercourses, 3 rivers. Gowy River (Peckforton to Huxley), Clatter Brook (Dibbinsdale Valley, Wirral) & Swettenham Brook (Swettenham). Work will enable us to map invasive non-native species incl Himalayan balsam, Japanese knotweed & giant hogweed. Full training given on identification of these & other species you are likely to find. BUT Over 18 years. Knowledge of using maps would be an advantage but not essential as full training given. Able to commit to volunteering on a regular basis even if just for half a day each week. ASK Lyn Byrne lbyrne@cheshirewt.org.uk 01948 820728

REF VOL-DIRECT-19/3 JOB **VOLUNTEER RESERVE ASSISTANT**
 BE4 ? LOC RIBBLE RESERVES, LANCASHIRE
 PAY 0 FOR RSPB

DES Help us with ongoing habitat management, reserve/estate maintenance & visitor facilities. Excellent chance to gain experience in a variety of reserve/conservation skills & make a genuine contribution to wildlife conservation. Work varies but will incl vegetation clearance, path maintenance, painting, litter collection & fencing. All tasks are vital for conservation of the sites & for retaining the good access to & around the reserves. BUT Enthusiasm, an interest in conservation & ability to work as part of a team essential. A good level of fitness & willingness to work outside & hands on is required. Skills such as habitat & estate management are desirable but not essential. Need to have an up-to-date tetanus injection. ASK www.rspb.org.uk/volunteering Alex Pigott 01704 226190

REF VOL-DIRECT-OK8 LOC KENDAL, LAKE DISTRICT
 BE4 ongoing opportunity FOR BTCV
 JOB DES

Tree Nursery Volunteer Officer Native trees, grown from locally collected seed, must be part of our future if we are to conserve biodiversity & protect wildlife. We collect seed from some of the most scenic areas in the British Isles & propagate it at our tree nursery in Kendal. You can do this! Gain experience in plant propagation in polytunnels & outdoor beds, & learn a range of techniques to get seeds to grow. See the trees become bigger, & go out to be planted in local conservation projects. Work with & lead a wide range of interesting people & community groups. Take the initiative for planning & organising tree nursery work. BUT Willingness to get muddy & wet, an inquisitiveness to learn more about species ID & characteristics, inventiveness to create solutions to problems, & a friendly manner to join & lead our team.

Practical Projects Volunteer Officer Providing assistance in some or all of the following: leading vol work parties across the Lake District, maintaining equipment & grounds, tree propagation, setting up projects, administration & IT. Join a keen & experienced vol team, & have a positive influence on the project's development. Former VOs have progressed to careers in conservation. BUT Willingness to manage groups or projects. Activities are rural & consequently outdoors. Minibus driving useful but not essential. Both: BUT Reliability, self-motivated essential. Min 4 days per week. Preferably 6 month commitment. PAY Training (formal & informal), PPE provided ASK Rachel Miller, r.miller@btcv.org.uk 07740 899596 01539 742612.

Midlands:

REF VOL-DIRECT-5/3 JOB **LINCOLNSHIRE MASTER GARDENER**
 BE4 5/3/12 LOC SOUTH HOLLAND DISTRICT AREA
 PAY Training, expenses & support FOR GARDEN ORGANIC

DES Recruitment is now underway for the next foundation course training – 10 & 11 March 2012. The new programme involves the development of a number of community gardens & the promotion of people learning the art of growing their own vegetables. The Lincolnshire Master Gardener programme is a volunteer network supporting local people & communities to grow fruit & vegetables in their gardens & community gardens. Each volunteer Master Gardener will mentor & support 10 householders alongside supporting a local community garden. We ask for a minimum of half an hour a week. 2-day foundation course, on-going training & dedicated co-ordinator support, expenses, name badges, polo shirts, access to horticultural resources provided. BUT 2+ years' growing experience, passionate about food-growing; engaging & willing to share your knowledge of & experience to encourage & motivate others. Basic knowledge of the internet & email, full training provided. ASK Gabbie Sharp, Norfolk Co-ordinator on 07584 583803 gsharp@gardenorganic.org.uk

REF VOL-DIRECT-OK8 LOC WYRE FOREST
 BE4 ongoing PAY 0 FOR WYRE FOREST DISTRICT COUNCIL RANGER SERVICE
 JOB DES

Cattle Looker Ideal for those who'd like to regularly visit a site grazed by cattle. You can help by checking how the animals are & that the water & fences are fine.
Reserve Checker Become the eyes & ears of our nature reserves. On your regular visits help by checking pathways, levels of rubbish & fly tipping, any vandalism & dangerous trees. Then just let us know and we'll go & fix it.

Conservation Work Party Volunteers Our most flexible way of volunteering, join the group when you have free time. An ideal way to meet other people interested in preserving our local nature reserves. Projects incl habitat restoration, creation & maintenance of wildlife features. BUT Just your enthusiasm. ASK nicola.foskett@wyreforestdc.gov.uk add our Facebook page www.facebook.com/volunteerranger or call 01562 732953

REF VOL-DIRECT-26/3 JOB **ESTATES SUPPORT TEAM ASSISTANT**
 BE4 23/3/12 LOC CLUMBER PARK, WORKSOP, NOTTS
 PAY 0* FOR NATIONAL TRUST

DES Full time vole ill be integral member of Estates Support Team, striving to accomplish tasks & projects & support additional projects. Opportunities to gain a wealth of varied estates management experience. You will benefit from support to create a comprehensive personal development plan, identifying rel training needs & priorities. Tasks generally incl : helping maintain visitor areas of the site; maintain the appearance & safety of the site by replacing signs, fencing, gritting & clearing leaves; being the face of National Trust & speaking to visitors whilst working on the park. *accom incl for duration of placement, on the job training is given as well as formal training when available & appropriate. BUT No formal quals required, but should have keen interest in Conservation Management ideally with general experience or training in other cside & estate skills. Good computer skills & full UK driving licence essential. Previous vol experience beneficial. Good team player open to new opportunities, able to relate to others with a willingness to learn. You must have a good degree of physical fitness. ASK Chat: volunteeringclumber@nationaltrust.org.uk 01909 544918 Info pack: email or call 01909 476592. Please give full role title when contacting us.

REF VOL-DIRECT-OK8 JOB **YOUTH VOLUNTEER OFFICER**
 BE4 N / A LOC WELLINGTON, SHROPSHIRE
 PAY Relevant BTCV training, expenses, full support FOR BTCV
 DES 1 or 2 days a week, Weds & Thurs – with option of providing office support on other days. To assist on a unique project working in Shropshire to help young people gain practical skills through a programme of environmental conservation projects & training across the country. You will be working with young people aged 16 to 18, who are not in employment, education or training (NEET). You will help them to progress on to positive outcomes such as further education, training or employment. Will involve driving the minibus (full training provided). BUT Willing to work outdoors in all weathers; good sense of humour & adaptable to cope in a range of situations. Good interpersonal skills essential. Some background in youth work or training & enjoy the challenge of working with young people. Willing to commit to at least 6 months. ASK CV to Carrie Hallam, c.hallam@btcv.org.uk or Chat: 01952 254 544.

REF VOL-DIRECT-19/3 JOB **DOVEDALE INFORMATION BARN ASSISTANT**
 BE4 N / A LOC DOVEDALE near ASHBOURNE
 PAY Travel expenses (within certain distances) FOR NATIONAL TRUST IN THE PEAK DISTRICT
 DES Dovedale Information Barn Assistants help the retail team with the efficient running of the Dovedale Information Barn. Whilst doing day-to-day shop related tasks, they help to maintain a warm & welcoming atmosphere for visitors, providing them with information about the local area & providing friendly & helpful customer service. BUT Enjoy talking to people & providing good customer service. Customer service experience in customer facing roles. Friendly & welcoming personality. Experience of retail (not essential). Current 1st Aid Certificate if possible (not essential). ASK Cathryn Hamer, cathryn.hamer@nationaltrust.org.uk 01433 670368.

REF VOL-DIRECT-OK8 JOB **FENN'S MOSS NNR VOLUNTARY WARDEN**
 BE4 N/A ongoing LOC Fenn's, Whixall & Bettisfield Mosses NNR, & NNR Base (N Shropshire)
 PAY 0 travel expenses * FOR NATURAL ENGLAND & COUNTRYSIDE COUNCIL FOR WALES
 DES Great opportunity to assist with the restoration of part of Britain's 3rd largest lowland raised peat bog. The NNR is 635ha & straddles the English / Welsh border, 4 miles from Whitchurch, Shropshire & 10 miles from Wrexham. Role is varied & can incl practical estate & habitat management tasks, surveying / monitoring, assisting with events / guided walks & office projects. Protective clothing provided & in-house training. BUT Suitable for a student looking for a work placement or someone wanting to gain further experience in the conservation sector. Reliable & enthusiastic, keen interest in wildlife & conservation, physically fit & prepared to work outdoors. ASK Peter Bowyer, Reserve Manager, peter.bowyer@naturalengland.org.uk 01948 880362 www.naturalengland.org.uk

REF VOL-DIRECT-OK8 JOB **PIN BADGE BOX MINDER**
 BE4 Ongoing LOC MIDLANDS*
 PAY Training / expenses / resources offered FOR RSPB
 DES Can you spare a couple of hours each month to raise money for birds & wildlife? We are looking for volunteers to help raise more funds for conservation by placing pin badge boxes at various sites in your area. The RSPB pin badge scheme generates nearly £1m a year. You can get out & about in your local area, learn new skills & enthuse about RSPB's work whilst raising vital funds for conservation! * Buckinghamshire, Derbyshire, Herefordshire, Leicestershire, Nottinghamshire, Northamptonshire, Oxfordshire, Shropshire, Staffordshire, Warwickshire, West Midlands. BUT No knowledge of birds required! Local knowledge, basic numeracy skills, strong communication skills, high motivation, a personable approach, & the ability to restock badges & collect & pay in the money every 4-6 weeks. You will be assisted by a friendly volunteer area co-ordinator. ASK Mark Barrett, 01295 676455 mrofundraising@rspb.org.uk

REF VOL-DIRECT-30/4 JOB **LOCAL GROUP COMMITTEE MEMBERS**
 BE4 N / A LOC SOUTH BIRMINGHAM
 PAY Training & support offered FOR WORCESTERSHIRE WILDLIFE TRUST
 DES Our South Birmingham local group meet once a month to help promote the work of the Trust & inspire local people about wildlife. We need committee members to help run the group & organise meetings & events. The roles should only involve a few hours each month, including attendance at many of the events. Roles available are chair, treasurer, secretary, meetings organiser & publicity. BUT No experience necessary. Trust staff will help support & train the new committee. ASK Suzi Richer, 01905 754919 suzi@worcestershirewildlifetrust.org

REF VOL-DIRECT-OK8 JOB **A DATE WITH NATURE PROJECT ASSISTANT**
 BE4 N / A LOC VARIOUS IN WORCESTERSHIRE OR SHROPSHIRE
 PAY People engagement training, membership & sales training FOR RSPB
 DES The person will be helping the RSPB project officer at one of our people engagement projects. These projects are about connecting people with nature & raising vital support for conservation. The person will be required to assist the project officer with the day to day running of the seasonal project. This will include engaging with members of the public about wildlife & the RSPB, promoting membership, setting up the project stand daily, & organising, promoting & delivering a series of family orientated activities. BUT Friendly & approachable with the ability to initiate conversations with a wide range of visitors. We are ideally looking for a candidate who has organisational skills & sales experience. Previous experience of organising events is also advantageous. ASK Tim Town, 07743 841437 tim.town@rspb.org.uk

REF VOL-DIRECT-19/3 JOB **Duke of Edinburgh Gold Residential Conservation Projects 2012**
 BE4 N / A LOC THE PEAK DISTRICT NATIONAL PARK
 PAY N / A FOR THE PEAK DISTRICT NATIONAL PARK AUTHORITY
 DES The National Park Authority is organising four conservation project weeks in the beautiful Peak District: Saturday 31st March to Thursday 5th April; Saturday 21st July to Thursday 26th July; Friday 3rd August to Wednesday 8th August; Friday 17th August to Wednesday 22nd August. The cost is £160 per person. BUT Please note that projects are open to people aged 18 & above. ASK nikki.waite@peakdistrict.gov.uk or Nikki Waite, Field Services, The Peak District National Park Authority, Baslow Road, Bakewell, Derbyshire DE45 1AE 01629 816211.

REF VOL-DIRECT-19/3 JOB **PEAK PARK CONSERVATION VOLUNTEER**
 BE4 N / A LOC THE PEAK DISTRICT NATIONAL PARK
 PAY 0 FOR THE PEAK DISTRICT NATIONAL PARK AUTHORITY

DES / BUT The Peak Park Conservation Volunteers (PPCV) enables people of all ages & backgrounds to take part in conservation projects within the Peak District National Park. Projects can include: footpath construction & repair; stile, step & footbridge building; fencing, walling, hedge laying & tree planting; nature reserve management & habitat protection; erosion control, drainage & pond clearance. Projects are available to individuals on Saturday, Sunday & the last Friday of the month, throughout the year. Groups can book residential projects based at our two accommodation centres, Brunt's Barn near Grindleford & Marsh Farm, near Leek, both during the week & at weekends. We look forward to seeing you on a conservation project soon! ASK www.peakdistrict.gov.uk/ppcv PPCV blog: <http://ppcv.wordpress.com>

REF VOL-DIRECT-19/3 JOB **RUTLAND WATER NATURE RESERVE VOLUNTEERS**
 BE4 N / A LOC RUTLAND WATER NATURE RESERVE
 PAY Training FOR THE LEICESTERSHIRE & RUTLAND WILDLIFE TRUST

DES We count very much on our volunteers to keep the Visitor Centres running, to greet visitors, sell permits, answer queries & sell goods for the Trust. Our outdoor work parties carry out conservation work. The Osprey Project, a partnership between ourselves & Anglian Water, will provide you with valuable practical experience in a high profile & successful conservation project. Volunteers are essential in monitoring the movement & events of Ospreys throughout the season. Wildlife is being surveyed & recorded every day here. If you are a good naturalist or are keen to learn & would like to get involved please let us know. BUT We welcome volunteers from all walks of life & provide opportunities for a whole range of abilities. There is no need for particular skills or experience. You train as you work, & the Trust will be happy to help you further your skills if that seems appropriate. In general (there are a few exceptions) volunteers must be 18 or over, with no upper age limit. ASK Please sign up to a 'New Volunteer Information Session' which is designed to give you an idea of what volunteering at Rutland Water involves in more detail: www.rutlandwater.org.uk 01572 770651 becky@rutlandwater.org.uk

REF VOL-DIRECT-9/4 JOB **Far Ings Nnr Seasonal Education & Visitor Centre Volunteer**
 BE4 10/4/12 IV TBA LOC FAR INGS NNR, BARON UPON HUMBER, N LINCS
 PAY In house training, experience & accommodation FOR LINCOLNSHIRE WILDLIFE TRUST

DES 6 month placement from May 2012. Join our friendly Centre Team & assist in the day-to-day running of the Education & Visitor Centre. The role will include assisting with a busy educational events programme, school visits, in the shop & exhibition area. Gain experience within the sector with a particular focus on environmental education & customer service. The Centre is open to the public Wednesday to Sunday during the summer, so some weekend & evening work will be required including opening & closing the Centre. Accommodation provided on site in a self-contained apartment. BUT Enthusiasm to learn & gain hands-on experience in a competitive field. Good people / communication skills, approachable personality, team worker. Some previous experience of working with children in an environmental setting an advantage but training given. ASK Chat: Emma Wilmot, 01652 637055. CV & covering letter to Lincolnshire Wildlife Trust, Far Ings NNR Education & Visitor Centre, Far Ings Road, Barton upon Humber DN18 5RG

REF VOL-DIRECT-26/3 JOB **INTERNSHIPS FOR SUMMER 2012**
 BE4 23/3/12 LOC WORCESTER
 PAY Full board FOR GREEN & AWAY

DES / BUT Green & Away, a registered charity, has vacancies for interns for our upcoming summer season from June to August. We are seeking two to be attached to our organiser's office, two in the maintenance department, & three for catering management. The placements will enable participants to learn at first hand the challenges of organising environmental events, see how the need for sustainability dovetails with economic pressures, & meet a wide variety of people from NGOs working for social & environmental change. Green & Away operates Europe's only outdoor conference centre – a venue held entirely under canvas. We build our centre every summer in a beautiful Worcestershire field & will host a series of events in 2012, each lasting between an evening & four days. Our interns will need to be with us for our season from mid June to mid August & we provide full board. ASK www.greenandaway.org

Priory Park in Dudley is undergoing a £2.6 million lottery funded restoration. We are looking for volunteers to help with various aspects of this project including: Events/activities delivery, General maintenance and horticulture, Leading guided walks, Publicity and more. Ideal for those wishing to gain experience in this field. Contact Lydia 01384 812474 lydia.wilde@dudley.gov.uk

Make new friends, get fit, learn new skills managing habitats and spend time in the great outdoors! Join us on Conservation Volunteer Days helping Leicestershire Rangers on conservation tasks all year. Explore beautiful locations like Beacon Hill and Watermead Country Parks. Call us on 0116 305 7937 for information. Visit www.leics.gov.uk/country-parks-volunteering

Groundwork Leicester & Leicestershire is a local environmental and regeneration charity that works in supporting the environment, sustainable transport, recycling, education and training. We offer a wide selection of volunteer opportunities, for more information please contact Mr K Bring on 0116 2220222 or email kartarsingh.bring@groundwork.org.uk

Keep up to date with Volunteering Opportunities throughout the year by visiting the volunteering pages on the CJS website at: <http://bit.ly/VolAds>

If you can't commit to a long term placement consider helping out on one of the many Practical Work Days happening all over the country. Details online at: <http://bit.ly/TDwork>

A holiday with a difference

By the National Trust



From harvesting apples and making cider to wild camping and fixing the fells, the National Trust has over 280 working holidays that provide the opportunity to get outdoors, have fun and play a part in conserving the nation's heritage.



Working holidays provide the chance to follow in the footsteps of the Romans at Hadrian's Wall as you rebuild a dry stone wall along the line of Hadrian's Wall.
(Joe Cornish)

With prices starting from just £75 including all food and accommodation, there are weekend breaks or week long holidays available across England, Wales and Northern Ireland. Plus for the first time a small selection of overseas holidays are now available. Marianne Wanstall, Head of Holidays explains their enduring appeal, "National Trust working holidays, which celebrate their 45 anniversary this year, not only ensure that the National Trust's special places remain open, relevant and accessible, but they also provide amazing opportunities to get onto the land, to learn new skills, to meet new people and to engage with nature and the historic places cared for by the Trust."

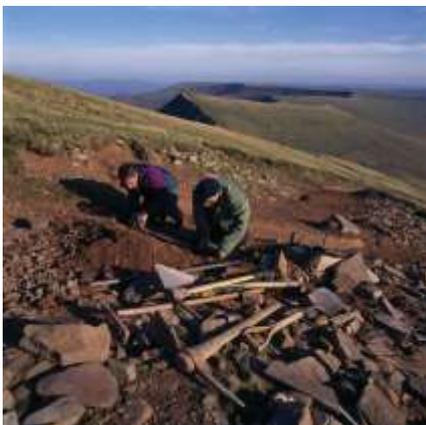
From where we started, it has hugely grown. In 1967 our first Acorn camps (now named Working Holidays) were held to assist with projects on the Stratford-on-Avon canal and we had 45 people take part. Last year we had 400 holidays with over 3,000 people. I think it does reflect the economy, as well as what people want to do with their time. More people want to plan something new and do something worthwhile. They want to put something back into society and make a difference to people. It's the Big Society in action – the feeling that they are taking as much from it as they are giving, which is fantastic."



National Trust working holidays include the opportunity to get stuck in with various gardening tasks including picking French beans in the Kitchen Garden at Clumber Park, Nottinghamshire.
(David Levenson)

One area that's grown year on year is the family working holidays- with more and more parents wanting to spend time together as a family, learning new skills, helping the environment and most importantly having lots of fun.

For the first time the National Trust is offering Working Holidays at Brancaster Activity Centre on the Norfolk Coast. Amongst the packages is the Family Fun for Trainee Eco Warriors, which costs £470 for three nights. The holiday offers the opportunity to assist with plant surveys and have a go at sand sculpting, sailing, crab catching and beach cleaning. Families also take part in a bat walk and enjoy a BBQ on their last night.



Volunteers working on a path on Pen Y Fan, Brecon Beacons, Wales
(Joe Cornish)

"They are in huge demand" explains Marianne. "We haven't got enough of these sorts of holidays and we need to set up more next year because they are so popular. Parents want to educate their children about the environment and the heritage of their country and that's why people enjoy them, because they are discovering more about the area they live in."

With more than 250,000 hectares of countryside and 710 miles of coastline across England, Wales and Northern Ireland, the National Trust was founded by three volunteers in 1895 and as Marianne explains, "The Trust has a huge tradition of volunteering and we currently have around 61,000 regular volunteers. We are working hard to keep it fresh and varied to bring more people in and evidence shows that the working holidays are a huge benefit to the Trust, with people giving up their time and skills for us."

For more ideas and to book your holiday visit www.nationaltrust.org.uk/workingholidays or call 0844 8003099

Architects to Archivists

When volunteering for a Wildlife Trust one often thinks of the important work of conservation volunteers who monitor wildlife and do habitat works such as coppicing and hedgelaying. At the Wildlife Trust of South and West Wales however there is much more to volunteering and the possibilities are sometimes seemingly endless.



Children and butterflies (WTSWW)

We are venturing into the area of podcasts and one of the volunteering roles coming up this year is an assistant podcaster who can interview in Welsh. This exciting project means we will reach a wider audience, by painting an audio picture of our nature reserves in English and Welsh we hope to bring our reserves to those who perhaps cannot get to them for some reason.

Podcasting is a fantastic way for volunteers to learn some interesting new skills, from editing to actual interviewing techniques, plus it is a great way for us to speak to our wider audience in both Welsh and English.

Also the Trust has engaged with a volunteer architect and volunteer quantity surveyor who have assisted us in the redesign of our visitor centre in Tondy, Bridgend. They have both brought their significant expertise to the project and added to its quality and function.

As a Wildlife Trust we manage the two islands of Skomer and Skokholm and whilst the

usual bird surveyor volunteer roles go on we also have a volunteer archivist and building crew. The volunteer archivist is working back through the old records from all the wardens for the last 70 years, these include weather reports, sightings of unusual birds and even records on what was brought on to the island. The building crew are using traditional building methods and cajoling generous locals into donating everything from lime to lamps.

We also recognise that people are not going to know what we are doing unless we tell them what we are doing. Because this is a key area we also use a volunteer marketing person, this role supports the communications officer by providing support around marketing strategies and how to talk about specific projects to both the press and individuals. Again this brings such a diversity of skills to an organisation that sometimes is just impossible for a charity to gain in any other way.



Skomer vole – a real rarity
(Lyndsey Maiden)

To learn more about volunteering with the Wildlife Trust of South and West Wales please visit our Volunteering Pages. Or phone 01646 724100.

Wales:

REF	VOL-DIRECT-OK8	JOB	WILDLIFE WATCH LEADER
BE4	ongoing	LOC	WELSH WILDLIFE CENTRE, CILGERRAN
PAY	0	FOR	WILDLIFE TRUST OF SOUTH & WEST WALES

DES Teifi Marshes Watch Group meet once a month for young wildlife enthusiastic & give them an opportunity to explore the reserve, nature, arts & crafts & many more fun activities. BUT Fun loving & enthusiastic about wildlife. Interested in wildlife & nature, enjoy working with children in an informal env & can offer 2+ hrs every third Saturday of the month. ASK Llinos Richards 01239 621600 wwc@welshwildlife.org for further info & chat.

REF	VOL-DIRECT-12/3	JOB	TRAINEE VOLUNTARY WARDENS
BE4	11/03/12 IV overnight 17th-18th Mar	LOC	FLAT HOLM ISLAND
PAY	0 + accom/food/travel/ training & equip budget	FOR	CARDIFF COUNTY COUNCIL

DES Great opportunity to work on this unique island nature reserve. During the summer season tasks incl maintenance of historic buildings, fencing & gates, etc, dry stone walling, strimming paths, wildlife monitoring bird surveys, delivering env ed & guided tours from March to October 2012. Work involves living & working on the island in basic accom - you will be required to find your own accom during time off the island. Food, travel expenses, on the job training are provided as well as training & equipment (Millennium Volunteers Scheme for those aged 16 - 25 yrs) BUT Commitment for 6 months required to start in March 2012. Enthusiastic, dedicated & strong social skills required 16-25's can join millennium Volunteer programme. Must be able to attend informal IVs on the island involving a 1 night stay. ASK CV & covering letter to Flat Holm Project, Cardiff Harbour Authority, QAH, Cargo Road, CF10 4LY. 02920 877912 email: flatholmproject@cardiff.gov.uk Further info about the island www.flatholmisland.com

REF VOL-DIRECT-19/3 JOB **FULL TIME VOLUNTEER ASSISTANT RANGER**
 BE4 N / A LOC NORTH PEMBROKESHIRE
 PAY Free shared accommodation & training FOR NATIONAL TRUST
 DES 6 to 12 month placement. Come & work with our Wardening team on a mixture of habitats carrying out tasks such as fencing, gate hanging, stock gathering, winter scrub clearance & monitoring. Gain valuable experience of heathland management & conservation grazing. Also help visitors enjoy our beautiful coast & countryside by assisting in engagement work such as guided walks, group tasks & events. Great chance to obtain the essential skills & knowledge required by employers in the nature conservation sector, while gaining practical experience in helping to lead volunteer work parties. There will be an opportunity for certified training that may include the use of brushcutters, First Aid etc. BUT Able to work outdoors in most weather conditions, reasonably fit & mobile to work on rough & wet terrain. Full driving licence essential & own transport useful. Able to work alone & in a team with staff & other volunteers. ASK Ref: CJS12. Nicky Middleton-Jones, 01348 837 860 nicky.middletonjones@nationaltrust.org.uk

REF VOL-DIRECT-OK8 JOB **CONSERVATION VOLUNTEERS**
 BE4 N / A LOC TREGARTH, NORTH WALES
 PAY Training FOR MOELYCI ENVIRONMENTAL CENTRE
 DES The Gateway programme is aimed at helping people in Gwynedd who are unemployed or under-employed pursue a career in conservation. The programme will help volunteers to develop relevant ecological knowledge, allows hands-on, practical conservation skills to be gained & has funding to allow each volunteer to attend an accredited course & gain a recognised qualification. It is an ideal opportunity for people from all walks of life to enhance the skills essential for work in the conservation sector, improve their confidence, & make friends as well as making a real difference to their community. BUT Enthusiastic individuals eager to improve their knowledge & skills. ASK Mary-Kate, mary-kate@moelyci.org www.moelyci.org 01248 602793.

REF VOL-DIRECT-OK8 JOB **HORTICULTURAL VOLUNTEERS**
 BE4 Ongoing LOC TREGARTH, NORTH WALES
 PAY Training FOR MOELYCI ENVIRONMENTAL CENTRE
 DES Proposed as a horticultural training scheme encompassing the market garden, fruit field & the composting site, participants will work in all areas gaining work experience, teamwork & training. They will gain one nationally recognised certificate to be agreed with the group. We will need a maximum of 6 participants for each 3 month session. BUT A minimum commitment of 2 days a week is required, but these are flexible & can be agreed on an individual basis. ASK Alan, volunteer@moelyci.org 01248 602793.

REF VOL-DIRECT-19/3 JOB **VOLUNTEER CAMPSITE RANGER**
 BE4 N / A LOC HAFOD Y LLAN FARM, NANTGWYNANT, SNOWDONIA
 PAY 0 FOR NATIONAL TRUST
 DES As a Campsite Ranger you will collect campsite fees & maintain the facilities at the campsite in a good clean order to ensure the efficient running of the site. What's involved: pre-season maintenance; collect fees from campers; ensure the campsite rules are abided by; ensure the campsite is clean & well presented at all times; maintain waste & recycling facilities; ensure there is a supply of firewood to be sold to campers. BUT This role will suit people who enjoy meeting people & have a good eye for detail. ASK Sarah Worth, sarah.worth@nationaltrust.org.uk

REF VOL-DIRECT-19/3 JOB **VOLUNTEER ASSISTANT CAMPSITE RANGER**
 BE4 N / A LOC HAFOD Y LLAN FARM, NANTGWYNANT, SNOWDONIA
 PAY 0 FOR NATIONAL TRUST
 DES As an Assistant Campsite Ranger you will assist the Campsite Ranger with maintaining the facilities at the campsite to ensure the efficient running of the site. What's involved: pre-season maintenance; collect fees from campers; ensure the campsite rules are abided by; ensure the campsite is clean & well presented at all times; maintain waste & recycling facilities; ensure there is a supply of firewood to be sold to campers. BUT This role will suit people who enjoy meeting people & have a good eye for detail. ASK Sarah Worth, sarah.worth@nationaltrust.org.uk

REF VOL-DIRECT-2/4 JOB **2 ASSISTANT VOLUNTEER RANGERS**
 BE4 end of March IV in March LOC STACKPOLE ESTATE, PEMBROKESHIRE
 PAY 0 + accom FOR NATIONAL TRUST
 DES Join the Ranger Team at The Stackpole Estate for 12 months. Assist with all aspects of the practical management of the Stackpole Estate as well as promoting the Stackpole brand in a unique and exciting way. Learn a variety of transferable skills and gain experience working in practical habitat management. Start of placement can be negotiated (pref April/May time). BUT You must like working outside in all weathers, a clean driving licence would be an advantage. ASK Contact Chris Oliver (Head Ranger) christopher.oliver@nationaltrust.org.uk

REF VOL-DIRECT-OK8 JOB **VOLUNTEER SPEAKERS - WALES**
 BE4 N / A LOC WALES
 PAY 0 FOR WOODLAND TRUST
 DES We are currently recruiting volunteer speakers living in Wales as we frequently receive requests from groups & societies in the area to give talks about the Trust & the work we do. Share your passion for the environment, woodlands & the work of the Trust. We would hope you might be able to achieve 6 talks a year & be prepared to travel within a reasonable distance of your home. BUT Ability to present interesting & inspiring talks using the digital presentation provided; previous experience as a public speaker is preferred; understanding of our aims & objectives; interest in & knowledge about our work in Wales. Good communication & organisational skills; approachable manner; enthusiasm for woodland conservation; positive & pro-active personality. You don't need to speak Welsh but we welcome applications from people able to do talks in Welsh. Access to email & phone. ASK www.woodlandtrust.org.uk/en/take-part/volunteering

REF VOL-DIRECT-3/9 JOB **CARDIFF PEREGRINES VISITOR ASSISTANT**
 BE4 31/8/12 LOC CARDIFF CITY CENTRE
 PAY Training & travel expenses FOR RSPB CYMRU

DES We are seeking passionate & outgoing personalities to help the people of Cardiff to discover the wonderful world of peregrines & other wildlife in the city centre. Time will be spent engaging visitors, showing them the peregrine falcons nesting at the Clock Tower & asking them to support the RSPB through membership & donations. This is a great opportunity to meet people & improve your knowledge about British birds & other wildlife as well as help the largest European Conservation charity to continue to support nature. BUT Is it a bird or a plane? A confident answer could mean this role is for you. Basic knowledge is all that is required. Keen for the task at hand, able to communicate effectively & not averse to working in all weather conditions. Ability to speak Welsh a fantastic addition (bit not essential).
 ASK Laura Reynolds, Senior People Engagement Officer, 02920 353276 laura.reynolds@rspb.org.uk

REF VOL-DIRECT-16/7 JOB **EVENTS ASSISTANT**
 BE4 Open all year round LOC SWANSEA & surrounding area
 PAY Training & travel expenses FOR RSPB CYMRU

DES We are seeking passionate & outgoing personalities to help the people of South Wales to discover the wonderful world of Welsh wildlife from deer at Margam Park to sealife down in the Gower. Time will be spent helping our membership development officer to engage visitors at local venues & community events, talking to them about the great work of the RSPB, & gaining support through membership & donations. There is a real opportunity here to deliver memorable experiences for visitors by helping run activities on our stands & showing people the wonderful world of birds & other wildlife. BUT You don't need to be an expert, just keen for the task in hand, able to communicate effectively & not be averse to working in all weather conditions – a waterproof & hot flask is always useful. ASK Laura Reynolds, South Wales People Engagement Manager, 02920 353276 laura.reynolds@rspb.org.uk

REF VOL-DIRECT-16/7 JOB **EVENTS ASSISTANT**
 BE4 Open all year round LOC CARDIFF & surrounding area
 PAY Training & travel expenses FOR RSPB CYMRU

DES We are seeking passionate & outgoing personalities to help the people of South Wales to discover the wonderful world of Welsh wildlife from swans at Cosmeston Lakes to woodpeckers & squirrels in Cardiff Parks. Time will be spent helping our membership development officer to engage visitors at local venues & community events, talking to them about the great work of the RSPB, & gaining support through membership & donations. There is a real opportunity here to deliver memorable experiences for visitors by helping run activities on our stands & showing people the wonderful world of birds & other wildlife. BUT You don't need to be an expert, just keen for the task in hand, able to communicate effectively & not be averse to working in all weather conditions – a waterproof & hot flask is always useful.
 ASK Laura Reynolds, South Wales People Engagement Manager, 02920 353276 laura.reynolds@rspb.org.uk

BTCV volunteers look after Penybedd and Pembrey forests, in West Wales, carrying out conservation work and repairs to recreation facilities under an agreement with Forestry Commission Wales. The BTCV's West Wales team is based in a forestry office in Penybedd forest leased from Forestry Commission Wales. Contact jonathan.price@forestry.gsi.gov.uk

Butterfly Conservation Wales and Forestry Commission Wales have several projects where volunteers survey, monitor and undertake work that creates and improves habitats for butterflies and moths. Forest Fliers is an email newsletter produced by Butterfly Conservation highlighting the work taking place on Forestry Commission Wales-managed land. Contact cwilliams.bcw@btconnect.com

Practical Work Days are advertised on the Training section of the CJS website. Have a look at what is already online and get involved.

Some Golden Rules of Volunteer Management.

Well not exactly but below are some of the key things to be thinking about if you are really going to ensure your volunteer management delivers results for your organisation and of course your volunteers as well.

- Organise the Work to Succeed
- Get the Right Person for the Role
- Supervise for Success
- Capture the Other Benefits

1. Organise the Work to Succeed

- Break the role down into manageable pieces. Can a volunteer do this role successfully? If not, break the role down into smaller pieces, then task a volunteer with getting apiece accomplished.
- Projects versus programs. Projects are short-term, with a clearly defined deliverable, a start date and an end date. Programs are ongoing, with no end date. Most volunteers these days cannot commit to a program, but can find time to commit to a project.
- Identify the role - clearly identify the deliverables. What exactly do you want the volunteer to produce/do?
- Write a role description setting out the details of what the volunteering role entails.



- Answer the following questions for the volunteer:
 - Where is it
 - When is it
 - Commitment required – say what you need
 - Why We Want You?
 - What's In It For You?
 - The Skills/Talents You'll Need
 - Who Do I Contact to Find Out More

2. Get the Right Person for the Role

Look at the role you want to recruit a volunteer for, and create a profile of the ideal volunteer for your role.

Consider:

- What knowledge, skills, abilities does the volunteer need to have on the day they start
- Interest and Desire
- Availability
- Temperament

Once you have the profile, you can begin to recruit.

Recruiting

Using the profile, answer these questions:

- Where might I find this person?
- How can I make this role attractive? Consider the demographics and lifestyle of people in your profile - what do these people read, watch, listen to, where do they get their information?
- Get in the volunteer's skin - pretend to be the volunteer to image where and how to recruit them.
- WIIFM - answer this question from the volunteer's perspective - What's In It For Me?
- Have a selection process and don't be afraid to say 'No' to any prospective volunteer who is not suitable.

Remember the golden rule – Having no volunteer is always better than having the wrong volunteer!

3. Supervise for success

The Elements of effective supervision are:

- Establish clear, mutually agreed expectations – that's your role description
- Give good feedback - specific, early, frequent
- Be an advocate - take an individual interest in the volunteer
- Demonstrate passion for the project - create and communicate a vision of what the completed project will look and feel like.

Preventing and Dealing with Problem Situations

- First rule - You have to deal with the problem. Just as you would deal with a staff member to help them succeed, so you must deal with the volunteer.
- Second rule - Prevention is preferable. If you organise the volunteering role well, engage the right person and provide support, many performance problems will never appear. Pay attention to early warning signs and deal with them as they appear. Don't be fooled into thinking no one else has noticed if you have so has everyone else and they are expecting you to sort it!
- Third rule - Separate behaviour from performance. Behaviour is something the volunteer is doing. Performance relates to results of their work. If the behaviour is unacceptable (inappropriate language or clothing), deal with the behaviour. If the problem is in performance (not doing the work or not doing it to the required standards) then find out why the work is not acceptable.
- Use the 4 W's. Ask:
 - Does the volunteer know WHAT to do? If not, clarify their role description or reorganise the work. If yes...
 - Does the volunteer know HOW to do the work? If no, perhaps training is the answer, or maybe giving the volunteer a different role. If yes...
 - Does the volunteer know WHY he or she is doing this work? Does the work have a context, make sense, and clearly fit into the larger picture for the volunteer? If not explain the eventual outcomes and how the work fits into the bigger picture. If yes...
 - Does the volunteer WANT to do the role? If not are there conflicting incentives or disincentives? Is the social setting wrong for the volunteer? Are the rewards missing? Have you asked the volunteer to do something unpalatable?

4. Capture the Other Benefits

- Charitable giving - many volunteers are generous with donations of cash, materials and equipment. If they are giving their time, they may also want to contribute in other ways
- Reputation and image - volunteers speak about and represent your organisation. They have great credibility, far more so than employees who are paid to say how wonderful your organisation is

- Recruiting - volunteers are great recruiters of other volunteers so make use of them when you need more volunteers
- Publicity - the media loves volunteer stories, so tell them
- Managerial capacity - managers of volunteers must be very good managers of people. If volunteers are unhappy, it is easy for them to resign, much easier than paid staff who have to like it or lump it. People who learn to manage volunteers well make very good managers overall.

Evaluation

- It is important to evaluate your volunteering activities periodically to learn and improve. The key elements of evaluation are:
 - Is the program proceeding according to the plan?
 - Are intended results materialising?
 - What are the unintended outcomes, both positive and negative?
- Always ask yourself, and indeed your volunteer 'In what ways can we improve?'

If you really want to know more about volunteer management and good practice then the following are some useful web based sources of advice and support.

Volunteer Management WIKI: Association of Volunteer Managers

Volunteering England: Resources

Free Volunteer Management Publications: Volunteering England

UKVPMs: Email news group for volunteer managers in the UK

Volunteering Good Practice Guide: Brighton and Hove Volunteer Centre

What Is the Association of Volunteer Managers

The Association of Volunteer Managers (AVM) is an independent body that aims to support, represent and champion everyone who manages volunteers in England. It has been set up by and for people who manage volunteers whether you are paid or unpaid. It's entirely run by a small team of members who feel passionately about volunteer management and want to see the unique skills, abilities needed to lead volunteers effectively recognised and valued.

The aims of AVM is to:

- facilitate and support effective peer-to-peer networking of those involved in volunteer management locally, regionally and nationally
- campaign and speak out on issues that are key to people who manage volunteers
- develop information and good practice resources on volunteer management

If you manage, co-ordinate or administer volunteers or volunteer programmes, directly or indirectly, then this is the Association for you. Membership is based on salary and that means if you are a volunteer who manages volunteers you can enjoy annual membership for just £1.

The AVM website and Wiki are great sources of information on all elements of volunteer management, the latest volunteer management jobs, current issues affecting volunteer management and details of events and learning opportunities etc. The site also features blog posts from a variety of volunteer managers on issues around all elements of volunteer management.

If this has wetted your appetite below are details of how you can find out more about the Association of Volunteer Managers. We'd love to have you onboard as member as only together can be an effective voice for volunteer management.

Website: www.volunteermanagers.org.uk

Contact Email: info@volunteermanagers.org.uk

Address: Association of Volunteer Managers, PO Box 1449, Bedford, MK44 5AN

Check-out our Wiki: <http://wiki.volunteermanagers.org.uk>

Follow us on Twitter: @vol_managersAVM

Anglia:

Great Yarmouth and Gorleston Green Gym

A variety of nature conservation activities to improve the local environment, such as woodland management, visiting nature reserves, and making pathways. 3 hour sessions. Free minibus. Contact Mark on 07843 069 567 or see www.btcv.org/norfolk

Norfolk National Trust Volunteers carry out practical outdoor conservation work at weekends, on properties and land owned by the National Trust within Norfolk. Volunteers don't have to be super fit, just prepared to give it a go. New members are always welcome. Email: membership@norfolkntv.co.uk
Web: www.norfolkntv.co.uk

We are requiring enthusiastic conservation volunteers to help us protect and manage our Suffolk Coastal National Nature Reserves. No experience is necessary but volunteers should be prepared for physical work, keen to learn new skills and work as part of a team. will.russell@naturalengland.org.uk or call 01502 676178 to discuss opportunities.

REF VOL-DIRECT-19/3

JOB **COMMUNICATIONS VOLUNTEER**

BE4 N / A

LOC PETERBOROUGH with potential for working at home

PAY 0

FOR THE FROGLIFE TRUST

DES We are looking for a helpful & knowledgeable person to help support our busy communications team make the most of online media to share our messages about wild amphibians & reptiles in the UK. We currently have a colourful website, presence on Twitter, Facebook page & an email newsfeed, & we are aiming to develop these further to reach new audiences & improve our communications service. This is a good opportunity for someone interested in communications & conservation to develop skills & add to their CV. BUT The role is ideal for someone with good IT skills, a creative outlook & time to contribute to help us reach wider audiences with our love of frogs, toads, newts, snakes & lizards! We can tailor the volunteering role to suit different interests & abilities – the most important thing is enthusiasm & commitment. ASK sam.taylor@froglife.org

REF VOL-DIRECT-OK8

JOB **WILDLIFE WATCH LEADERS**

BE4 ongoing

LOC THROUGHOUT SUFFOLK

PAY 0

FOR SUFFOLK WILDLIFE TRUST

DES Help run network of children's wildlife clubs. Wildlife Watch Groups are the junior branch of the Wildlife Trusts & normally run once a month for 2 hours, often on a Sat morning. They are aimed at 6-12 year olds. BUT An enthusiasm to work with children & teach them about wildlife & conservation is all that's needed. ASK Wildlife Watch Organiser Martha Meek on 01473 892433 or martha.meek@suffolkwildlifetrust.org for more details
www.suffolkwildlifetrust.org

REF VOL-DIRECT-19/3

JOB **NATURE RESERVE VOLUNTEER**

BE4 N / A

LOC HAMPTON NATURE RESERVE, PETERBOROUGH

PAY 0

FOR THE FROGLIFE TRUST

DES Froglife is seeking interested people to join the Hampton Nature Reserve Volunteers in the practical conservation work that is being done at this important site for the endangered great crested newt. Volunteers meet twice a month & can take part in a range of activities, from clearing a scrub to making hibernation sites, all in order to benefit the large numbers of amphibians & reptiles that live on Hampton Nature Reserve. This is a great opportunity to make contacts & gain useful work experience within a nationally respected wildlife organisation & there may also be opportunities to become involved in other aspects of Froglife's work. BUT As Hampton Nature Reserve has limited access throughout the site, volunteers will require a degree of fitness. ASK paul.furnborough@froglife.org

REF VOL-DIRECT-OK8

JOB **VOLUNTEER GARDENER**

BE4 N / A

LOC WYKEN HALL, near BURY ST EDMUNDS, SUFFOLK

PAY In house training & travel expenses within 10 miles FOR WYKEN HALL

DES Working alongside the existing garden team on all horticultural projects throughout this extensive estate. The formal gardens at Wyken Hall include colour-themed borders, an old rose garden, maze, kitchen garden, herb garden, cottage garden, & orchards. Outside of these areas, less formal gardens include wildflower meadows, a nuttery, & woodlands. We are looking for volunteers from the local area (not more than 10 miles from Stanton, near Bury St Edmunds), who can commit to volunteering with us for at least 6 months, 1 full day per week (to be arranged) – week-day volunteers only I'm afraid! In return we can offer you the chance to make a real difference to these important historical gardens, training in all aspects of horticulture, & the opportunity to become a valued member of this small, close-knit team of professionals. BUT Genuine interest in horticulture – ideally someone training in horticulture who wants more practical experience. ASK For details & to arrange an interview with the Head Gardener, contact Graham Uney, graham.oney@wykenvineyards.co.uk

REF VOL-DIRECT-19/3

JOB **NORFOLK MASTER GARDENER**

BE4 20/3/12

LOC ANYWHERE IN NORFOLK

PAY Training, expenses & support

FOR GARDEN ORGANIC

DES / BUT We ask volunteers for about half a day a month at a time & place to suit. Garden Organic & Gressenhall Farm & Workhouse Museum are running an exciting project in Norfolk – Master Gardeners – volunteers with food growing experience & passion for grow-your-own who are helping their local communities get into food growing. We're looking for volunteers with some growing experience to help other people grow their own food. Across the country 192 Master Gardener volunteers are already out & about supporting local people & communities grow fruit & vegetables organically, whether in gardens & allotments, or on windowsills & communal land. 2-day foundation training, inservice horticultural training, expenses, dedicated volunteer co-ordinator support & resources provided. ASK
www.mastergardeners.org.uk & select Norfolk. Contact Gabbie Sharp, Norfolk Co-ordinator on 07584 583803
gsharp@gardenorganic.org.uk

REF VOL-DIRECT-19/3

JOB **CONSERVATION YOUTH WORKER ASSISTANT**

BE4 Ongoing

LOC PETERBOROUGH

PAY Training provided

FOR FROGLIFE

DES Green Pathways works with disadvantaged or vulnerable young people aged 12-19 on conservation projects in green spaces across Peterborough. The idea is to engage them in positive practical work outside, to signpost them to further support & opportunities & to increase their confidence in & knowledge of the natural environment. We are looking for volunteers to help with all aspects of the project from fundraising to promotion but especially to work alongside the young people. Variety of projects from environmental art at a local park to surveying for snakes in a community garden or scrub clearing on a nature reserve. BUT Experience of working with young people & not fazed by working with challenging teenagers. Happy outdoors in all weathers & comfortable handling tools such as loppers & spades. Knowledge of habitat management & / or wildlife gardening an advantage. Overall, we want someone who has a positive attitude & is enthusiastic about the environment. ASK Rebecca Neal, 01733 425826 rebecca.neal@froglife.org

- REF VOL-DIRECT-OK8 JOB **VOLUNTEER**
 BE4 ongoing LOC LONDON
 PAY 0 FOR SPITALFIELDS CITY FARM
 DES Want to get project experience working with a diverse range of people in the hub-bub of central London? Then come & volunteer at Spitalfields City Farm Lottery Funded Grow With Us project which supports local people in learning organic gardening & growing their own food. BUT Are you an enthusiastic gardener? Excellent communicator? ASK Olivia Burt on 0207 247 8762 or email gardens@spitalfieldscityfarm.org look at our website www.spitalfieldscityfarm.org
- REF VOL-DIRECT-4/4 JOB **WELCOME & EVENTS VOLUNTEERS**
 BE4 31/3/12 LOC SHEFFIELD PARK & GARDEN, EAST SUSSEX
 PAY Training & travel expenses within 20 mile radius FOR NATIONAL TRUST
 DES Welcome volunteers greet our visitors & offer information about seasonal interest in the garden as well as giving directions, demonstrating our electric buggies & generally helping our visitors. The Events Team is a new initiative for this year & volunteers joining this will be planning, preparing & running events for families. We also wish to consider larger events & need people able to devise, organise & manage these as well as running them on the day. BUT We welcome volunteers of all ages & backgrounds & hope to use your existing skills as well as encouraging you to learn new ones. Welcome volunteers: outgoing people, interested in meeting our visitors & helping make their time with us more enjoyable. This is a proactive role for people who can share their enthusiasm for this property & make our visitors feel special. Events volunteers: enjoy creating a project & seeing it through; able to manage the detail & day to day running of events (with support from the Visitor Services Team). ASK / Chat Volunteer Manager, gillian.little1@nationaltrust.org.uk 01825 790231.
- REF VOL-DIRECT-OK8 JOB **GARDENING & LANDSCAPE VOLUNTEER**
 BE4 Ongoing LOC RUNNYMEDE. EGHAM, SURREY
 PAY Training & travel expenses FOR NATIONAL TRUST RUNNYMEDE
 DES help with the upkeep, development & protection of the formal visitor areas at Runnymede so that it can be enjoyed by all visitors. Volunteers will help to enhance, improve & continually raise the standards of presentation. Tasks range from cyclical projects such as bulb planting, edging & weeding, through to more demanding tasks such as construction, hedge cutting & planting schemes. We provide all tools, training & refreshments. BUT This role would suit people with some experience of gardening or horticulture with a day or two a week to spare. ASK Runnymede Estate Office, runnymede@nationaltrust.org.uk (Quoting the job title) or Chat: 01784 432891.
- REF VOL-DIRECT-OK8 JOB **MEET & GREET VOLUNTEER**
 BE4 Ongoing LOC RUNNYMEDE. EGHAM, SURREY
 PAY Training & travel expenses FOR NATIONAL TRUST RUNNYMEDE
 DES This is an outdoor seasonal role to provide a warm, friendly welcome to all visitors. Our Meet & Greet Volunteers will be available to inform visitors about the site history, the wildlife & the attractions that will enhance their visit to Runnymede. The role also incl assisting in the recruitment of new members to the National Trust, issuing permits for fishing & mooring & the selling of raffle tickets. We provide training & refreshments. BUT This role would suit people who like working in the open air, enjoy variety, like meeting people, have a friendly & helpful nature & like being part of a team. ASK Estate Office, runnymede@nationaltrust.org.uk (Quoting job title) or Chat: 01784 432891.
- REF VOL-DIRECT-OK8 JOB **CONSERVATION VOLUNTEER**
 BE4 Ongoing LOC RUNNYMEDE. EGHAM, SURREY
 PAY Training & travel expenses FOR NATIONAL TRUST RUNNYMEDE
 DES Our Conservation Volunteers work one or two days a week mainly at our sites at Runnymede & Ankerwycke. Tasks vary from week to week but might incl scrub bashing, tree felling, gate installation & fence repair. We provide all tools, training & refreshments. BUT This role would suit active, outdoor people who have an interest in Environment & Heritage. They should be happy to work in most weather conditions & as part of a small, friendly team. ASK Runnymede Estate Office, runnymede@nationaltrust.org.uk (Quoting the job title) or Chat: 01784 432891.
- REF VOL-DIRECT-5/3 JOB **FOUR APPRENTICE GROWERS**
 BE4 5/3/12 5pm LOC HACKNEY
 PAY 0 FOR GROWING COMMUNITIES
 DES Learn to grow food to sell locally & run an organic garden. Growing Communities is a social enterprise that runs a weekly Organic Fruit & Veg Box Scheme, the Stoke Newington Farmers Market & 3 urban Market Gardens. Apprenticeship runs from April to October, one day a week, with additional monthly evening tutorials. Afterwards we aim to offer the apprentices the chance to grow their own produce on our Patchwork Farm. BUT Enthusiastic people who are keen to learn about growing food in a sustainable way, & who enjoy working outdoors & cooperating with other people. Particularly welcome applications from sectors of the community at risk of social exclusion, incl young unemployed people, refugees & people with mental health problems. ASK Jobs page of www.growingcommunities.org 020 75027588
- REF VOL-DIRECT-5/3 JOB **VOLUNTARY TREE COORDINATOR**
 BE4 1/3/12 IV wb 5/3/12 LOC STEPNEY, LONDON E1
 PAY Training & support FOR STEPNEY CITY FARM
 DES Stepney City Farm is looking for a motivated & enthusiastic individual to care for & manage our existing trees, incl young & mature fruit trees. The position will also involve working on the Farm & local environs to set up a harvesting scheme of fruit trees from the surrounding area. The successful applicant will receive training & support from London Orchard Project to become an Orchard Leader. BUT No experience necessary as training provided, however passion for the natural environment & trees in general is essential. ASK Full role description: annie@stepneycityfarm.org 020 7790 8204. Apply by email with CV & covering letter explaining what you would like to gain from the role.

REF VOL-DIRECT-19/3 JOB **WEEKEND HERITAGE LANDSCAPE VOLUNTEERS**
 BE4 N / A LOC PAINSHILL, COBHAM
 PAY Volunteer card after 30 hrs; free lunch over 4 hrs work FOR PAINSHILL PARK TRUST LTD
 DES Painshill is launching a new Heritage Landscape Volunteer Group which will run one Saturday per month. This new volunteering group is being set up for people who not only want to gain heritage & conservation work experience but also for those who want to get fit & active in the fresh air at weekends. Volunteers will learn new skills, carry out flora & fauna surveys, help manage woodland through coppicing, deal with invasive species & work in our walled garden. There will also be the chance to learn about the history & wildlife at Painshill. BUT Perhaps you're looking for a new career in conservation? Maybe you're just stuck in an office all week & want to get outdoors & meet like-minded people. All we want is enthusiasm & a reasonable level of fitness. This opportunity would also be great for people doing their Duke of Edinburgh's Award. ASK volunteering@painshill.co.uk or call Rachel Forsyth, 01932 868113.

REF VOL-DIRECT-19/3 JOB **VOLUNTEERS**
 BE4 ? LOC ESSEX
 PAY 0* FOR WASTE BUSTERS DES We are looking for enthusiastic volunteers from the Essex community to act as advocates for waste reduction by advising other residents about food waste & home composting. BUT You need enthusiasm to improve your local community & environment & 30 hours commitment. *We will provide full training, expenses, skills, experience & free Garden Organic membership. ASK www.wastebusters.org.uk or contact waste.busters@essex.gov.uk for more information.

REF VOL-DIRECT-28/5 JOB **SQUARES HELPERS**
 BE4 event is 9 & 10 June 2012 LOC LONDON
 PAY free ticket to event FOR LONDON PARKS & GARDENS TRUST
 DES Open Garden Squares Weekend is 9 -10 June. Many of our volunteers have enjoyed themselves so much they are returning, but still more are needed this year because of the high number of participating gardens. Main duties are to welcome the visitors, check & sell tickets & ensure the garden is treated with respect. No one will have to be on duty for more than half a day. BUT Friendly, enthusiastic. ASK Jock.Blakey@opensquares.org 07707 066765 www.opensquares.org

REF VOL-DIRECT-19/3 JOB **VOLUNTEERS**
 BE4 N / A LOC WINKWORTH ARBORETUM, SURREY
 PAY 0 FOR NATIONAL TRUST
 DES / BUT Come & volunteer at Winkworth Arboretum (National Trust) – established in 20th Century, a wonderful hillside Arboretum containing 1,000 different shrubs & trees, many of them rare. Volunteer to undertake gardening, handyman duties or to join the Visitors' Services Team to welcome visitors, undertake kiosk & general duties. ASK Contact us for more information about volunteering at this beautiful countryside property. 01483 208477 winkwortharboretum@nationaltrust.org.uk

REF VOL-DIRECT-OK8 JOB **WORK PARTIES - HEARTWOOD**
 BE4 N / A LOC HEARTWOOD FOREST, ST ALBANS
 PAY 0 FOR WOODLAND TRUST
 DES To work as part of a regular team of volunteers who will plant & mulch trees to prevent weeds. This will involve pit planting trees & mulching each tree using straw bales. It may also involve checking a previously planted area has been planted & mulched correctly & gapping up where needed. This will be a great way for you to gain experience, a great excuse to get outside & keep fit & help us to create new woodland. Timescale: flexible but during the planting season October to March. BUT Outdoor working experience & a sensible regard for health & safety required. Understanding & support of the Woodland Trust's principles of woodland management desirable. Ability to visit the site in all weathers. ASK www.woodlandtrust.org.uk/en/take-part/volunteering

REF VOL-DIRECT-OK8 JOB **EDUCATION VOLUNTEERS**
 BE4 ongoing LOC STEPNEY CITY FARM, LONDON E1
 PAY Internal training / support* FOR STEPNEY CITY FARM
 DES Stepney City Farm is looking to build a team of enthusiastic Education Volunteers interested in getting involved in our varied work with Schools & Youth Groups. Potential tasks & activities incl: guiding Schools & Youth Groups around the farm; running sessions with classes in Schools; handling small animals with Children & Young People; presenting educational information about the animals; running workshops relating to growing edible plants. *relating to animal care & gardening. Potential external training opportunities related to working with animals, gardening & working with young people. BUT No experience necessary, just a keen interest in working with young people, animals & gardening! ASK Please contact Cat via youth@stepneycityfarm.org or call 020 77908204 on Weds, Thurs & Sundays.

REF VOL-DIRECT-19/3 JOB **ENVIRONMENTAL & WILDLIFE CONSERVATION**
 BE4 16/3/12 IV 20/3/12 LOC SUSSEX (opportunities in S Africa)
 PAY full on the job training provided FOR THE WILDLIFE FOR ALL TRUST
 DES Do you care? Are you searching for that something more? Like many other orgs we work to conserve endangered species & habitats. Unlike other orgs we put a lot of emphasis on tackling human problems such as greed, selfishness & the "me, me, me" mentality. We train our team to understand how these psychological factors have a huge impact on the success or failure of nature conservation projects. The key to the causes of env problems & to chance of overcoming them, lies in changing the way we think about the world around us. If deeper approach appeals to you there is chance to get involved with our work, including nature reserves in Sussex & S Africa. BUT No quals or experience required. Look at website to see what qualities we are looking for. ASK www.wildlifeforall.org

Bournemouth National Trust Volunteers give you an opportunity for days in the beautiful Dorset countryside performing valuable conservation work along with other likeminded people. We usually meet on Sundays and anyone is welcome to come along. To find out more about us see www.bournemouth-ntv.org.uk

Countrycare manages the Local Nature Reserves in the Epping Forest District. Every Thursday and on other ad-hoc days we have a volunteering project to work on. This may be coppicing or clearing, building countryside furniture or erecting fences. It's lots of exercise and fresh air and good fun and also benefits the wildlife in the District. See: <http://bit.ly/countrycare>

Volunteers wanted to help lead free, short, sociable walks called the Hertfordshire Health Walks. Full training and equipment provided. A great way to get more active and meet new people. Also volunteers to help with the administration of the walks. For more information visit www.hertslink.org/cms/healthwalks or call 01462 459395.

Volunteer at our beautiful heritage park!
Gatton Park is one of Surrey's hidden treasures, with beautiful gardens, stunning views and rich history that dates back to the Domesday Book. We offer opportunities from Estate Tour Guides, Gardening & Parkland management to Education Assistants and Archiving For more info - www.gattonpark.com

The South Downs Society is one of the UK's oldest conservation organizations. Members and volunteers protect the landscape by stopping unsuitable development, protect paths and access, help people enjoy the National Park on foot, and spread the word through publicity and marketing. If you can help, visit www.southdownssociety.org.uk, tel 01798 875073.

New Forest National Park Volunteering Fair 2012

Find out how you can get involved with different groups volunteering in the New Forest. Lyndhurst Community Centre. Saturday 3 March 10.30am - 4pm. Meet people and get outdoors. Discover your passion. Learn new skills. www.newforestnpa.gov.uk Tel: 01590 646600 Email: events@newforestnpa.gov.uk

Help us in hands on Reserve Management. Clearing Scrub & Invasive Species, Meadow Management and Habitat Creation. This voluntary work will enhance your CV in Countryside Management, Nature Conservation and Forestry Work. No qualifications necessary as full training provided. Enthusiasm and the ability to work in a team with people from diverse backgrounds essential. Email: nature.conservation@visionrcl.org.uk

Withymead Nature Reserve, Bridleway, Goring-on-Thames, RG8 0HS 26th February, 10:00am – 2:00pm, Volunteer taster day. Come along to Oxfordshire's hidden gem to find out how you can help manage and monitor the reserve – Volunteers required with practical and species ID skills. Tea and cake available. Web: www.withymead.co.uk e-mail: info@withymead.co.uk Phone: 01491 872265 or 07553 112447

Range of nature conservation / digital photography workshops and walks in South London. We are always looking for practical nature conservation & photography volunteers. Email: john.c@myembrace.org Phone: 020 72749450 Website: www.embraceworkshops.com

Do you have some spare time or an interest in the outdoors or wildlife? Why not join us in your local park or open space for...working groups – weekly sessions available; surveying; coppicing; heath management; planting; repairs & maintenance; photography. Contact Oxford City Council, Parks & Open Spaces Team 01865 252240 parks@oxford.gov.uk

Snelsmore Common SSSI, Newbury, Berkshire. Volunteers with practical skills required - Join Snelsmore Old Scrub-Bashers on the 2nd Sunday in the month as they help the ranger manage 100ha of lowland heath and woodland. Volunteers with species ID skills also needed to monitor the site. Contact details: 07765 898577 or ktomey@westberks.gov.uk

Weekend or weekday opportunities working with children and families in outdoor environments. Wildlife Watch, Wildlife Tots and at our Education Centres. CRB and some experience required. See www.hwt.org.uk (Learn and Discover) for more details or email dianas@hwt.org.uk.

We offer a wide range of practical conservation volunteering opportunities across Surrey and South London throughout the year for all ages, including scrub clearance, tree planting, pond maintenance, fencing installation and access improvements. Find out more on www.downlandsproject.org.uk or by tel 01737 737700 or by email: downlands@surreycc.gov.uk

Berkshire Conservation Volunteers, founded 1975 (affiliated to BTCV) do nature conservation for several bodies in Berkshire and adjacent counties each Sunday (e.g. coppicing, hedgelaying, scrub clearance, fencing). Friendly group. No experience necessary, training given, transport by minibus from Reading, newcomers always welcome, contact Neil on 01189751528 or see www.berkshire-conservation-volunteers.org.uk

Southampton Green Gym runs every Wednesday afternoon during 2012, from 1pm till 4pm, on several sites throughout the city. Tasks include woodland and heath land management. Join us to improve the environment and your fitness. For our programme visit <http://www2.btcv.org.uk/display/sgg> Phone 02380 402 593 Email gg-southampton@btcv.org.uk

Volunteers of all ages and abilities needed for weekday and weekend practical conservation activities across Essex. Activities include coppicing, hedgelaying, boardwalk construction and tree planting etc. Transport available from Colchester/Chelmsford, tea and biscuits provided! Opportunity to learn new skills and meet new people. For info email: essex@btcv.org.uk call: 01206 764470

West Berkshire Living Landscape Volunteer Team

The Berks, Bucks and Oxon Wildlife Trust and West Berkshire Council work together in the West Berkshire Living Landscape, an initiative to link 27 square kilometres of sympathetically managed land for the benefit of wildlife.

The team undertakes conservation tasks every Wednesday at sites including Greenham and Crookham Common, Thatcham Reedbeds and Bowdown Woods. It is a great form of fresh air exercise, a chance to chat and have the occasional baked potato from a bonfire and, of course, help wildlife. If you would like information, please call Roger or Adrian on 01635 580792 or email: rogerstace@bbowt.org.uk

Berkshire
Buckinghamshire
Oxfordshire



Torbay Coast & Countryside Trust

Volunteering

We are a local, independent charity dedicated to looking after some of Torbay's most important wildlife and heritage sites. Our aims are to protect land, conserve nature and strengthen the bonds between the people and the natural world of Torbay.



Volunteers get stuck into some scrub clearance

We manage 1750 acres of country parks, nature reserves, woodland, farmland and coastline in Torbay, including Berry Head National Nature Reserve, Cockington Country Park, Occombe Farm and the Seashore Centre as well as much of the English Riviera Geopark.

We have extensive volunteer involvement in all aspects of our work that enables us to maintain the sites in good condition, run events and visitor centres and a busy community vegetable garden.

The volunteers assist with practical conservation work at Berry Head NNR and Occombe Farm, learning traditional skills such as hedgelaying, dry stone walling, coppicing, and also helping with the day to day work of litter picking, site patrols and path clearance work. They also carry out wildlife

surveys such as butterfly transects, cetacean (dolphin and whale) watches and seabird monitoring. This data is so important for the management of the sites and also to assist in species protection. Monitoring work isn't always possible when staff numbers are low, as the day to day management of the site takes over.

Another important aspect of our work the volunteers greatly support is the visitor centres. On Berry Head the volunteers run the visitor centre the majority of the week. They talk to the public about the seabird colony - there are live pictures in the centre; they assist with the retail and in generally ensuring the public have a positive experience. They are also a great help in recruiting new members for the Trust, which is a really important part of our work. We also have several 'Friends of volunteer groups that keep regular users of the sites updated on the site management; they also work hard to fundraise for projects. Volunteers join us from all walks of life, some are retired and want to learn new skills and help to look after their local area; others are students looking for work experience and a step onto the conservation career ladder. People also volunteer their specialist skills such as in wildlife survey work, or environmental interpretation. We provide



Trainee and long term volunteering opportunities are an important part of our work

training, tools, PPE, uniform, cover travel costs and run volunteer social events.

Volunteers bring such a range of skills to our organisation; they are very dedicated and committed to their local area.

Conservation work always struggles for funds due to the nature of our work; volunteers play a crucial part in supporting staff - ensuring the Trusts sites are well maintained and that other services such as events and visitor centres are a success. In return they learn new skills, gain valuable work experience, and get to spend time doing something worthwhile and enjoyable.

They also enable us to have a strong connection with our local community, ensuring they are positively engaged with the fantastic natural world of Torbay. Volunteer Dan Nuttall 'I



Trainee rangers assist with repair work on the fort walls

started volunteering when I was out of work. I was made very welcome by staff and volunteers and really enjoyed the varied work and different skills I learnt. One of the major benefits for me was knowing that the work I carried out directly benefited the community in which I lived and also the volunteering cultivated my choice of a career in conservation.'

Volunteers are an integral part of our conservation and education work in Torbay – thank you to everyone that assists us in our work, and we look forward to meeting new volunteers that may be interested in helping us!

We are particularly looking for volunteers to assist in the running of the three visitor centres that are open 7 days a week from Easter to October. These are at Berry Head NNR, Brixham; Seashore Centre, Goodrington and Occombe Farm, Preston.

For further information please contact Torbay Coast & Countryside Trust on 01803 606035 email: info@countryside-trust.org.uk or visit our website www.countryside-trust.org.uk find us on Facebook and Twitter: TorCoastCountry
Registered Charity no. 1077561

Written by Emma Reece, Access Officer, Torbay Coast & Countryside Trust, The Bungalow, Berry Head NNR, Brixham, Devon TQ5 9AP tel: 01803 882022 email: e.reece@countryside-trust.org.uk

South West:

Volunteer at Chyan Community Field's beautiful rural site near Penryn, Cornwall and get an introduction to organic food production. Work on our fruit and vegetable plots or practical conservation tasks most Tuesdays & Thursdays and monthly on Saturdays. Volunteer expenses paid. Contact Betty on: info@chyan.org.uk / 01326 377447

BTCV Cornwall offers volunteers an opportunity to get out in the fresh air, meet likeminded people and get some fun physical exercise in wonderful bits of Cornwall you didn't even know were there. Practical conservation tasks each Tues, Weds & Fri. Contact: 01209 610610 b.levine@btcv.org.uk

Are you interested in Environmental Conservation and Greenspace Improvement in Avon? Then join BTCV on a task day every Tuesday, Wednesday or alternate Saturday. Contact Claire Dinsdale on 07739 447995 or e-mail on c.dinsdale@btcv.org.uk for more information.

Volunteer with Discover Forest Foods, an agroforestry project growing trees, shrubs, grains, perennial vegetables, annuals and more. Based at the Underwood Discovery Centre you can help with sowing, planting, plant care, harvesting and processing. Next volunteer event 1 April 'Discover Seed Planting' plus weekday opportunities to volunteer & get experience. Liz Turner, Trees for Health, info@treesforhealth.org, 07765 631877

REF	VOL-DIRECT-5/3	JOB	VOLUNTEER WARDEN X 2
BE4	IV in late Feb, start date March 2012	LOC	KILLERTON ESTATE, DEVON
PAY	shared accom provided + expenses	FOR	NATIONAL TRUST
DES	Assist in implementing the Trust's twin objectives of the conservation of it's properties & helping people to enjoy & understand them. 4+ days per week. Work alongside wardens learning on the job the wide range of practical cside management tasks carried out on the estate. Start during the winter months, when most of our woodland management takes place. Thinning & coppicing is a major part of the first three months. Certs in some machine operation may be available subject to needs & aptitude. Key elements of work: Acquire thorough knowledge of the estate, particularly the RoW network; use & maintain vehicles & equipment in safe working order; assist with habitat management of Ashclyst forest & other woodland across the estate incl working on & producing timber for logs & biomass; identify & carry out basic maintenance works of RoW, estate bridges, walls, gates, stiles & signs; maintain good working relationships with visitors, tenants, farmers, neighbours, other vol orgs, local communities & local authorities; welcome & liaise with visitors which may incl public speaking & assisting or leading guided walks; control & monitor public access. BUT Some weekend working will be needed. ASK CV & covering letter setting out why you are suitable for the post sarah.toms@nationaltrust.org.uk		

REF	VOL-DIRECT-19/3	JOB	VOLUNTEER CONSERVATION OFFICER
BE4	N / A	LOC	FERNWORTHY RESERVOIR, near CHAGFORD, DEVON
PAY	Limited expenses, job related training	FOR	SOUTH WEST LAKES TRUST
DES	To implement the Trust's conservation programme. Deliver practical conservation tasks; assist in updating species lists & environmental inventories; organise work utilising a team of conservation volunteers & contractors; assist in drawing up future plans & projects for sites; take responsibility for health & safety of self, colleagues, customers & contractors. Will involve working outside in all conditions. BUT Some practical conservation experience would be an advantage as would first aid training however training can be given to the right candidate. Must be willing to learn, have an interest in conservation & enjoy working outside. ASK Neil Reeves, Conservation & Leisure Manager, Dartmoor, 01822 855700 nreeves@swlakestrust.org.uk		

REF	VOL-DIRECT-OK8	JOB	VOLUNTEER COMMUNITY FUNDRAISER
BE4	Ongoing	LOC	SOUTH WEST ENGLAND
PAY	Training & support given as applicable	FOR	RSPB
DES	People throughout the South West needed to attend fairs, & organise events such as coffee mornings, cream teas, pub quizzes etc, to raise money for the RSPB. If you can get a group together to fundraise as a team, even better. BUT Outgoing, friendly, enthusiastic people required to talk to the public & get support for the RSPB. ASK Email Fran Luke to organise an informal chat: frances.luke@rspb.org.uk		

REF VOL-DIRECT-19/3 JOB **PEREGRINE WATCHER**
 BE4 ? LOC PLYM VALLEY
 PAY 0 FOR NATIONAL TRUST
 DES Working March to July. Working as part of a dedicated & passionate team, peregrine watchers protect a pair of nesting peregrine falcons by contributing to a 24 hour watch & engaging visitors. Duties will involve 'manning' the view platform, assisting visitors in using the telescopes, engaging with visitors & answering questions, being aware of any disturbance to the birds & reporting incidents when necessary, monitoring & recording the behaviour of the birds. BUT You must have an interest in birds & wildlife conservation but specific knowledge of peregrine falcons & use of telescopes is not essential as training will be given. Enjoy talking to people, working outdoors & working as part of a team. You must be eager to learn more, be reliable & able to make decisions. ASK Details & chat: Beth Hamblin 01752 341377 beth.hamblin@nationaltrust.org.uk

REF VOL-DIRECT-4/4 JOB **VOLUNTEER CONSERVATION OFFICER**
 BE4 31/3/12 LOC PLYMOUTH
 PAY First Aid at Work, project management experience, CRB check FOR GROUNDWORK SOUTH WEST
 DES Providing support to the Conservation Project Manager, you will learn about project management & working with volunteers to deliver tasks such as habitat management & footpath works on beautiful sites in the Plymouth area. Some projects will be community projects & involve working with young people with extra needs. Other duties may include organisation & delivery of weekend events with volunteers & community groups, assistance in preparing quotations for new work & recruitment of new volunteers. We can provide on the job training & there is the possibility of additional formal training. BUT Enthusiastic with an ability to lead a mixed ability team of volunteers, ideally able to drive a minibus; degree or equivalent in Environmental Conservation. Able to work occasional weekends. Some experience of MS Office packages & delivering presentation an advantage. ASK CV & covering letter / email to sue.lumsden@groundwork.org.uk Chat: Rupert Goddard, 01752 217721 x 364.

REF VOL-DIRECT-19/3 JOB **RESIDENTIAL VOLUNTEER – DORSET INFORMATION OFFICER**
 BE4 Mid March LOC ARNE & RADIPOLE LAKE
 PAY Self-catering accommodation FOR RSPB
 DES April – November 2012. This role will give you: experience of environmental visitor services on both urban & rural nature reserves; excellent experience in working off site engaging with new audiences & communities; experience of planning, delivering & promoting events on & off site & the opportunity to work both alone & within our friendly Dorset team. Spending 3 months at Arne & 3 months at Radipole, this is a great opportunity to spend time at 2 of the RSPB's best loved reserves with amazing wildlife such as smooth snakes, otters & osprey. BUT Good people & communication skills & an approachable personality, with ability to work alone & in a team essential. Specialist knowledge not necessary, but an enthusiasm for wildlife & an interest in conservation is. Flexible attitude & the confidence to lead events essential. Previous volunteering & customer experience an advantage. ASK Rob Farrington, Dorset Visitor Experience Manager, Arne Work Centre, Arne, Wareham, Dorset BH20 5BJ robert.farrington@rspb.org.uk

REF VOL-DIRECT-19/3 JOB **VOLUNTEER CONSERVATION OFFICER**
 BE4 N / A LOC COLLEGE & ARGAL LAKES, NEAR PENRYN, CORNWALL
 PAY Limited expenses, job related training FOR SOUTH WEST LAKES TRUST
 DES To implement the Trust's conservation programme. Deliver practical conservation tasks; assist in updating species lists & environmental inventories; organise work utilising a team of conservation volunteers & contractors; assist in drawing up future plans & projects for sites; take responsibility for health & safety of self, colleagues, customers & contractors. Will involve working outside in all conditions. BUT Some practical conservation experience would be an advantage as would first aid training however training can be given to the right candidate. Must have an interest in conservation, be enthusiastic & enjoy working outside. ASK Richard Smith, Conservation Officer, 01822 855700 rsmith@swlakestrust.org.uk

REF VOL-DIRECT-19/3 JOB **VOLUNTEER CONSERVATION OFFICER**
 BE4 N / A LOC Roadford Lake near Launceston / Okehampton, Devon
 PAY Limited expenses, job related training FOR SOUTH WEST LAKES TRUST
 DES To implement the Trust's conservation programme. Deliver practical conservation tasks; assist in updating species lists & environmental inventories; organise work utilising a team of conservation volunteers & contractors; assist in drawing up future plans & projects for sites; take responsibility for health & safety of self, colleagues, customers & contractors. Will involve working outside in all conditions. BUT Some practical conservation experience would be an advantage as would first aid training however training can be given to the right candidate. Must have an interest in conservation, be enthusiastic & enjoy working outside. ASK Richard Smith, Conservation Officer, 01822 855700 rsmith@swlakestrust.org.uk

REF VOL-DIRECT-27/2 JOB **VOLUNTARY COUNTY WILDLIFE SITES TRAINEES**
 BE4 27/2/12 IV wb 5/3/12 LOC DEVON BIODIVERSITY RECORDS CENTRE, EXETER
 PAY Training & travel expenses FOR DEVON WILDLIFE TRUST
 DES 6-12 month structured training placement. Opportunity to gain experience in habitat survey, botanical ID, landowner liaison, ecological report writing, data management & GIS (MapInfo), & you will mainly be condition-checking existing County Wildlife Sites (CWS), though there may be some survey of new sites. Initially, volunteers will shadow DBRC staff then gradually take on more responsibility until ready to conduct independent site visits, first as a 2 person team & then potentially as individuals. BUT We are looking more for aptitude & potential rather than current ability. Good interpersonal, organisation & communication skills; some prior knowledge of habitats, habitat management & species ID; full driving licence or access to car & driver; computer literate; able to follow & interpret protocols; happy working alone, following Health & Safety guidelines; self-motivated, effective within a team.
 ASK www.devonwildlifetrust.org.uk/job-vacancies/ dlenn@devonwildlifetrust.org

REF VOL-DIRECT-19/3 JOB **VOLUNTEER INFORMATION OFFICERS**
 BE4 N / A LOC VARIOUS SOUTH WEST
 PAY Training & expenses FOR RSPB
 DES The RSPB is passionate about wildlife & protecting the environment & we need a team of Information Officers to talk to our visitors, & bring our conservation stories to life to encourage support. This is a great opportunity to make a difference, learn more about our work & gain experience in customer care & visitor management. BUT Enthusiastic, friendly & approachable. No knowledge is required, just excellent communication skills, a big smile, lots of energy, & enthusiasm to learn more about the RSPB. ASK Juliet Simms, juliet.simms@rspb.org.uk 01392 453757.

REF VOL-DIRECT-19/3 JOB **WILDLIFE WATCH LEADER**
 BE4 N / A LOC DEVON
 PAY Some training & travel expenses FOR DEVON WILDLIFE TRUST
 DES Inspire the next generation of nature lovers! Volunteers needed to run wildlife clubs for children aged 7-13. Enthuse children about wildlife & help them discover, explore & conserve their local patch. Clubs usually run a monthly activity. Leaders plan a programme of events which they either run themselves or bring in guest experts, find appropriate sites, undertake risk assessments & so on. BUT Well organised, good with children & aware of their safety. Happy to take on the responsibility to ensure efficient running of the group. Enthusiastic about wildlife & willing to share that enthusiasm. ASK Paul Martin, Education Officer, 01392 279244 pmartin@devonwildlifetrust.org

REF VOL-DIRECT-9/3 JOB **VOLUNTEER RANGER**
 BE4 9/3/12 IV 20/3/12 LOC HOLNICOTE ESTATE, EXMOOR
 PAY Accommodation & training FOR NATIONAL TRUST
 DES The placement includes mainly hands on practical conservation work including hedge laying, fencing, footpath repairs, scrub control, grass cutting & brush cutting. Also assisting with the co-ordination & management of local volunteer groups & involvement with events, condition surveys & other project work as necessary. Training may include use of brushcutters & chainsaws, first aid & off road driving. BUT Able to work on own initiative, show enthusiasm & interest in the countryside & have a practical aptitude. Some experience desirable but not essential. Must hold a clean driving licence. ASK Rob Manicom, robert.manicom@nationaltrust.org.uk 01643 862452 Holnicote Estate Office, Selworthy, Minehead, Somerset TA24 8TJ

REF VOL-DIRECT-4/4 JOB **RESIDENTIAL VOLUNTEER**
 BE4 31/3/12 LOC ROSELAND PENINSULA, CORNWALL
 PAY Accommodation & training FOR RSPB DES The Cirl Bunting Reintroduction Project is a project to reintroduce the cirl bunting (one of the UK's rarest farmland birds) in to part of its former range of south Cornwall. We are looking for someone to assist with the monitoring of the increasing breeding population to determine its size & productivity as part of our work in establishing a self-sustaining population of cirl buntings in Cornwall. Excellent opportunity to gain experience in this pioneering project & make a great contribution to conservation. You will have access to some wonderful areas not open to the public & have a great excuse to go birdwatching! BUT Sound field craft skills & previous fieldwork experience essential. Flexible for early morning starts. Enthusiasm, ability to work alone & as part of a team, interest in conservation & ability to walk 6-7 kms a day. Driving licence desirable. Min age 18. Available for 3 months or more. ASK stuart.croft@rspb.org.uk 01872 580441.

REF VOL-DIRECT-19/3 JOB **RSPB RESERVE OFFICER VOLUNTARY INTERNSHIP**
 BE4 N / A LOC EXE ESTUARY, DEVON
 PAY Expenses & training FOR RSPB
 DES Minimum 3 days per week. The 6 month internship offers excellent training, diverse experiences, new skills, responsibility & a chance to join a small team & make a difference. RSPB Exe Estuary Reserves are internationally important for wildlife. In spring they hold the last remaining population of breeding lapwing & in winter they come alive with waders & wildfowl that use the reserves as winter refuges. The sights & sounds are amazing, on the shores of the Exe Estuary & just 5 miles from Exeter this site has an amazingly diverse experience to offer. We need your help to play a significant role in the management of these reserves. BUT Already some experience particularly in habitat management & the management of volunteers; keen to take on responsibility & develop new skills. Ability to work alone, as well as in a team, & the desire to recruit & supervise volunteers. ASK / CV to: Sally Mills, sally.mills@rspb.org.uk

REF VOL-DIRECT-27/2 JOB **VOLUNTEER RANGER x 2**
 BE4 29/2/12 LOC WEST EXMOOR, DEVON
 PAY Training & accommodation FOR THE NATIONAL TRUST
 DES Full time for up to 6 months, with a view to an immediate start. In return for your commitment we can offer a wide range of training & experience such as hedging, ditch stone walling, brush cutting, first aid, manual handling, fencing, 4 x 4 driving etc. We can also facilitate training & assessment for a practical skills based qualification Diploma in Environmental Conservation. You will be joining a highly motivated & skilled team of rangers & on a diverse & challenging property. BUT Driving licence & own transport essential due to the size & remoteness of the property. This position would suit a post graduate or someone looking for a career change. Specific qualifications are secondary to a desire to work in environmental conservation & visitor engagement. ASK julian.gurney@nationaltrust.org.uk

REF VOL-DIRECT-12/3 JOB **RAFFLE TICKET SELLER**
 BE4 12/3/12 LOC PLYM VALLEY
 PAY travel expenses FOR NATIONAL TRUST
 DES Approach visitors in order to maximise ticket sales. Proceeds raised will support the Plym Peregrine Project (www.plym-peregrines.co.uk) in variety of ways, so you will be contributing to one of our main fundraising activities. Time commitment: 3 days a week, to incl Saturday or Sunday. BUT Enjoy meeting new people, initiating conversation & providing a good level of customer service. Able to use your fantastic communication skills while fundraising for a worthwhile cause. ASK Details & apply: Beth Hamblin 01752 341377 beth.hamblin@nationaltrust.org.uk

REF VOL-DIRECT-19/3 JOB **YOUTH & SCHOOLS VOLUNTEER OFFICER (VO)**
 BE4 N / A LOC CAMBOURNE, CORNWALL
 PAY Training FOR BTCV CORNWALL
 DES We are looking for a volunteer officer to join our Youth & Schools Project working with 16-25 year olds on a variety of environmental projects. You'll get loads of practical conservation work experience as well as a grounding in leading, supervising & training young people. We also offer free training including a Diploma in Land Based Environmental Conservation. Based at our sustainable offices in the heart of the Cornish Mining World Heritage Site, this is a great way to work towards a job in the environmental or youth sectors. BUT Confident, outgoing & relish the challenge of working with teenagers. Must be over 21 & preferably able to commit to a minimum 8 month placement & must have a full driving licence (for at least 2 years). ASK 01209 610610 b.levine@btcv.org.uk

REF VOL-DIRECT-19/3 JOB **VOLUNTEER CONSERVATION OFFICER**
 BE4 N / A LOC SIBLYBACK LAKE, near LISKEARD, CORNWALL
 PAY Limited expenses, job related training FOR SOUTH WEST LAKES TRUST
 DES To implement the Trust's conservation programme. Deliver practical conservation tasks; assist in updating species lists & environmental inventories; organise work utilising a team of conservation volunteers & contractors; assist in drawing up future plans & projects for sites; take responsibility for health & safety of self, colleagues, customers & contractors. Will involve working outside in all conditions. BUT Some practical conservation experience would be an advantage as would first aid training however training can be given to the right candidate. Must be willing to learn, have an interest in conservation & enjoy working outside. ASK Richard Smith, Conservation Officer, 01822 855700 rsmith@swlakestrust.org.uk

REF VOL-DIRECT-19/3 JOB **PRACTICAL CONSERVATION VOLUNTEER OFFICER (VO)**
 BE4 N / A LOC DARTINGTON, DEVON
 PAY Training FOR BTCV DEVON
 DES Become a Practical Conservation Volunteer Officer & work on our programme of approximately ten week long practical conservation holidays a year taking place amidst some of the most spectacular landscapes Devon & Cornwall have to offer. Lead, supervise & train volunteers on the holidays; liaise with landowners & accommodation providers; attend site visits, prepare site reports & risk assessments, help to promote holidays, & get loads of practical conservation work experience. We offer free training in return including an NPTC Diploma in Work-Based Environmental Conservation. BUT Must be over 21 & preferably able to commit to a minimum 8 month placement & must have a full driving licence (for at least 2 years). ASK Mel: 01803 868926 m.leal@btcv.org.uk

REF VOL-DIRECT-12/3 JOB **LARGE BLUE RANGER**
 BE4 9/3/12 IV 15/3/12 LOC COLLARD HILL, near STREET, SOMERSET
 PAY Free travel, accommodation & board FOR NATIONAL TRUST
 DES Be part of a ranger team that manages the Somerset countryside for the National Trust. Collard Hill is the only open access site to see Britain's rarest butterfly, the large blue, & attracts hundreds of enthusiasts from right around the country. Be the lead person in a team responsible for visitor management & biological recording at Britain's only open access site for the rare Large Blue butterfly *Maculinea arion*. BUT The ideal candidate will be enthusiastic, an able communicator & can demonstrate experience of working with the public. Active interest in environmental conservation & able to demonstrate the benefits this post would bring to their work. As there is the need to walk on steep slopes often in very warm conditions you should be physically fit. ASK Hayley Dorrington, hayley.dorrington@nationaltrust.org.uk

REF VOL-DIRECT-OK8 JOB **EVENTS PUBLICITY ASSISTANT**
 BE4 N / A LOC RSPB EXMINSTER MARSHES
 PAY Travel expenses FOR RSPB
 DES Assist the Exe Estuary Reserves Visitor Officer in publicising & promoting events & activities for the RSPB Exe Estuary Reserves. Work as part of a small reserves team to research & implement best advertising opportunities & techniques. BUT Ideally candidates should have experience of working in a similar situation. Must be full computer literate & have access to own vehicle. Creative & innovative with an eye for detail. Ability to use initiative & work alone at times. Good written & spoken communication skills. ASK / Chat: Gemma Dunn, 01392 824614.

REF VOL-DIRECT-OK8 JOB **ASSISTANT MONKEY CARERS**
 BE4 ongoing LOC LOOE, CORNWALL
 PAY Training FOR WILDFUTURES MONKEY SANCTUARY
 DES Cleaning out monkey cages, preparing food for the monkeys, enrichment & collecting leaves. Assisting with workshops during public opening days & general duties in the day to day running of the sanctuary. BUT Enthusiasm & willingness to help. A good command of the English language. ASK volunteer@wildfutures.org

National:

REF VOL-DIRECT-30/4 JOB **CAMPAIGN CHAMPION / CAMPAIGN CHAMPION ACTIVIST**
 BE4 1/5/12 LOC ENGLAND
 PAY 0 FOR RSPB
 DES Worried about wildlife? Anxious about the environment? Want to make a difference? We are, & we do! We need outgoing, enthusiastic individuals whose passion is infectious & inspiring to raise the profile & build support for our regional, national & international campaigns. Take action for birds, wildlife & the environment in your local area. From signing petitions, distributing campaign materials & writing to your MP face-to-face, there are a range of actions you can get involved with. We will provide all background information to each campaign & are always on hand to answer any queries you may have. BUT Active, friendly, approachable & passionate. Good communication skills.
 ASK www.rspb.org.uk/campaignchampions to register your interest with us. Alternatively contact Martin Abrams, RSPB Campaigns Officer, 01767 680 551 campaigns@rspb.org.uk

REF VOL-DIRECT-19/3 JOB **VOLUNTEER PROJECT OFFICER**
 BE4 N / A LOC HOME-BASED
 PAY 0 FOR SPECIES RECOVERY TRUST

DES Over the last century, & even into the last decade, the UK has continued to lose species, some of which were found nowhere else on earth & are now gone forever. The Lost Life Project aims to highlight this loss & spread the message as widely as possible. The project officer will be responsible for pulling together all existing information on the lost species, including images, species accounts & ecological information. We are hoping to create a collaborative project with artists & musicians to promote the project in a genuinely new light. You will remain in close contact with other members of the organisation & our partners across the country. You will ideally give at least 2 days a week, although this is negotiable. BUT Highly motivated, & most of all passionate about conservation & halting the loss of species. Computer & access to the internet. ASK Dominic Price, 01722 322539 speciesrecoverytrust@gmail.com www.speciesrecoverytrust.org.uk

REF VOL-DIRECT-19/3 JOB **MY WILD LIFE EVENTS & FILMING VOLUNTEER**
 BE4 N / A LOC PETERBOROUGH, LONDON or GLASGOW
 PAY Training in reminiscence & filming techniques FOR THE FROGLIFE TRUST

DES My Wild Life is a project designed to get older people to share their wildlife experiences with younger people & build relationships between the generations. Volunteers are needed to help at reminiscence events to encourage people to share their memories, hand out tea & cakes, take photos & film activities. Volunteers can also help to conduct & film interviews with participants, & assist with editing & creating a DVD of the project. Finally, there will be a celebration event at the end of the project which volunteers can help to design & run. BUT Interest in wildlife helpful. You don't need to have a lot of knowledge, but be keen to talk to new people about their experiences & able to put them at ease. Able to work on your own initiative & develop relationships quickly with a range of different people. Events will involve children, young people & vulnerable adults. ASK Jodie Coomber, 01733 425828 jodie.coomber@froglife.org



CAMS Countryside Access Management System

The industry standard information and asset management system for managing public paths, greenspaces and access areas.

Volunteer Management

CAMS now includes volunteer management and advanced public 'self-service' functionality.

- Volunteers can use a secure and interactive website to view information related to public paths and sites and use this to organise their work programme.
- Location maps and job instructions can be printed out and completed work can be easily submitted via the website, including dates, location, time spent and each task carried out.
- Path and site officers can use CAMS to review volunteer work, record details for each volunteer and report on performance.

For more information or to arrange a demonstration please visit our website www.esdm.co.uk or contact:

Jon Young
 (01874) 711145
jony@esdm.co.uk



BTO Nightingale Survey 2012
 A special BTO survey in spring 2012 <http://bit.ly/BTONightingale> will study the numbers, distribution and pairing status of Britain's declining population of Nightingales: it aims to locate every singing bird, mainly through tetrad searches. Volunteers welcome via <http://bit.ly/BTOvol> or BTO Thetford 01842 750050.

Canal Restoration Volunteer
 Get outdoors and dirty and help restore the derelict canals of England and Wales. Learn new skills such as bricklaying, heritage restoration and machine operation. Do something different in 2012 and volunteer with the Waterway Recovery Group! For more info got to www.wrg.org.uk or call 01494 783 453 ext 604

Art 4 Space - A highly commended community arts organisation, creating stunning mosaics, cob ovens, sculpture and earth art. Projects can be themed and involve local community groups and schools, in design work through to creation in exciting stimulating workshops. We have studios in Wales dani@art4space.co.uk and London jewels@art4space.co.uk www.art4space.co.uk.

Lantra Awards has developed the Level 3 Award in Volunteer Management. The qualification aims to help individuals build the skills needed to manage volunteers more effectively in environmental conservation, and to recognise those skills with a relevant qualification. To find out more about the Lantra Awards Level 3 Award in Volunteer Management Qualification, visit our website www.lantra-awards.co.uk

The British Horse Society: Join the fight for better riding and carriage driving If you believe that equestrians should have better access to better rights of way, please help The British Horse Society as an Access and Rights of Way volunteer! There are many voluntary roles to suit any amount of time you are able to give. We provide training, and you help us defend, extend and promote the rights of way network. Join in with local and national campaigns, research, lobbying and more. For more information on how to join us, please email access@bhs.org.uk or call 02476 840 582.



Freshwater Biological Association

If you are interested in volunteering for a scientific charity, specifically dedicated to freshwaters, then please contact us for a range of opportunities from conservation and restoration projects to research and data analysis (info@fba.org.uk).

Help us monitor the UK's bat populations by taking part in one or more of our long-running surveys. Beginners as well as experts are welcome and we run training workshops around the UK. Email nbmp@bats.org.uk or go to <http://www.bats.org.uk/pages/nbmp.html>.

National Trust Internship Programme - An internship with the National Trust is a voluntary role and a great way to gain valuable work experience. To find out more about the opportunities available and to apply for roles, visit the internship section of our jobs website at <http://bit.ly/NTinternships>

WWOOF is a charity which for forty years has united smallholdings and farms with an organic outlook with volunteers (WWOOFers). WWOOFers 'pay' for their stay with their labour and in return are given bed and board and experience the good/hard life first hand. www.woof.org.uk

International:

REF VOL-DIRECT-26/3

JOB ICELAND VOLUNTEER TRAIL TEAMS

BE4 25/3/12

LOC ICELAND NATIONAL PARKS & NATURE RESERVES

PAY 0

FOR THE ENVIRONMENT AGENCY OF ICELAND

DES Trail teams work on a wide variety of trail construction projects & other conservation management tasks, often staying in camps within the parks & nature reserves. Vols work in small teams & travel between worksites to complete a series of practical projects. The programme runs for 11 weeks & the teams usually spend 1 or 2 weeks in one location. BUT No previous experience of this work is necessary as all training will be provided. Enthusiasm & team spirit are essential. Due to the strenuous nature of our work, participants must be physically fit. Some experience of practical work, camping & hill walking. The remoteness of worksites & Iceland's notoriously changeable weather make the vol programme both an adventure & a challenge. Must be 20+ years. ASK Application form online: <http://www.icv.is>

Project Assistant - Sea Turtle Conservation This project is looking for research assistants for the forthcoming nesting season along the Andaman coast of Thailand. Project assistants receive free board and lodging for the duration of their stay. Please visit the Volunteer Work Thailand website for more information: www.volunteerworkthailand.org

Conservation Volunteers Australia offers projects starting weekly across Australia. Our projects range from urban to outback, from desert to coast and everywhere in between! Typical activities are team based and include tree planting, habitat restoration, wildlife surveys, track building, seed collection etc. bookings@conservationvolunteers.com.au www.conservationvolunteers.com.au Charge for meals, accommodation and project-related travel applies on all projects.

Conservation Volunteers New Zealand offers projects starting weekly across NZ. Our projects range from urban to country, from mountains to coast and everywhere in between! Typical activities are team based and include tree planting, wildlife surveys, track building, seed collection etc. bookings@conservationvolunteers.com.au or www.conservationvolunteers.co.nz. Charge for meals, accommodation and project-related travel applies.

Sustainable Community Development

This project strives to enable communities to develop a healthy, sustainable local economy and environment while maintaining their cultural pride and heritage. Volunteers can get involved in teaching English, greenhouse work, and garden maintenance. Volunteers receive free accommodation and food. Please visit the VLA website for more information: www.volunteerlatinamerica.com

Volunteer Wildlife Rangers

This project offers various ways to contribute to the conservation of marine turtles, depending on your experience and the time you have available. Long term wildlife rangers receive free accommodation and a food allowance. Please visit the V4A website for more information: www.volunteer4africa.org

Volunteer for Humpback Whale Project

This leading NGO on research and conservation of marine mammals is seeking Eco Guides and Scientific Eco Guides for the forthcoming humpback whale season. Once certified participants receive free board and lodging, local boat and terrestrial transport. Please visit the Volunteer 4 Africa website for more information: www.volunteer4africa.org

Volunteer for Shark Tagging Project This project is looking for a volunteer with experience in marine sciences and related field work to volunteer at its research station. The application deadline is the 20 April, 2012. Please visit the Volunteer Latin America website to find out how to request further information: www.volunteerlatinamerica.com

The CJS team would like to thank everyone who has contributed adverts, articles and information for this CJS Focus publication. Next edition will be in association with The Wildlife Trusts and will feature Wildlife & Habitat Management, due to be published on 25 June 2012.

**PLEASE REMEMBER to DOUBLE CHECK the BE4 (closing date) of the vacancies.
And please contact only the person, telephone number, email address given.
This CJS Focus was published 20/2/12.**