



Countryside Jobs Service

Focus on Volunteering

10 February 2014

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



Volunteering: developing relationships on Dartmoor

Introduction

Dartmoor National Park Authority has a long tradition of working with longer term volunteers using a Voluntary Warden scheme. Where we had, until recently, been less successful was in responding to 'out of the blue' requests. This article describes a change in the way we managed these relationships – turning from a reactive to proactive stance.



Some of the issues

Many countryside professionals will be familiar with the super-keen volunteer – you know the one with loads of skills, plenty of time and a real passion for your protected landscape, your iconic species or your wonderful habitat. For us, responding to these volunteers raised a number of questions – notably: Do we have the capacity to manage, support and mentor this person? Do we have enough volunteer tasks to keep them satisfied? Is it really their satisfaction we should focus on?



Men's Health Group from Plymouth – Burrator woods
(© Dartmoor National Park Authority)

In addition, like many in the public and voluntary sectors we have suffered funding cuts which in a service organisation translate into job losses. This meant that remaining staff had a degree of anxiety about volunteers within the workplace.

One way to crack the nut...

We thought about how we were responding, or rather not being able to respond to volunteer offers, and how we could help alleviate staff anxiety and introduced the following web-based scheme.

Tell me what you want, what you really, really want?

Our starting point was to ask staff what they really would like to do but given limited capacity could not hope to tackle – these projects should be 'icing on the cake' – those nice, extra mile add-ons that were important but which the urgency of everyday busy-ness cast aside. We developed a very simple volunteer offer template – a little like a job description that would help our staff be clear about the nature of the task, the time commitment, any necessary skills, any potential physical demands and, importantly, who would 'line manage' this volunteer. This last was to ensure that staff did not feel volunteers being thrust upon them. Once a few of these templates were completed we uploaded them to our website ...and volunteers started to roll in. the scheme has been running for 18 months or so and has helped us undertake a number of projects such as:

- Collecting data from remote location people counters;
- Delivery of school fieldtrips using Volunteer Education Guides;
- Planners have used volunteers to gather data on town centre usage patterns to inform the policy planning process;
- Taking wildlife photos to build up a stock of images;
- Restoring bronze-age cairns;
- Undertaking archaeological monitoring of scheduled and vulnerable sites.

What is important is that many of these 'new' opportunities stretch far beyond the traditional work parties undertaking gorse bashing, bracken clearance or path maintenance. Some volunteers have joined us for a short period of time – a task and finish relationship whilst others have contributed to more than one project.

Much of my time in the early phase of this change was spent writing resources that would help my colleagues with the processes of recruitment, induction, training, mentoring and monitoring. Some of this was the slightly bureaucratic exercise of producing induction checklists, monitoring forms and process flowcharts but also included a revamped 'Volunteers Welcome Pack'. This was particularly to help both sides of the volunteer 'contract' understand roles and responsibilities.

Is this enough?...searching for the win-win

For some of the volunteers the answer was still 'no'. They still had more time than we had tasks, even with the range we could provide and so the next step was to make much more public and visible the relationship we had developed with other volunteering organisations active on Dartmoor.

Some of these were the key players, like Natural England and the National Trust, but many were also 'home grown' groups based in a specific locality, often with good links to our sector rangers who would help identify and manage tasks for these groups. We now provide a clear signposting service to those groups who undertake some of the more traditional habitat management conservation tasks. This has strengthened our relationship with these groups, has increased the



Enjoying clearing footpaths (© Dartmoor National Park Authority)

volunteer opportunities and we are starting to see some 'cross-fertilisation' with some volunteers working for a number of groups on a wide variety of tasks. Perhaps win-win-win!

To see some of the volunteer offers current and the signposting to other groups take a look at the volunteering pages on our website at: <http://www.dartmoor.gov.uk/aboutus/vi-volunteers>

Orlando Rutter, Senior Learning & Outreach Officer (and Volunteer Co-ordinator)
Dartmoor National Park Authority

Scotland:

REF	307-FOCUS-28/2	JOB	RESIDENTIAL VOLUNTEER FOR LOCH GRUINART
BE4	N / A	LOC	LOCH GRUINART, ISLAY, SCOTLAND
PAY	Accommodation on site provided	FOR	RSPB

DES 6 – 8 weeks, April to August. Assist the Community & Information Officer with manning the visitor centre at this unique Scottish reserve, support weekly guided walks & assist in recruiting new members to the RSPB. Represent the RSPB at events in the community & make contact with visitors that are unaware of what we can offer as well as help with fundraising. Expand your wildlife identification by assisting with monitoring breeding birds & butterfly surveys. Also help with care & maintenance of reserve infrastructure, gaining valuable experience with practical work. BUT Confident & enthusiastic, & able to engage & enthuse the public about the work the RSPB do on Islay. Previous knowledge of Islay not essential as a full induction & time to familiarise yourself given before going on to man the visitor centre independently. ASK www.rspb.org.uk/residentialvolunteering or call Mary Redman, 01496 850505.

REF	308-FOCUSR-14/3	JOB	RANGER ASSISTANT
BE4	ONGOING	LOC	NEWHAILES ESTATE, MUSSELBURGH, EDINBURGH
PAY	Training	FOR	NATIONAL TRUST FOR SCOTLAND

DES Around 1 day / wk, depending on bookings. The Lothian Ranger Service has an important role to play in ensuring the safety & enjoyment of visitors, & working with the local community. You will patrol the Newhailes estate & engage with our visitors, promoting the site's special features & encouraging responsible behaviour. You'll also be helping with wildlife surveys & monitoring programmes, as well as assisting with school & community education workshops & delivering public events. BUT Essential: interest in & enthusiasm for wildlife, wild land & conservation; willingness to increase knowledge of species identification; ability to relate well to people from a variety of backgrounds & cultures, especially in the field of environmental education; ability to engage with visitors in a polite, friendly & tactful manner; self-sufficient, with ability to work both independently & as part of a small team; good level of physical fitness. Desirable: interest in the work of NTS; experience of working with children or community groups; full, clean driving licence. Enhanced Disclosure Scotland check / PVG Scheme membership required. ASK www.nts.org.uk/volunteering volunteering@nts.org.uk

REF 315-FOCUS-OK8 JOB **RANGER ASSISTANT**
 BE4 N / A LOC GREY MARE'S TAIL, MOFFAT, DUMFRIES & GALLOWAY
 PAY Training & support FOR NATIONAL TRUST FOR SCOTLAND
 DES Situated in the heart of the Southern Uplands, Grey Mare's Tail is synonymous to many with the waterfall, the 5th highest in the UK. With remoteness & tranquillity only a short walk away however, this property can offer so much more – a glimpse of peregrines circling overhead, feral goats grazing on the hillsides & rare wild flowers growing by the wayside. This outstanding property & its significance has a long cultural history & international geological importance, yet still manages to remain accessible as a place for everyone. We're looking for ranger assistants who want to experience the outdoors & get involved in everything from drystone walling to biological recording. This would be an excellent opportunity for someone looking to gain experience in countryside management. BUT Essential: interest in & enthusiasm for wildlife, wild land & conservation; ability to relate well to people from a variety of backgrounds & cultures; ability to work independently & as part of a small team; good level of physical fitness. Desirable: an interest in the work of the National Trust for Scotland. ASK www.nts.org.uk/volunteering volunteering@nts.org.uk

REF 316-FOCUSR-28/2 JOB **CONSERVATION VOLUNTEERS**
 BE4 March 2014 LOC 8 LOCATIONS THROUGHOUT SCOTLAND
 PAY Travel expenses FOR SCOTTISH WILDLIFE TRUST
 DES We have opportunities for volunteers to work with our Reserve Project Groups undertaking winter conservation tasks on our reserves. Help us manage our nature reserves by cutting scrub, repairing footpaths, fences & boardwalks, felling non native timber. Vacancies are available throughout our network of Reserve Project groups. Minimum commitment of 1 day per week pref. All supervision, H & S instruction & necessary training provided. BUT Must be willing to undertake practical work outdoors in all weathers & have a reasonable standard of fitness. ASK See volunteer page on www.swt.org.uk Peter Gilbert, pgilbert@swt.org.uk

REF 317-FOCUSR-OK8 JOB **VOLUNTEER VISITOR CENTRE ASSISTANT**
 BE4 ONGOING LOC LOCH OF THE LOWES, DUNKELD, PERTHSHIRE
 PAY 0 FOR SCOTTISH WILDLIFE TRUST
 DES Help us with visitor engagement during the 2014 season. Working in the visitor centre you will help provide customer care, interpretation to visitors, help in the shop & assist at events & family days. BUT Previous experience, although useful is not required. More importantly you should have an interest in wildlife with good id skills (although training offered) & polite & friendly manner & be happy talking to people of all ages. Ideally you would be available for a few hours per week. ASK <http://bit.ly/1gv1d9>

REF 318-FOCUSR-OK8 JOB **VOLUNTEER GUIDE (IN THE HIDE)**
 BE4 ONGOING LOC LOCH OF THE LOWES, DUNKELD, PERTHSHIRE
 PAY 0 FOR SCOTTISH WILDLIFE TRUST
 DES Help us engage with the visiting public & provide interpretation to those who visit the viewing hides to watch the osprey & other wildlife, ensuring disturbance to the birds is kept to a minimum. BUT Previous experience, although useful is not required. More importantly you should have an interest in wildlife with good ID skills (although training offered) & polite & friendly manner & be happy talking to people of all ages. Ideally you would be available for a few hours per week. ASK <http://bit.ly/1gv1d9>

REF 319-FOCUS-OK8 JOB **GARDEN / ESTATE ASSISTANT**
 BE4 ONGOING LOC Drum Castle, Garden & Estate, Drumoak
 PAY Training FOR NATIONAL TRUST FOR SCOTLAND
 DES One of the oldest properties belonging to the Trust. The gardens in the property are beautiful & varied including a pond garden & arboretum. Vols can be involved in a variety of roles from horticulture to general estate work depending on experience. Activities incl post-winter jobs around the estate, maintaining young trees, woodland footpaths & ensuring deer protection. Also poster production & vol team building for the coming year. BUT Essential: interest & enthusiasm for gardening; ability to relate to people of different backgrounds & cultures. Desirable: interest in the work of NTS; ability to work independently. ASK <http://bit.ly/11QWAT2> (under Type search for Gardening)

REF 320-FOCUS-OK8 JOB **2 PROJECT SCOTLAND GARDEN ASSISTANTS**
 BE4 ONGOING LOC THREAVE ESTATE, CASTLE DOUGLAS
 PAY NTS: training. Project Scotland: £12/wk travel FOR National Trust for Scotland / Project Scotland
 DES National volunteering programme for 18 – 30 year olds. Threave has an impressive walled garden, stunning herbaceous borders, glasshouses, fruit & vegetable collections, rock garden, heathers, conifers & herbaceous perennials. Threave also hosts the Trust's School of Practical Gardening & the student's work means that the garden is constantly evolving. Role involves a range of practical gardening tasks which could incl working in the glasshouse, assisting with maintenance of landscape features, hedges, borders, soil management, compost making & weed control. Use & maintain garden machinery after training. Opportunities for acquiring plant ID skills. Also opportunities for working with the public providing info on the property & plant collection. BUT No accom available. No experience required but would be excellent opportunity for someone with a qual in gardening looking to gain experience. Involves physical, outdoor work so good level of fitness required. ASK <http://bit.ly/11QWAT2> (under Type search for Gardening)

REF 321-FOCUSR-OK8 JOB **GARDEN ASSISTANT**
 BE4 ONGOING LOC CULROSS PALACE, CULROSS
 PAY Training FOR NATIONAL TRUST FOR SCOTLAND
 DES Culross Palace dates from 1597 to 1611, the garden recreates the horticultural style of the late medieval & Renaissance periods using plants of the period. Be involved in the wide variety of tasks required for the maintenance of this garden. Duties for vols will incl a broad variety of interesting garden work incl cultivation of fruit, vegetables & herbs; care & maintenance of ornamental plants; cultivation of medicinal plants; garden joinery. Help with the daily maintenance of the garden, varied work with lots of opportunity to learn & practise new skills; provide info regarding the site & NTS

when required. BUT Interest in gardens & plants essential, although previous experience not required; reasonable level of fitness; good attention to detail, able to communicate with the public; ability to work with limited supervision once trained. ASK <http://bit.ly/11QWAT2> (under Type search for Gardening)

REF 322-FOCUS-OK8 BE4 ONGOING
 PAY Training FOR NATIONAL TRUST FOR SCOTLAND
 JOB LOC DES
Garden Assistant Falkland Palace & Garden, Falkland A stunning 16th century Renaissance property. The garden is the most complete Percy Cane's designs in the country. Join the property gardening team & assist in the maintenance of this magnificent garden which features colourful herbaceous borders, lush green lawns & many unusual shrubs & trees as well as an herb garden. Work with the team carrying out a range of tasks involved in the maintenance of the garden, incl digging, weeding & planting, propagating. Opportunities to work with garden machinery after training. Welcome visitors & pass on information about the plant collection & history of the garden.
Garden Assistant Leith Hall Garden, Huntly The highest altitude garden in the Trust providing spectacular views of Aberdeenshire & surrounding hills. South facing slopes shelter plants from around the world, alongside borders, rock garden & vegetable garden. Assist with the maintenance of the garden. Work with the team carrying out a range of tasks involved in the maintenance of the garden, incl digging, weeding & planting. Opportunities to work with garden machinery after training. Welcome visitors & pass on information about the plant collection & history of the garden. Both: BUT No accom available. Interest & enthusiasm for gardening are essential. Ability to relate well with people from a range of backgrounds. Ability to work with minimum supervision. Knowledge of the work of NTS would be an advantage. ASK <http://bit.ly/11QWAT2> (under Type search for Gardening)

REF 166-FOCUS-21/2 JOB **RANGER ASSISTANT**
 BE4 21/2/14 LOC CRATHES CASTLE, ABERDEENSHIRE
 PAY Free accom & training FOR NATIONAL TRUST FOR SCOTLAND
 DES 2 enthusiastic vols to join the North East Ranger service. Duties incl assisting with guided walks for visitors. Patrolling estates to ensure they are free from litter, reporting any maintenance or repairs required & interacting with visitors. Practical estate maintenance e.g. strim trails, trail maintenance, painting way markers etc. habitat management e.g. invasive species control. Biological recording incl evening bats monitoring. BUT Would suit someone wishing to follow a career as a countryside ranger. Some weekend & evening work required. Good natural history skills, excellent communication skills & enthusiasm. Ability to work with children & a diverse range of other vols. Driving licence essential. PVG check will be carried out. ASK CV & letter to fmilne@nts.org apply www.nts.org.uk/Volunteering/Find/

REF 323-FOCUSR-OK8 JOB **CONSERVATION VOLUNTEER – LANARKSHIRE & GLASGOW**
 BE4 ONGOING LOC CUMBERNAULD
 PAY Travel expenses FOR SCOTTISH WILDLIFE TRUST
 DES Work with our Reserve Project Officers undertaking a variety of practical work on our reserves in Lanarkshire & Glasgow area. We can offer variety of practical management tasks such as removing non-native species, building boardwalks, fence repair & more! We provide all transport to & from worksites, H&S instruction, supervision & all tools & equipment. BUT Would suit those of a practical nature, who are physically fit & willing to work outdoors in all weathers. No previous experience necessary. Minimum of one or two days per week (Monday to Thursday) would be ideal. ASK Peter Gilbert, Volunteer Development Officer, pgilbert@scottishwildlifetrust.org.uk

REF 324-FOCUS-7/3 JOB **VOLUNTARY RANGER**
 BE4 10/3/14 IV 20/3/14 LOC ST ABB'S HEAD, SE SCOTLAND
 PAY Experience + shared accom FOR NATIONAL TRUST FOR SCOTLAND
 DES Join our Ranger Team from April to September. Duties include biological monitoring (including seabirds & butterflies); helping to maximise the visitor experience; contributing to online presence of property. BUT Some experience of practical countryside management; able to use range of tools safely & efficiently; some wildlife ID skills, esp birds; enthusiasm for & background in nature conservation; ability & willingness to undertake strenuous physical work; excellent communication skills & customer service skills; able to work with min supervision & as part of team; experience of lone working & comfortable working near cliffs; competent user of MS Office incl Word, Excel & Outlook; full UK driving licence & experience of 4WD desirable. ASK Liza Cole icole@nts.org.uk

REF 325-FOCUSR-28/3 JOB **SPRING WORK WEEK VOLUNTEERS**
 BE4 28/3/14 LOC GALLOWAY
 PAY 0 FOR KNOCKENGORROCH WORLD CEILIDH
 DES 29/3 – 7/4/14. The festival has taken place in May each year since 1998 featuring music & arts from around the world with 4 stages, workshops, dance tent, food stalls, camping & more. Help in the preparation including an authentic recreation of Celtic Longhouse, setting up festival infrastructure, tidying, building, painting & gardening. We hope to feature workshops in drystone dyking, wattling & thatching & other outdoor heritage skills. This week is a separate camp from the festival & attendance won't guarantee a ticket but there may be opportunities for joining festival production team. Attend as many days as you can, all meals provided, accommodation is camping (some caravans available). BUT Preferably outdoor skills, conscientious, enthusiastic individual will to learn, ASK info@knockengoroch.org.uk

Kelburn is looking for volunteer rangers! These positions will serve as an integral part of our Countryside Ranger Service, which plays a fundamental role in protecting Kelburn's countryside & encouraging greater public understanding & enjoyment of it through fun events & activities. Please e-mail admin@kelburncountrycentre.com for more information.

Saturday 1 March & 5 April Native Tree Planting & TLC volunteering days
 Corehead Farm, Moffat, Borders Forest Trust Contact: Tim 01835 830750
 10.00 - 3.00pm. Transport available from Ram Monument - meet 09.45. Tools & training provided.

One Sunday a month Ayrshire Weekend Volunteer GroupAyrshire, Scottish Wildlife Trust Contact: Gill Smart gsmart@swt.org.uk, <http://bit.ly/1aiPEDB>

We are pleased to announce the launch of a new conservation group in Ayrshire. This group undertakes practical work on Trust reserves & we are looking for local volunteers to join us in our work.

Are you looking to learn new skills or put old ones to good use? Becoming a Volunteer Ranger with Buccleuch Ranger Service could provide you with the opportunity you have been looking for. Access management, wildlife surveys & conservation projects are some of the activities to get involved with. www.drumlanrigcastle.co.uk

Be part of a new health walks programme. We are looking for volunteers to lead health walks within urban & rural settings throughout Lanarkshire, to improve our residents' health & wellbeing: please contact getwalkinglanarkshire@northlan.gov.uk if you are interested in being a part of this exciting new project.

Volunteering 'Come-and-Try' Event 14 March for residents of Renfrewshire, North Ayrshire & Inverclyde, with free lunch. There are also regular programmes & varied roles like camera trapping, habitat creation & outdoor activities throughout Scotland's largest Regional Park. 'Volunteer Friendly Award'. Contact us at volunteer@clydemuirshiel.co.uk or see www.clydemuirshiel.co.uk/volunteering/

The Lodge Forest Visitor Centre, Aberfoyle are looking to add to our team of volunteers to help support the visitor experience by talking to visitors, providing information on trails, ensuring facilities are clean & litter free, helping out at events & assisting with monitoring the site & car park. mairi.buchanan@forestry.gsi.gov.uk

Local charity active across Levenmouth, Fife planting, maintaining community woodlands, orchards, growing spaces runs a regular weekly programme around the year. We'd welcome volunteers – skilled / unskilled, fit / unfit - to come along & get involved. Contact: clearfife@aol.com, tel 01592 713078, 714613. Visit www.clearfife.org.uk or CLEAR's office 36 College Street, Buckhaven KY8 1AZ

The National Trust for Scotland is Scotland's largest conservation charity - 400 islands, 1m seabirds, 200,000 acres of countryside, 46 Munros, 394 miles of mountain footpaths, 7 NNRs & the UK's only dual World Heritage Site. Check out our current volunteering opportunities at <http://www.nts.org.uk/Volunteering/>

North East:

REF 326-FOCUS-30/3

JOB **VOLUNTEER OFFICER (CONSERVATION)**

BE4 30/3/14

LOC YORK

PAY Training package provided

FOR TCV YORK

DES Brilliant opportunity for anyone contemplating a career working in the environment. Voluntary Officers will job shadow & then be involved in the delivery of environmental conservation tasks such as pond creation, meadow management & hedgelaying. You will have real responsibility over the planning & execution of volunteer tasks & be an integral member of our team. Learn project development & management, health & safety & volunteer management. Gain experience in practical conservation, habitat management, tool maintenance & engaging with the public. In return for your time we will help to develop your skills & increase your employability through a training package. Volunteering with us will give you the skills & experience that will make you stand out as a candidate for any job. Previous VOs have gone on to work with TCV, local Councils & the Wildlife Trust. BUT Preferably (not essential) over 21 years old with full driving licence held for 2 years. Good level of fitness. ASK Sophie Badrick 01904 644300 york@tcv.org.uk

REF 327-FOCUS-OK8

FOR RSPB

BE4 ONGOING

PAY 0

LOC BEMPTON

JOB

ASK

Seabird Research (Residential Volunteering) and Wildlife Surveyor

Both: Dave Aitken (Assistant Warden)

01262 851533 david.aitken@rspb.org.uk**Residential Volunteering, Welcome Host (incl membership), Centre Assistant, Membership Recruitment****Events Coordinator, Viewpoint Guide, Guided Walk Leaders / Assistants** All: Scott Smith (Visitor ServicesManager) 01262 851179 scott.smith@rspb.org.uk**Schools / Youth Groups**Steve Race (Community & Outreach Officer) 01262 851533 steve.race@rspb.org.uk

REF 328-FOCUSR-OK8

JOB **LAND MANAGEMENT**

BE4 ONGOING

LOC SHEFFIELD

PAY Expenses paid & training budget provided

FOR SHEFFIELD WILDLIFE TRUST

DES Would suit someone who is keen to engage in a range of practical conservation work, incl fencing, maintaining footpaths & managing habitats. Experience in these areas would be helpful but not essential. Would suit someone who is able to give a regular time commitment, & wants to help look after nature reserves or gain experience in land management for nature conservation. We can provide a flexible project placement enabling you to get a wide & varied experience in the conservation sector. We offer taster days to learn more about the opportunities available. BUT Good level of physical fitness required as the work will be mainly site based, working outdoors in often remote locations. Self-motivating, with a positive & flexible approach, enthusiasm for wildlife conservation & an ability to deal with a range of people. Ideally able to work on own initiative & as part of a team. ASK Jonathan Collett 0114 2634335.

REF 329-FOCUS-28/2

JOB **LEAD VOLUNTEER**

BE4 28/2/14

LOC SEDGFIELD, Co. DURHAM covering whole county

PAY Training*, travel expenses & uniform

FOR DURHAM COUNTY COUNCIL

DES Min 2 dpw. Assist Countryside Service in delivering programme of practical countryside management tasks on DCC Countryside Estate. Help with range of practical conservation & land management tasks on sites through county. Supervise volunteer group tasks, be responsible for use & maintenance of tools & equipment. Also help implement

relevant health & safety procedures incl risk assessments & maintain volunteer records. *We are able to offer training & qualifications in relevant skills incl chainsaws, pesticides, first aid & trailer towing as well as more informal on the job training. BUT Enthusiastic, good communication skills, willing to work outside in all weather conditions with variety of people. Full driving licence. ASK Deborah Hannaby, Volunteer Manager, 03000 264592
deborah.hannaby@durham.gov.uk

REF 330-FOCUS-28/2 JOB **VOLUNTEER PARK RANGER INTERN**
BE4 27/2/14 5pm LOC ST NICHOLAS FIELDS LOCAL NATURE RESERVE, YORK
PAY Training budget + limited travel expenses * FOR ST NICKS
DES 6 months, 3dpw incl Tues, Wed, Thurs + occasional Sats. Gain vital experience in conservation sector with this diverse role offering chance to gain & build on experience & skills in volunteer management, practical habitat management, wildlife surveys & public engagement. Day-to-day tasks incl: leading & supervising groups of varied age ability in carrying out practical conservation volunteering; helping to develop management for the site; assisting with monitoring of species & habitats by carrying out surveys & producing wildlife reports. Other tasks: writing risk assessments, carrying out & logging regular reserve checks, engaging members of public, helping with events & marketing. * You will receive: regular supervision & on-going support to help monitor progress & help with personal development; tailored in-house & external training; help with CVs, job apps & reference upon completion. BUT Enthusiasm for wildlife, conservation & outdoors; some experience of leading groups & of practical conservation tasks both beneficial; friendly & approachable nature, able to get along with people from all background; reliable & committed to role. Able to use initiative. ASK App pack: volunteer@stnicksfields.org.uk We do not accept CVs

Woodland enables individuals to gain practical skills in countryside management & conservation. A great compliment to study/courses undertaken & experience or for those wanting to change career & pursue a career in the environmental field. Sessions include tree or hedge planting, coppicing, plantation thinning, bridge construction & more.
www.forestry.gov.uk/southyorkshirevolunteering

We have various opportunities for volunteers to get involved in this £1.9m Heritage Lottery-funded project, in the areas of Environment & Conservation & Culture & Heritage. Both short & long-term volunteering opportunities available. Barnard Castle area, County Durham. For more information please contact Karen Collins 03000 260835, karen.collins@durham.gov.uk

We have six days of hedgelaying coming up – to give people a hands on opportunity to try out this traditional skill. All days will be led by Max Roclawski, an experienced member of the National Hedgelaying Society. Visit our website for details:
www.tcv.org.uk/skeltongrange

We welcome people of all ages to learn, volunteer & play at our award winning eco-centre & nature area in Leeds. We offer visits for schools & groups, support people to volunteer, & run lots of training & fun events for everyone ... join in, feel good! 0113 2430815
www.tcv.org.uk/skeltongrange

The Ribble Rivers Trust is looking for volunteers to help protect the beautiful rivers of the Ribble catchment. We would particularly like to find a volunteer graphic designer to help us produce literature & branding for various projects. For more information, please email admin@ribbletrust.com or ring 01200 444452

Yorkshire Wildlife Trust & Leeds City Council have started a new & exciting partnership project in Leeds. Join our friendly team of staff & volunteers on a practical work day in South Leeds, where tasks could include path maintenance, vegetation clearance, planting & survey work. For more details, contact volunteering@ywt.org.uk

Every Wednesday Practical group
Castle Eden Dene National Nature Reserve, Natural England Contact: Paul Shepherd, Reserve Manager, 01915 860004, paul.shepherd@naturalengland.org.uk
Castle Eden Dene NNR is a 230 hectare semi- ancient woodland on the north east coast of County Durham. We are looking for enthusiastic vols to help us in estate maintenance & habitat restoration projects. Experience is not essential as enthusiasm & a willingness to learn & be part of a dedicated team are the main skills required.

Thursdays & Fridays Conservation volunteer group
Bradford, Bradford Environmental Education Service Contact: 01274 371303, bees@bradfordymca.org.uk, www.bees-ymca.org.uk
Managing wildlife areas in the Bradford District. Open to all; learn new skills, make a positive contribution & be part of a social group.

North West:

REF 331-FOCUSR-OK8 JOB **EQUINE CONSERVATION GRAZING OFFICER**
BE4 N/A LOC CUMBRIA
PAY 0 training provided FOR NICOLA EVANS
DES Checking of Fell Ponies undertaking conservation grazing work around the county. Ponies are all well handled & quiet. Maintaining good health & welfare of the ponies, checking condition of boundaries & water provision. Opportunity to be involved with handling, training & riding of ponies if desired. Also chance to learn botanical skills, about ecology of grazing & land management. Commitment flexible to suit. BUT Knowledge of or willingness to learn about welfare of livestock. Reliable & responsible. Happy around ponies. Must have own transport to reach grazing sites.
ASK ponygrazing-nicola@yahoo.co.uk 07759 793152

REF 332-FOCUS-28/2 JOB **RESIDENTIAL VOLUNTEER FOR HAWESWATER**
BE4 N / A LOC HAWESWATER, CUMBRIA
PAY Accommodation FOR RSPB

DES 26 weeks to start end February. Immerse yourself in the wonderful landscape while carrying out important estate management & monitoring work. You will develop a range of practical skills, including dry stone walling & help with the running of our farm, including repair & maintenance of fences & farm buildings, helping in our tree nursery, species monitoring. Accommodation on site in our traditional Lakeland farmhouse. BUT Enthusiastic, self-motivated & able to work as part of a team. Your interest in conservation will mean you are happy to undertake strenuous manual labour outside in all weathers with long walks over steep terrain. Comfortable living in a remote location in shared self-catering accommodation. Own transport essential & you must be 18 or over. ASK www.rspb.org.uk/residentialvolunteering or call Spike Webb on 01931 713376.

REF 333-FOCUST-30/5

JOB **GREEN ANGELS TRAINEE**

BE4 N/A

LOC LIVERPOOL FESTIVAL GARDENS

PAY Free training

FOR THE LAND TRUST

DES Training in horticulture, countryside management, parks maintenance, environmental education, business skills. Courses run 6-8 weeks. Green Angels is a free environmental training initiative for people wanting to learn new skills in conservation, make friends, improve their CV & learn about running of Liverpool Festival Gardens. Role includes attending various courses in environmental subjects with practical volunteering on site with the rangers. BUT We're looking for enthusiastic, keen learners with interest in or desire to learn about environmental issues. Open to residents of Liverpool aged 18+ with any level of skill & experience. ASK Alice Thatcher 07795 256275 alicethatcher@thelandtrust.org.uk

Lancashire Wildlife Trust's flagship Brockholes Nature Reserve is currently recruiting volunteers. We have opportunities to get involved with all aspects of the operation of the reserve from practical conservation to maintenance, weddings to retail. We really do have something for everyone! For further information & to register go to www.brockholes.org/volunteer

Cumbria Wildlife Trust rely on Conservation Volunteers aged 18+, to help with supervised practical work on their nature reserves. Tasks vary but may involve fencing, walling, woodland work, scrub clearance, planting, installing dams. Everyone is welcome & training is given. Please contact 01539 816300 for more info or see www.cumbriawildlifetrust.org.uk

Groundwork Practical Countryside Skills Course
Participate in a part time 12 week accredited volunteer scheme conducting conservation work on nature sites around Oldham. Meet new people & gain a level 1 qualification. Contact Matthew Lynwood: matthew.lynwood@groundwork.org.uk, 0161 6241444.

Regular conservation work parties every month in Cumbria & the Lake District, including dry stone walling & tree planting. No experience necessary, just a willingness to get involved. For full details go to www.fld.org.uk or email Judith Moore at judith-m@fld.org.uk

Whinlatter Love your Forest: get involved in a unique new project at Whinlatter Forest in Cumbria. Make friends, gain knowledge & expertise of visitor experience, events, infrastructure management, forestry & more! Please contact us at volunteer.lakelandforests@forestry.gsi.gov.uk or phone Katherine on 01229 862025 for further information on our exciting new volunteering opportunities

Love your Forest: get involved in a unique new project at Grizedale Forest in Cumbria. Make friends, gain knowledge & expertise of visitor experience, events, arts, forestry & more! Please contact us at volunteer.lakelandforests@forestry.gsi.gov.uk or phone Katherine on 01229 862025 for further information on our exciting new volunteering opportunities

The National Trust has a variety of roles in wardening, footpath work, conservation & learning projects across various places in the North West. Help us to care for some of Britain's most stunning & vulnerable landscapes. To find out more, please contact nw.volunteering@nationaltrust.org.uk or tel 0161 9280075

1st - 7th June 2014

The 30th anniversary of Volunteers' Week: The time to celebrate volunteering

Volunteers' Week is the time to celebrate and recognise the contribution millions of volunteers make across the UK in a range of roles and settings and there is much to celebrate about the role of volunteering in the countryside and in conservation. Volunteers not only have an invaluable role in helping to preserve our countryside but the benefit to volunteers as individuals is exceptionally valuable too. Research has demonstrated that people volunteering in this area have an excellent experience. In 2009 the Institute for Volunteering Research was commissioned by Natural England to carry out research into environmental volunteering in the South West.¹ When volunteers were asked about what they gained from volunteering three impacts stood out as being particularly relevant for almost all respondents: satisfaction from seeing the results of volunteering (99 per cent), enjoyment (98 per cent); and gaining a sense of achievement (93 per cent). There is clearly something unique about these opportunities in the way they enable people to have a positive impact on the countryside and landscape around them. One volunteer said: 'There's an element of pride when you walk through a chunk of forest with trees 30 plus feet tall and you know that you were one of the ones that planted it.' Recognising the contribution your volunteers make during Volunteers' Week can only serve to enhance this experience.



The National Council of Voluntary Organisations (NCVO) leads on Volunteers' Week and events take place across the UK supported by partners Volunteer Scotland, Volunteer Now in Northern Ireland and the Wales Council for Voluntary Action. Find out more information from NCVO at www.volunteersweek.org, including downloadable resources, or contact volunteersweek@ncvo.org.uk about how to get involved or let us know about your plans.

Kristen Stephenson
Volunteer Management and Good Practice Manager, NCVO

1 IVR, July 2009, 'Making volunteering easier': the story of environmental volunteering in South West England
<http://bit.ly/1enKrve>

Northern Ireland:

REF 334-FOCUS-14/3 JOB **VOLUNTEER RANGER**
BE4 N / A LOC MURLOUGH NATIONAL NATURE RESERVE
PAY Accommodation & in-house training FOR NATIONAL TRUST
DES 6 months to 1 year. An opportunity to volunteer at Murlough NNR & Slieve Donard. To assist with the practical habitat & estate management of the National Trust's South Down properties in Northern Ireland. To assist with the monitoring of flora & fauna. An opportunity to gain experience in environmental conservation undertaking a wide variation of tasks involved in managing a National Nature Reserve. BUT No practical experience required but must have an interest in nature conservation & able to work on own initiative & as part of a team. ASK Patrick Lynch, patrick.lynnch@nationaltrust.org.uk

Wales:

The Anglesey Area of Outstanding Natural Beauty (AONB) has regular volunteer days to help protect the special qualities & outstanding landscape of the AONB. Tasks include dry-stone walling, clearing invasive species, footpath maintenance, scrub clearance & tree planting. For more information, contact Lowri Hughes on 01248 752446 or lehlpl@anglesey.gov.uk

Make a difference to Snowdonia:
Become a conservation volunteer with the Snowdonia Society. Complete a range of tasks, all over Snowdonia, including wetland maintenance (Feb 13th), footpath work (Feb 15th) & fence removal/rhododendron clearance (Feb 20th). Contact mary-kate@snowdonia-society.org.uk

REF 335-FOCUSR-OK8 JOB **VOLUNTEER MINK RAFT CHECKERS**
BE4 ONGOING LOC THE GWENT LEVELS
PAY training FOR GWENT WILDLIFE TRUST
DES At least 2 month commitment required, longer if possible. Check rafts on weekly / fortnightly basis on predetermined routes usually taking no more than 2 hours to complete (negotiable to suit needs & abilities), focused around Magor, Monmouthshire. Involves checking rafts located in ditches & reens for footprints & alerting our mink trapper if mink prints found. Also interested in other footprints such as otter & water vole so these can be recorded. BUT Full training given on how to check rafts & identify footprints. Enthusiastic to protect native wildlife. Work requires walking over uneven ground & ideally you'll have a driving licence but please contact us even if you don't have a licence. ASK Alice Rees, Water Vole Project Officer 01600 740600 or arees@gwentwildlife.org

REF 336-FOCUS-29/2 JOB **FLAT HOLM VOLUNTARY ASSISTANT WARDENS X 3**
BE4 28/2/14 IV overnight stay 11-12/3 + 25-26/3 LOC SOUTH WALES, OFF CARDIFF COAST
PAY On site training, food & accom provided, some travel expenses FOR CARDIFF COUNCIL
DES 6 month minimum. Great opportunity to work on this unique island nature reserve. Tasks include maintenance of practical habitat work; livestock husbandry, maintaining historic buildings, fencing & gates etc, dry stone walling, strimming paths, wildlife monitoring, delivering environmental education, preparing for visitors, staffing the shop & leading guided tours. Work involves living & working on the island in basic accommodation – you will be required to find your own accommodation during time off the island. BUT Ideally rel HND / degree. Enjoy working outdoors; a team player who can work as part of small team. Resourceful with problem solving abilities. ASK Andrea Davies 02920 877912 flatholmproject@cardiff.gov.uk

REF 337-FOCUS-14/2 JOB **Voluntary Research Assistantship in Seabird Behaviour & Ecology**
BE4 14/2/14 LOC SKOMER ISLAND, SOUTHWEST WALES
PAY Accommodation FOR UNIVERSITY OF OXFORD
DES Help with the pelagic seabird research on Skomer Island, this involves several research projects coordinated by Prof Tim Guilford at Oxford's Department of Zoology. We use state of the art tracking technologies (miniature GPS, geolocators, time-depth recorders & on-board video) on several species (Manx Shearwaters, Atlantic Puffins, Common Guillemots, Razorbills). Most work involves assisting 3 doctoral students with the day to day maintenance of the study burrows, weighing & monitoring breeding birds & their chicks, & the deployment & retrieval/downloading of tracking devices, entering data collected in the field into appropriate databases. There will be a significant amount of nocturnal work, since the primary study species is the Manx Shearwater. There will be scope for involvement in other conservation & ecological projects. BUT Motivated & hardworking biologist, likes working in the field & can cope with difficult working & living conditions. Previous experience in the field or in harsh conditions desirable but not essential. Work on Skomer requires long hours (with some work at night & dawn) spent in cold & wet environment & considerable manual work. Able to work independently & reasonable level of fitness. Planning to embark on further research degrees advantageous (previous assistants have engaged in doctoral studies afterwards). Able to feel comfortable sharing sometimes crowded accommodation with a number of colleagues for long periods. Due to admin reasons we can only

accept applications from those with permission to work in the UK. ASK Professor Tim Guildford
tim.guilford@zoo.ox.ac.uk with Ollie Padget oliver.padget@zoo.ox.ac.uk in cc.

REF 338-FOCUS-OK8 JOB **RSPB CYMRU COMMUNITY FUNDRAISING LOCAL CHAMPION**
BE4 N / A LOC FROM HOME
PAY Training, support & travel expenses FOR RSPB CYMRU
DES Ongoing commitment of a few hours every week, but flexible around your own time commitments. Represent RSPB Cymru community fundraising as a volunteer & event manager in your area. Manage the Pin Badge Box Scheme locally, working with the staff Community Fundraising Officer to maximise the funds raised by the volunteers in your area. Promote & help to run other fundraising events & activities together with other volunteers in the local community through events such as bucket collections, & coffee mornings. Use your own networks, recruiting & inducting fundraising volunteers in line with RSPB guidelines. Potential opportunities for delivering talks to local community groups to fundraise & also promote community fundraising with RSPB Cymru as an important role in helping to give nature a home.
BUT Time & interest in fundraising to save nature. Good general knowledge of your local area. People & event management skills. Initiative, & also enjoyment of working as part of a team. Developed written & verbal skills & access to a computer with the internet. ASK Robert Williams, robert.williams@rspb.org.uk 02920 353016.

REF 339-FOCUS-10/3 JOB **VOLUNTARY VOLUNTEER COORDINATOR**
BE4 ? LOC MATHRY nr HAVERFORDWEST
PAY 0 shared accom may be available* FOR NATIONAL TRUST – NORTH PEMBROKESHIRE
DES 3 dpw, min 22.5 hpw, including one practical day with our local volunteer group. 6-12 month placement to coordinate the whole volunteer journey & assist in the communication, recruitment & retention of volunteers. Also to assist in events, promotional literature & social media. Expected to work closely with rangers & business support.
BUT Some knowledge / experience of volunteer management & motivation. Experience of countryside conservation tasks. Able to work on own initiative & good communication skills. ASK Nicky Middleton-Jones
nicky.middletonjones@nationaltrust.org.uk

Graduate volunteers do the Groundwork to unlock green jobs

Groundwork is a national federation of charities that runs a wide variety of volunteer programmes across the UK. Groundwork focuses on creating better places, greener living and working, and improving people's prospects.

For over two decades Groundwork has run volunteer schemes specifically for graduates. At the Groundwork Trust based in Oldham the graduate scheme is called the Volunteer Project Assistant (VPA) programme. Since the early 1990's the VPA programme has helped over 2,000 people break the cycle faced by many graduates fresh out of university, of no experience=no job=no experience.

Joanna Fullman, VPA Programme Officer at Groundwork, commented: "We find that many graduates lack the practical experience and project management skills that are really valued by employers. Groundwork's

VPA programme gives graduates an opportunity to put their learning into practice and gain experience to add to their CV. In addition we also offer training, qualifications, team building trips and employability support that sits alongside the volunteering experience."



Volunteer group at Silverdale Country Park
(Andrew Hunt, Park Ranger Silverdale)

Groundwork's VPAs work on a range of different placements and are given the responsibility to deliver small-scale projects. Support is given along the way by experienced Groundwork staff members and each volunteer completes a number of training courses. Placements vary but typically include habitat management at local nature sites, assisting training or volunteer days and community work, developing gardens or food growing sites. There

are many examples of graduates who have used their volunteer experience at Groundwork to unlock their first job in their chosen profession.

James Mak came to Groundwork as a recent graduate looking to gain real-life environmental experience. James worked as a VPA on the River Valley Futures project at Moston Brook in Greater Manchester. He supported a group of young volunteers and helped them to plan and organise monthly community events at



the site. Soon after he finished as a volunteer at Groundwork, James progressed to a job in the field he was looking for - working for the Forestry Commission in South Wales.

James is not the only one who has managed to make his way into a job after getting relevant skills and experience via volunteering. Andrew Hunt is the current park ranger for Groundwork West Midlands Silverdale Park which is just to the west of Newcastle Under Lyme in Staffordshire – a former pit colliery transformed into a country park which is 87 ha of transformed habitat for wildlife.

Volunteering made all the difference in his quest for that job post graduation by consistently putting in the time you learn more and your volunteer hours grow, showing your commitment. Volunteering with several organisations can help build a breadth of skills. It can be hard to fit in, but by alternating over different weekends you are introduced to different habitats, locations and how different organisations operate. Build your portfolio as you go along by keeping a diary and taking photos. Whether fellow volunteers or countryside employees, Andrew's experience was that everyone he met was incredibly supportive and helpful. This web of contacts and friends helps you to exchange skills and support. In a close knit industry anyone in your network might put you in contact with your next job opportunity.

And then don't forget to look forward at the job you would like to get and the skills needed for that job Andrew Hunt said "Countryside Job Service was fantastic because it lists the skills employers are looking for, such as chainsaw and pesticides licences. You can use this to create a checklist of skills needed for your perfect job, and then target your experience towards what job adverts are requesting. For instance, there is a growing demand for community engagement and jobs working for charities are increasingly common over government bodies."



Volunteers dig in planting trees at Silverdale Country Park
(Andrew Hunt, Park Ranger Silverdale)

Remember employers receiving 100's of applications want to see how your skills fit their job role so you need to tailor your application. It's worth doing some research into the organisation and writing about your experience in the context of their goals. Use that volunteering portfolio to help you stand out from the crowd and show evidence you really are the person for the job

Also some people applying for the role might have previous paid experience, so even with a volunteering portfolio you need to have something extra. In Andrew Hunt's case it was a PgDIP qualification in Habitat Management & Conservation, but it could also be a transferrable skill from a previous career, such as a teaching qualification or experience of managing budgets.

To put this into context it's not only James and Andrew who have got jobs after volunteering Joanna added: "We've had VPA volunteers who have secured jobs within national parks, local authorities, Forestry Commission, Environment Agency and conservation roles abroad. A large number of staff members both at this Trust and other Groundwork Trusts started as graduate volunteers. Our Land & Design Manager was a VPA and even the Executive Director of Groundwork London started as a volunteer in Oldham."

Recently graduated William Partington, aged 21, completed the VPA programme and secured a full-time employment. William commented: "I had been hoping to do the VPA scheme even before I graduated and it has been some of the most enjoyable and positive 12 weeks of my life! Groundwork is a great charity and it has given me new ideas and a better chance of getting to where I want to be."

The VPA programme continues to offer a range of exciting voluntary placements. Groundwork is currently recruiting a team of volunteers to work on a heritage project in Oldham funded by the Heritage Lottery Fund. This opportunity would appeal to anyone interested in archaeology, conservation and community development. For more details contact Jo Fullman; email joann.fullman@groundwork.org.uk or call 0161 6241444.

For more information on the VPA programme please visit the VPA blog:
<http://groundworkvpa.wordpress.com/>

Midlands:

REF HOL-FOCUS-11/4 TITLE **CANAL RESTORATION VOLUNTEER**
 DATE 12 – 21 APRIL 2014 BASE COTSWOLDS
 COST £8 per day - incl food & accom WITH WATERWAY RECOVERY GROUP
 DES Thames & Severn Canal & Stroudwater Navigation (collectively known as the Cotswold Canals) once linked the Thames, through the Cotswold Hills, to the Severn. Although the canal closed over fifty years ago, the waterways are still part of the landscape with many sections still visible today in Gloucestershire & Wiltshire. In 2013 WRG helped the Cotswold Canals Trust restore Griffin Mill Lock near Stroud & in 2014 our camps will focus on restoring two further locks, Ham Mill Lock & Bowbridge Lock. Vols will undertake a wide variety of activities, incl removal of damaged brickwork & bricklaying to reconstruct the lock chamber wall. These will be busy, fulfilled camps which will keep both experienced WRGies & newcomers entertained! BUT None - just a willingness to have fun & get involved. ASK www.wrg.org.uk Jenny Black 01494 783453 ext 604 enquiries@wrg.org.uk

REF HOL-FOCUS-4/4 TITLE **CANAL CLEANUP VOLUNTEER**
 DATE 5 – 6 APRIL 2014 BASE BIRMINGHAM
 COST £8 per day - incl food & accom WITH WATERWAY RECOVERY GROUP
 DES Ashted Flight, Typhoo Wharf, Camp Hill Locks. Over the past few years we've found a sword, 16 supermarket trolleys (all linked together) a toilet, a canoe & a kitchen sink! Add to that the many bikes, prams, car tyres & objects that defy all attempts to identify them, & you'll get some idea of what the Birmingham Canal Navigations Cleanup is all about. & what it's about is keeping the less well used bits of the BCN & Black Country Network from getting choked up with rubbish & impassable, & maybe getting the local folks to take a bit of pride in their canals rather than using them as a rubbish tip. Canal & River Trust team will be providing workboats to take the rubbish away, plus grappling hooks & work gloves for vols. BUT None - just a willingness to have fun & get involved. ASK www.wrg.org.uk Jenny Black 01494 783453 enquiries@wrg.org.uk

1st & 3rd Tuesday of the month	Work parties	Osgodby Wood, Market Rasen
2nd Tuesday of the month	Work parties	Great West Wood, Wragby
Forestry Commission Contact: jenny.boatwright@forestry.gsi.gov.uk		
Work parties across the Lincolnshire beat, particularly at Osgodby Wood, Market Rasen & Great West Wood, Wragby. 10am 1pm with a tea break half way through. coffee, tea & biscuits provided.		

Every Wednesday & Thursday	Work Day
Wyre Forest, Wyre Community Land Trust Contact: 01299 488083, sally@wyreclt.org.uk, www.wyreclt.org.uk, www.facebook.com/wyreclt, Twitter @WyreCLT	
Working in & around the Wyre Forest, one of the largest ancient oak woodland in England. Get involved & help manage orchards, meadows, woods & cattle whilst meeting like minded people.	

Second Thursday of every month	Practical Task Volunteers
Barton Hills NNR, near Dunstable, Bedfordshire, Natural England Contact: Bob Silverwood 01844 351833, Robert.silverwood@naturalengland.org.uk, volunteer.enquiries@naturalengland.org.uk, http://bit.ly/1aPy451, www.northchilternsvolunteering.com	
Travel expenses & training. 10.00 am – 4.00pm. Would suit someone able to work outside with an interest in DIY / practical tasks.	

Visitor Welcome Volunteers needed at Fineshade Wood, north Northamptonshire. Meet & greet visitors, give out information. Get involved at the Visitor Centre & gain insights into our work. Full training, induction, plus uniform, for a few hours a week. Register your interest at volunteering.fineshade@forestry.gsi.gov.uk

Get involved in an exciting new project in Silverstone woods, south Northamptonshire. Gain valuable, hands-on conservation experience, learn new skills & find out about how woodlands are managed. Please contact us at volunteer.northants@forestry.gsi.gov.uk, or call Jo on 07917 262860, for more details.
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Gain experience, make a difference & improve your chances of employment. Why not join the Forestry Commission for an assortment of practical conservation tasks around Nottinghamshire? Learn about land management, meet the team & improve your chances of securing a job in the field. www.forestry.gov.uk/eastmidlandsvolunteering

Birmingham Botanical Gardens Education volunteers required, either working with visiting school groups and/or helping to look after our small reptile collection including Corn Snakes, Tropical Millipedes & soon to be acquired Bearded Dragons. Both roles will receive full training. More details from Deborah Knott, Education Manager on 0121 4505093.

REF 340-FOCUS-21/2 JOB **INTERNSHIPS at Europe's only Tented Conference Centre**
 BE4 20/2/14 LOC WORCESTERSHIRE
 PAY Full board including accom & meals FOR GREEN & AWAY
 DES 2 months. Green & Away, a registered charity, has vacancies for our 2014 summer season from June to August. We are seeking two catering management interns, two chef interns, two organiser's office interns, & two maintenance department interns with one specialising in renewable electrics. The experience of previous interns is that they gain considerable experience & education while with us, but enjoy themselves far more than if in a commercial environment. The placements will enable participants to learn at first hand the challenges of organising environmental events, see how the need for sustainability dovetails with funding pressures, & meet a wide variety of people from NGOs working for social & environmental change. Our venue is held entirely under canvas, & we build our centre every summer in a beautiful Worcestershire field & will host a series of events in 2014, each lasting between an evening & 4 days. Our interns will need to be with us for our season from mid June to mid August. BUT An interest in environmental issues & a desire to live under canvas for the summer. ASK www.greenandaway.org

REF 348-FOCUSR-OK8 JOB **PIN BADGE BOX MINDER**
 BE4 ONGOING LOC MIDLANDS & SOUTH EAST ENGLAND*
 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 349-FOCUSR-OK8 JOB **The Stiperstones National Nature Reserve Volunteers**
 BE4 ONGOING LOC THE STIPERSTONES, SHROPSHIRE
 PAY On the job training & local travel expenses FOR NATURAL ENGLAND
 DES Hours to suit, weekdays, but pref for at least six months. A variety of opportunities to help with the management of this important nature reserve. Roles can incl physical management work, monitoring & survey &/or office work such as database management. BUT Suits people who have an interest in upland / woodland / grassland flora & fauna.
 ASK simon.cooter@naturalengland.org.uk <http://bit.ly/17BpCpb>

REF 350-FOCUSR-OK8 FOR WYRE FOREST DISTRICT COUNCIL
 BE4 ONGOING LOC WYRE FOREST

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 & we'll go & fix it.
 Both: PAY 0 ASK Call 01562 732953 email nicola.foskett@wyreforestdc.gov.uk add our Facebook page www.facebook.com/volunteerranger

Anglia:

REF 351-FOCUS-4/4
 JOB **VOLUNTEER RANGER**
 BE4 1/4/14
 LOC RENDLESHAM FOREST & THE SANDLINGS
 PAY Training
 FOR FORESTRY COMMISSION



DES 1 day per week. Individuals with an interest in pursuing a career in cside recreation. Work alongside a Recreation Ranger & be given rel training & development opportunities. A key work area will be to support the Rendlesham Ranger to maintain & enhance picnic sites, walk trails & play equipment in the forest. Also assist the Ranger during events & other busy times in the Sandlings. Great opportunity to gain knowledge, experience & practical skills in public access, vegetation management, power & hand tools, public engagement & visitor management. BUT We are looking for an enthusiastic & energetic person who is practical, loves the forest & has a willingness to learn. Good interpersonal skills & the ability to communicate with the public, staff & others. Motivated & capable of working as part of a team as well as independently. A driving licence & qualifications in recreation or cside management would be useful. ASK www.forestry.gov.uk/rendlesham-volunteer or contact Nigel Turner 01394 450164 nigel.turner@forestry.gsi.gov.uk

REF 352-FOCUSR-OK8 JOB **TREE NURSERY VOLUNTEER**
 BE4 ONGOING LOC ALCONBURY WEALD, CAMBRIDGESHIRE
 PAY Training & PPE FOR HUNTINGDONSHIRE DISTRICT COUNCIL
 DES Part time, Tuesday & Thursday mornings. Take part in an exciting project to increase Cambridgeshire's tree cover by helping to grow & plant trees with seeds collected from ancient woodland. Tasks vary according to the season but may incl: collecting seeds from ancient woodland, preparing seed for sowing, transplanting seedlings, root trimming, weeding the nursery, planting trees & tree aftercare. Some work is physical & outdoors, other tasks such as seed preparation can be done indoors. We are looking for regular vols, maybe 1 or 2 dpw. BUT No experience necessary but a knowledge &/or interest in hort & tress advantageous. Willing to work outdoors. ASK Amrita 07748 623073, amritsky@hotmail.com

REF 353-FOCUS-28/2 JOB **TURTLE DOVE FIELDWORK ASSISTANT INTERNSHIP**
 BE4 3/3/14 LOC RSPB HQ, CAMBRIDGESHIRE, ESSEX, NORFOLK
 PAY Training & expenses FOR RSPB
 DES May to Sept plus 1 wk training end of April. 3+ dpw for 4 mths. 3 roles available. Turtle Doves are declining rapidly in the UK & we are testing a new agri-env option aimed at providing foods for the birds when they return from Africa. We have 6 farms with trial seed plots, & 6 control farms without. We need to collect data on where the Turtle Doves on both farm types are foraging & nesting, as well as data on the vegetation structure in trial plots, & their use by other species (eg pollinators). We will also collect data on the outcome of any nesting attempts to assess breeding success. The aim is to tag up to 30 Turtle Doves during June 2014. BUT Good basic knowledge of British wildlife, their habitats & conservation priorities, capable of keeping accurate & legible records of data collected in the field. Able to undertake demanding fieldwork (long hours / early starts) & willing to work unsociable hours. Good observational & map reading skills with compass experience. Able to work on own initiative, alone or as part of a small team. Able to regularly travel to, from within remote locations not served by public transport. Advantageous: bird fieldwork experience, farmland

work, bird handling & nest finding experience, plant ID skills & experience of liaising with landowners & negotiating land access. ASK Jenny Dunn, RSPB, the Lodge, Potton Road, Sandy, SG19 2DL 01767 693592 jenny.dunn@rspb.org.uk

REF 354-FOCUSR-OK8 JOB **TRAIL RANGER**
 BE4 N/A LOC WEAVERS' WAY & PASTON WAY, NORFOLK
 PAY Full support & training FOR NORFOLK COUNTY COUNCIL – TRAILS TEAM
 DES Help monitor & maintain the 1200 mile trail network across Norfolk. Trail Rangers choose a section of Norfolk Trail to adopt, usually between 3-5 miles, & monitor this stretch 4 times a year for problems, completing a report of their findings. For more information click on volunteering at www.norfolktrails.co.uk BUT No quals or experience needed just enthusiasm for walking. Ability to travel to & from site or live nearby. ASK Polly Bryant 01603 222765, norfolktrails@norfolk.gov.uk

REF 355-FOCUSR-OK8 JOB **EDUCATION & EVENTS VOLUNTEER**
 BE4 N / A LOC 5 education centres around SUFFOLK
 PAY Valuable experience FOR SUFFOLK WILDLIFE TRUST
 DES We have a busy schedule of events & school visits throughout the year & are always looking for volunteers to lead & assist with these activities. In the school holidays we run family afternoons & children's activity days & we also run events some weekends. A lot of work also goes on behind the scenes in planning, researching & making resources. You will gain valuable experience teaching within a conservation organisation & learn a lot about the reserves & education centres. Any time is great from a few hours to a full day! Timings are flexible. School groups & activity days last for a full day (10-3ish) & so volunteers wishing to help with them would need to be in all day. BUT You don't have to have a teaching qualification, just a desire to share your enjoyment of nature with a captive audience! ASK Beverley Rogers, People & Wildlife Co-ordinator bev.rogers@suffolkwildlifetrust.org 01473 480089.

REF 356-FOCUS-7/3
 JOB **PEOPLE & WILDLIFE ASSISTANT – Long term volunteer placement**
 BE4 7/3/14
 LOC At our 5 education centres in SUFFOLK
 PAY Career development programme
 FOR SUFFOLK WILDLIFE TRUST
 DES 3 – 6 month placement for 3 days a week minimum, ideally between April – October.



We have a busy schedule of events, school visits & outreach community & school work throughout the year. Primary schools make up the majority of our bookings during term times but all ages visit, from nursery pupils to A-level students, no two days are ever the same! In the school holidays we run family afternoons & children's activity days & we also run events some weekends. A lot of work also goes on behind the scenes in planning, researching & making resources. You will get the chance to be involved in a range of the activities above which will vary according to which education centre you are based at. There will also be an option to do some practical conservation work & centre co-ordination, but this will not be the main focus of the placement. BUT You don't have to have a teaching qualification or relevant degree although these may help you, the main criteria is desire to share your enjoyment & passion for nature with a captive audience & be organised & creative in your approach. ASK Judy Powell, Head of Education, judy.powell@suffolkwildlifetrust.org 01473 480089 <http://bit.ly/MqF7Lu>

REF 357-FOCUSR-3/10 JOB **BRECKS PHOTOGRAPHER**
 BE4 30/9/14 LOC BRECKS FUTURESCAPE, NORFOLK & SUFFOLK*
 PAY Travel expenses (up to 20miles) training & induction FOR RSPB
 DES *Covering Thetford, Watton, Swaffham, Brandon & Mildenhall area. Flexible role with no minimum time commitment. The Brecks Team are looking for local people with fantastic pictures of the Brecks, whether it be wildlife or landscape pictures or people out & about enjoying the open spaces; we'd love to use your pictures. We need your shots to help with interpretation & engagement work at events & talks. This will help tell the story of our work & why it is an important area for wildlife & heritage. All photos will be credited to you. BUT An eye for a good photo. Photo editing skills & software advantageous. Comfortable approaching people in your pictures to ask for the consent. You will need your own kit & have what you need to take, upload & store digital photos. ASK 01842 753732 thebrecks@rspb.org.uk

REF 358-FOCUSR-3/10 JOB **RSPB BRECKS EVENTS ASSISTANT**
 BE4 30/9/14 LOC BRECKS FUTURESCAPE, NORFOLK & SUFFOLK*
 PAY Travel expenses (up to 20miles) training & induction FOR RSPB
 DES *Covering Thetford, Watton, Swaffham, Brandon & Mildenhall area. Flexible role so you can help at an all day event or for a couple of hours. This season we have a new programme of events being organised incl guided walks, Date with Nature events, talks, information stands & more. Help engage with the public & help the events run smoothly, spot fundraising & recruitment opportunities. BUT Friendly, enthusiastic with good people & communication skills. Happy to talk to a wide public audience, help setting up events & handle RSPB resources. No previous experience necessary, being happy to get stuck in & having good interpersonal skills are more valuable to us. ASK 01842 753732 thebrecks@rspb.org.uk

Last Thursday of every month Work Days
 Minsmere Reserve, RSPB Contact: 01728 648780, minsmerere@rspb.org.uk
 Do you love being outdoors? Are you passionate about wildlife? Would you like to try something new? Come along to RSPB Minsmere reserve & help with our vital conservation projects. No previous experience necessary, & suitable for all abilities.

Other workdays are available online <http://www.countryside-jobs.com/Jobs/workdays.htm>

Every Tuesday & Thursday

Norfolk Broads Group of National Nature Reserve Volunteers

Norfolk Broads, Natural England Contact: john.white@naturalengland.org.uk

Work alongside our permanent staff on three wetland NNRs, with a coastal NNR for variety. Based at our picturesque workshops in the heart of the Broads, the emphasis is on practical management tasks, although there are also opportunities for monitoring & species protection work at times.

First Saturday of each month

River Work Party

Ipswich, Ipswich Wildlife Group Contact: Ray Sidaway 01473 259104.

10am - 1pm. Conservation work along Alderman Canal & the River Gipping. Meet at Bibb Way alongside Alderman Road recreation ground.

St Edmundsbury Borough Council

We are looking for reliable, enthusiastic volunteers to help out with a wide range of practical tasks in the country park, including general maintenance work, patrols & litter control. Previous experience not essential, training given. If you are interested please contact Chris Gregory - chris.gregory@westsuffolk.gov.uk, or tel: 01284 725715.

Fixing the fells – an all-weather task

Barry Capp, Fix the Fells Lengthsman and his dog, Hamish



Fix the Fells (FtF) aims to protect the spectacular Lakeland fells from erosion by maintaining and repairing the upland paths. It is a partnership between the National Trust, the Lake District National Park, Friends of the Lake District, Natural England, Cumbria County Council, and Nurture Lakeland. Since 2007 FtF has run a volunteer lengthsman scheme, and now more than 100 volunteers have been trained in the basics of upland path maintenance. The title of 'lengthsman' is a traditional old Cumbrian term used for a person who maintains lanes, bridleways and paths so is particularly well suited to the description of the type of work FtF volunteers actually undertake up on the fells. The primary role of the volunteer lengthsman is to undertake routine unsupervised path maintenance activities such as clearing the fell drains and keeping the fell paths in good condition. However, we also work alongside the National Trust rangers and National Park rangers on a variety of other remedial and restorative repair projects throughout the whole year.

**Greenup Edge in hail** (Fix the Fells)

You might perhaps be wondering, what is a typical winter's day like for your average FtF volunteer lengthsman? The Lakeland fells in winter can be pretty cold, wet and windy sometimes so it is certainly no place for either the fainthearted or the poorly equipped. Our routine maintenance is undertaken on an informal basis from a network of 8 tool sheds spread across the whole of the Lake District National Park. We normally work in small teams (2 to 8 people typically), although lone working is also allowed on certain specific designated paths as well for those who have gained the appropriate qualifying experience. Your average day will therefore normally start with a 9-00am meeting of a group of volunteer lengthsman at one of these tool shed locations. Depending on where the folks have travelled from (and some travel

considerable distances to participate), this could have meant a very early start perhaps for some people. The FtF volunteer lengthsman endeavour to maintain a network of more than 150 upland paths across the Lake District, all these paths have been prioritised on a red, amber, green (traffic light) basis to indicate the general frequency with which they may require maintenance visits. Reds are the highest priority and need the most frequent attention i.e. at least quarterly visiting. Additionally, any route which is actually overdue for review is also separately red flagged to highlight it now needs a visit.

So let us now look at a very recent winter days FtF outing by way of just one specific example. Six volunteer lengthsman met at our Langdale FtF tool shed, plus we were joined on this occasion by one potential new FtF recruit on an initial introductory taster day as well. One of our team had travelled all the way up from Preston, and is a regular member of the lengthsman team. The weather forecast for the day was not good with very strong winds and heavy rain anticipated to come in rapidly. Clearly, it was not going to be prudent to attempt a combination of the very high fell routes above Langdale in those forecast severe winds. So after collecting our tools (shovels, mattocks and brushes) from the shed, the seven of us set off for Stickle Ghyll initially along a section of the Cumbria Way. This first path has 13 cross drains on it that need clearing plus a long length of side drainage channel that also requires checking out. On reaching the bottom of Stickle Ghyll, we took the right hand path that climbs steeply up to Stickle Tarn. This path has some 20 cross drains on it and has been pitched (repaired with stone built steps) for much of the way. As we were progressively

REF 363-FOCUS-4/4 JOB **VOLUNTEER COMMUNITY GREEN GYM LEADER**
 BE4 ONGOING LOC CAMDEN / HARINGEY
 PAY Training, reasonable travel expenses FOR THE CONSERVATION VOLUNTEERS
 DES 2 – 3 days per week incl Sat morning. Do you want to learn more about setting up a community group. We need vol leaders to help set up a Community Green Gym & run the food growing sessions, help with admin. Data entry & project promotion. A great opportunity to learn about community engagement, food growing & setting up a community group. We provide mentoring & training. BUT Would suit those wishing to develop the skills required to follow a career in the conservation sector. Applicants should have a keen interest in community engagement & food growing, learning & imparting knowledge & be willing to supervise & lead vols. ASK Michele 07717 494479 gg-oasis@tcv.org.uk

REF 364-FOCUS-7/3 JOB **EDUCATION GROUP VOLUNTARY LEADER**
 BE4 ONGOING LOC NATIONAL TRUST ASHRIDGE ESTATE, HERTFORDSHIRE
 PAY Out of pocket expenses & on the job training FOR NATIONAL TRUST
 DES 9am to 3pm March - Nov, 2 to 3 dpw for 9 mths pref. This role involves leading school groups visiting for curriculum-linked educational activities, to ensure children enjoy a hands-on learning experience. Also incl assisting with & leading family activities on occasional weekends & school holidays. BUT Suit people with ability to communicate enthusiastically with children; interest in / basic knowledge of woodland flora & fauna; understanding of the importance of wildlife & the cside & encouraging children to respect & enjoy it. ASK helpingashridge@nationaltrust.org.uk or Volunteering, Ashridge Estate Office, Ringshall, Berkhamsted, Herts HP4 1LT for a registration form.

REF 365-FOCUSR-OK8 JOB **MEET & GREET VOLUNTEER**
 BE4 ONGOING LOC RUNNYMEDE, EGHAM, SURREY
 PAY Training & travel expenses FOR NATIONAL TRUST RUNNYMEDE
 DES An outdoor seasonal role to provide a warm, friendly welcome to all visitors. Our Meet & Greet Vols 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, (Quoting job title) runnymede@nationaltrust.org.uk or Chat: 01784 432891. Waiting list available if nothing current upon application.

REF 366-FOCUSR-OK8 JOB **CONSERVATION VOLUNTEER**
 BE4 ONGOING LOC RUNNYMEDE, EGHAM, SURREY
 PAY Training & travel expenses FOR NATIONAL TRUST RUNNYMEDE
 DES Our Conservation Vols 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 Role would suit active, outdoor people who have an interest in Environment & Heritage. Happy to work in most weather conditions & as part of a small, friendly team. ASK Runnymede Estate Office, runnymede@nationaltrust.org.uk (Quoting job title) or Chat: 01784 432891. Waiting list available if nothing current upon application.

REF 367-FOCUSR-OK8 JOB **COMMUNITY OUTREACH VOLUNTEER**
 BE4 ONGOING LOC ASTON ROWANT NNR, S OXFORDSHIRE
 PAY Travel expenses & training FOR NATURAL ENGLAND
 DES 1 day a week Work with a small group of vols as part of a partnership project between NE & Chilterns AONB. Supporting the delivery of school visits, guided walks & visitor management BUT This role is suitable for anyone with a keen interest in engaging the public with wildlife. ASK <http://bit.ly/1iroNlt> Mick Venters 01844 351833 michael.venters@naturalengland.org.uk volunteer.enquiries@naturalengland.org.uk

REF 368-FOCUSR-30/5 FOR EPPING FOREST FIELD CENTRE
 BE4 June 2014 PAY Travel reimbursed LOC EPPING FOREST
 DES Posts available at busy centre where we teach mainly geography & biology
 JOB DES
Teaching Assistant Assist tutors & activity leaders with setting up resources & facilities for teaching groups & helping with activities in field. Assist with keeping centre clean & tidy. Help with preparation of resources / handouts. Possibility of leading some activity session after training. Required weekdays term time 9-4.30.
Administration Assistant Meet & greet visitors & deal with public enquiries appropriately in person & by phone & email. Take bookings, filing, sorting post, typing up minutes, support front office during busy times & input data. Flexible hrs, weekdays during term time.
Grounds Assistant Weed grounds as required; general clearance of nettles / brambles, clearing dead material in winter & use to maintain dead hedges. Litter picking as required. Ensure pathways & steps clear & maintained. Clean windows when required. Identify required maintenance / development work. Flexible hrs, weekdays during term time. ALL: BUT Trustworthy, proactive, take initiative, conscientious. Experience working with children, previous admin work & familiar with MS Office preferable but not essential. DBS check for Teaching Assistants. ASK enquiries.ef@field-studies-council.org 020 85028500

REF 369-FOCUSR-28/2 JOB **PRODUCT DEVELOPMENT VOLUNTEER OFFICER**
 BE4 28/2/14 LOC ROBINSWOOD HILL GLOUCESTER
 PAY Necessary training + expenses FOR GLOUCESTERSHIRE WILDLIFE TRUST
 DES 6 month commitment of 1 day per week. Volunteer alongside Trust Reserves & Land Management Team to develop & expand products produced & sold as part of Trust's management. Involves some telephone & face-to-face communication to enable identification of suitable outlets for sale of products; also speaking with nature reserve managers to create potential products, along with staff in other wildlife trusts to discover which products are successful

and how they were developed. Involves research into other organisations & their products. BUT Preferably some experience of marketing & sales work with outgoing personality & professional & reliable attitude to role. Able to work on initiative & with drive essential. ASK CV & covering letter: Beth Adams beth.adams@gloucestershirewildlifetrust.co.uk

REF 370-FOCUSR-OK8 JOB **LIVESTOCK CHECKING VOLUNTEER**
 BE4 ONGOING LOC ASTON ROWANT NNR, S OXFORDSHIRE
 PAY Travel expenses & training FOR NATURAL ENGLAND
 DES / BUT 2 hours per day, time/days to suit. Work as part of group of vols carrying out daily checks on a flock of 200 sheep. There is also scope to get involved with routine sheep husbandry tasks. This role is suitable for anyone with a keen interest in livestock, nature conservation & engaging the public. More info about the NNR <http://bit.ly/1iroNlt>
 ASK Mick Venters 01844 351833 michael.venters@naturalengland.org.uk volunteer.enquiries@naturalengland.org.uk

REF 371-FOCUSR-OK8 JOB **RSPB HAZELEY HEATH VOLUNTEERS**
 BE4 opportunities all year round LOC HAZELEY HEATH, HAMPSHIRE
 PAY 0 FOR RSPB
 DES RSPB took on the Heath in 2013, already have some vols helping us restore this historic heathland habitat for wildlife, though we need more. There are lots of different vol roles available at this reserve from butterfly surveys & outdoor hands on tasks with the practical vol team to events assistants & a cultural heritage researcher. Giving you the opportunity to build on your skills & interests, learn something new, meet new people & get involved with the RSPB's work. BUT Some of our volunteer roles may require you to travel to our office at Farnham Heath reserve, or a significant time commitment so please read the vacancy carefully to find a role that suits you.
 ASK www.rspb.org.uk/volunteering RSPB Hazeley Heath Project Officer Isabel.morgan@rspb.org.uk

REF 372-FOCUSR-28/2 JOB **Project Engagement & Feedback Volunteer Surveyor**
 BE4 28/2/14 LOC ROBINSWOOD HILL, GLOUCESTER
 PAY Necessary training & expenses FOR GLOUCESTERSHIRE WILDLIFE TRUST
 DES All Paths Lead to The Hill Project. Work alongside the Gloucester Community Wildlife Officer to collect project engagement feedback. The project aims to inspire local communities with the hill & encourage engagement through events & practical work parties. Attend events & undertake surveys to discover how the project is working in encouraging people to utilise the hill. Survey main aims are to discover how the project is impacting local communities & what more can be done to increase number & variety of people visiting Robinswood Hill Country Park. Also help organise & deliver events taking place, and collate & analyse data. BUT Ideally outgoing with professional attitude & preferably experience of working with public, happy to undertake surveys to attendees of events & other members of public. Able to work with limited supervision imperative. Computer literate, familiar with excel essential & interest in data analysis.
 ASK Nicola Simpson 01452 383333

REF 373-FOCUSR-28/2 JOB **FOREST OF DEAN VOLUNTEER ASSISTANT WARDEN**
 BE4 28/2/14 LOC VARIOUS LOCATIONS IN FOREST OF DEAN
 PAY Training, expenses FOR GLOUCESTERSHIRE WILDLIFE TRUST
 DES 1 day per week for 6+ months. Shadow nature reserve manager on one-to-one basis. Main role will be to assist with practical work on reserves including tasks such as scrub clearance, grass cutting, coppicing, fencing & footpath maintenance. Working across a mix of reserves enables you to gain experience & skills of managing reserves designated purely for their populations of native daffodils, lake, bog & heathland habitats supporting fine populations of dragonflies, amphibians & birds of prey; also native orchards & ancient woodland. BUT Some experience of practical conservation management or pref a qual & previous work experience / employment in this field. Basic level of fitness required along with basic knowledge of species & species identification plus knowledge of habitat management. Punctual & responsible with professional manner when dealing with members of public. ASK CV & covering letter to Beth Adams beth.adams@gloucestershirewildlifetrust.co.uk

REF 374-FOCUSR-31/7 JOB **COUNTRYSIDE CAR PARKING ATTENDANTS**
 BE4 ? LOC LEITH HILL PLACE, nr DORKING, SURREY
 PAY Training & outdoor clothing FOR NATIONAL TRUST
 DES 4 hrs per weekend plus occasional bank holidays. Based Rhododendron Wood car park welcoming visitors & directing them to the house. As the face of the Trust & first person they come into contact with you will be crucially important in giving them a warm welcome & information required to have a smooth & enjoyable walk to the house, 400m away across a field. Also need to be on your toes to ensure space is maximised & that visitors do not park in the lane, damaging verges / restricting local resident access. BUT Open, friendly, happy to work outside come rain or shine. Good with people & able to stay calm under occasional pressure. Good spatial awareness, willingness to learn about house, area & its history al essential to answer visitors' questions. ASK Visitor Operations Manager, Gabrielle Gale lhpn@nationaltrust.org.uk, 07795 256657

REF 375-FOCUS-21/2 JOB **VOLUNTEER EDUCATION & COMMUNITY ASSISTANT**
 BE4 21/2/14 IV 11/3/14 LOC TODDINGTON, BEDFORDSHIRE
 PAY Training FOR WILDLIFE TRUST FOR BEDS, CAMBS & NORTHANTS
 DES Minimum 6 months & up to 12 months commitment, part time, 2 days per week. To work with the Education & Community Officer & other North Chilterns Chalk staff & volunteers to create & deliver learning opportunities that will empower the wider community to enjoy & take informed & appropriate action for wildlife. Involves travel throughout the Luton & Dunstable area, with some travel across Bedfordshire & occasionally Northants & Cambs. Training includes a DBS check, first aid, internal health, safety & administration. Also opportunities to attend in-house training workshops, Wildlife Watch registration & leader training & an externally certified course in community engagement / education skills. BUT Keen interest in & commitment to wildlife conservation & environmental issues. Desire to work in environmental education, nature conservation, ecology or related community work; potential to work with & inspire a range of people from all age groups & backgrounds. Valid driving licence & vehicle. Good communication, interpersonal skills; able to

work on own initiative & in a team; basic Windows / MS office. ASK www.wildlifebcn.org/jobs Eco friendly email applications preferred. CVs not considered. Please submit completed application forms to ruth.sneath@wildlifebcn.org

REF 376-FOCUS-OK8 JOB **VOLUNTEER VISITOR SERVICES ASSISTANTS**
 BE4 N/A LOC WAT TYLER COUNTRY PARK, PITSEA, BASILDON
 PAY Travel expenses & training FOR ESSEX FIELD CLUB
 DES Up to 4 days per month (weekends). The Essex Field Club carry out fieldwork & also own one of the most significant collections of natural history in the country. We are recruiting a team of friendly, outgoing vols to help manage our Discovery Gallery & provide an informed, welcoming experience for visitors. Duties incl: setting out & caring for interpretation displays, assisting with making resources, helping the public enjoy the hands-on activities, processing payments for shop stock & memberships &, possibly, organising the vol staff rota. BUT Interest in natural history & wildlife desirable. Previous experience not essential. Comfortable talking to the public & engaging with families.
 ASK Edwina Livesey edwinalivesey@yahoo.co.uk

REF 377-FOCUS-28/2 JOB **VOLUNTEER EDUCATION ASSISTANT**
 BE4 3/3/14 9am IV 14/3/14 LOC CHISWICK, some travel across London
 PAY Limited travel expenses FOR THAMES EXPLORER TRUST
 DES 6 month with 1 month probationary period, may be opportunity to extend beyond this. Immediate start. To assist with our educational programmes & day to day operations. BUT Enthusiastic about natural environment & wishing to pursue career in env ed. Suit either sandwich placement student or graduate. ASK Schools programme info: <http://bit.ly/1bjwcBZ>. App pack: <http://bit.ly/1fAOcfA>. Enquiries: Lorraine Conterio, Thames Explorer Trust, The Pier House, Corney Reach Way, Chiswick, London W4 2UG lorraine@thames-explorer.org.uk 020 8742 0057

REF 378-FOCUSR-OK8 JOB **VOLUNTEER WILD LIFE WALK LEADER**
 BE4 N / A LOC BASILDON PARK, BERKSHIRE
 PAY Induction, training & out-of-pocket travel costs FOR NATIONAL TRUST
 DES 1 Friday per month, the walk starts at 11am. Help our visitors discover more about Basildon Park by leading walks through our parks & woodland. Share your enthusiasm for the property by devising & leading walks which contribute to visitor enjoyment through out the season. Pick an appropriate route according to the season & lead the walk safely, adapting to meet the needs of different audiences, including any access & inclusion requirements. Keep in touch with the Visitor Services team so you are aware of what is happening on the property on a regular basis. Deal with enquiries from visitors about Basildon Park & the work of the National Trust. Become familiar with & then follow the National Trust's health & safety policy at all times. Guided tour training & leading walk guidance provided prior to starting. BUT Enthusiastic & friendly manner & enjoy meeting people. Enthusiastic about the National Trust work in Basildon Park & have knowledge about the parkland which you wish to share with others. Good communication skills & ability to listen. Confident in the outdoors & in leading a group of people. ASK Volunteer Support Team at Basildon Park, volunteer.basildonpark@nationaltrust.org.uk or call 0118 9767 360.

REF 379-FOCUSR-OK8 JOB **ENVIRONMENTAL EDUCATION & / OR EVENTS VOLUNTEERS**
 BE4 January 2015 LOC Roding Valley Meadows NR & Chigwell Meadows (Loughton & Chigwell)
 PAY Ongoing training & support; travel expenses; logo clothing FOR ESSEX WILDLIFE TRUST
 DES Helping the Assistant Ranger develop & run environmental education programmes & activities for the local community, in particular visiting school groups. BUT Boundless enthusiasm & a passion for wildlife or strong desire to learn; experience of working with people of different ages & from a variety of backgrounds (ideally leading group sessions); good team player; reasonable fitness level. ASK Claire Rogers, clairer@essexwt.org.uk Chat: 0208 5003094.

Every Tuesday & Wednesday Work Parties
 Roding Valley Meadows Nature Reserve (Loughton / Chigwell), Essex Wildlife Trust Contact: Patrick Bailly, Warden or Claire Rogers, Assistant Ranger, 0208 5003094, roding@essexwt.org.uk
 Help us to conserve this valuable site for wildlife & local people, with practical tasks such as pond clearance, building & repairing site infrastructure, hedgerow maintenance & haymaking. Learn new skills, keep fit, socialise & have fun 10 to 4.

Every Thursday Work parties
 Basingstoke, Old Downand Beggarwood Wildlife Group Contact: Chris Rose odandbwd@gmail.com
 Our volunteers work 10-12 at our site in Basingstoke meeting at RG22 5UY . Tools & instruction are provided. Varied activities range from sowing seed to thinning & coppicing & dead hedge making. We also have groups doing species recording.

Tuesdays Volunteer Group
 Surrey, Amphibian & Reptile Conservation Trust Contact: Matthew Dowse matthew.dowse@arc-trust.org
 Enthusiastic individuals needed to join our volunteer group, to carry out practical conservation work at internationally important heathland sites. No experience necessary, just a desire for working in the great outdoors. Tea & biscuits around the fire provided!

To contact Nature's Gym workdays
 Borough of Richmond upon Thames, Nature's Gym Contact: Gina Beresford 07825 860459, Gina.Beresford@glendale-services.co.uk
 3 hours. Learn practical wildlife conservation & husbandry skills & meet people with similar interests. Keep fit & healthy, & at the same time you can learn wildlife conservation & husbandry skills, incl coppicing, hedge laying, recording & identifying species. Wear appropriate gear. Tea & biscuits provided!

Every Wednesday Volunteer Sessions
 Catford, Lewisham, Friends of River Pool Contact: 020 72231264, Riverpool@gmx.co.uk
 Creating ponds & wetlands, managing trees & vegetation & carrying out river work commencing 10.30am or 1.00 pm All equipment provided.

Every Friday Practical work parties
 Langdon Lake & Meadows, Essex Wildlife Trust Contact: Lucy Sawyer-Boyd 07912 267320, LucyS@essexwt.org.uk
 Plus the first & third Saturday of each month. Meet at 9:30am.

Every Friday Bromley Green Gym
 Bromley, TCV Contact: 07740 899689, gg-bromley@tcv.org.uk
 Bromley Green Gym is an innovative way to get physically active & make a difference to the environment. Practical conservation sessions, from 11am to 2pm, focus on transforming College Green in Bromley into a valuable community space & wildlife garden.

Wednesday & Thursday Volunteer tasks
 Tunbridge Wells, Kent High Weald Partnership Contact: 01580 212972, vikki.osbourne@kent.gov.uk, www.khwp.org.uk
 We offer regular volunteer tasks in the borough of Tunbridge Wells. Anything from scrub clearing, tree felling, gardening & boardwalk building! 10am- 3pm hot drinks provided.

Conservation Volunteering @ Beam Parklands,
 Dagenham, London, RM10 9EH. Join the Rangers as we undertake essential conservation work at Beam Parklands, Dagenham's newest park. Wear outdoor clothing & footwear. Tea & biscuits provided. Meet on the Bridge at Oval Road. Contact: Andy Flegg 07875 993515.

Interested in wildlife? Need to learn new skills? Want to help local nature reserves in Dover & Shepway? Volunteer positions include Conservation task volunteers, rangers, site wardens, livestock lookers, walk leaders, education helpers, event assistants, route checkers, river wardens & office helpers. All are welcome. Contact Sue Bradford, White Cliffs Countryside Partnership 01304 241806.

Adventure Leadership Training Programme 2014
 For unemployed adults aged 18+ 24th February – 21st November. The course involves volunteering outdoors with disadvantaged young people, & learning to lead adventurous activities as part of a team. For more information, please see: <http://bit.ly/1kDzw0u> To apply please contact us on info@aultd.org or 01273 681058.

Epping Forest Conservation Volunteers
 We are a friendly, mixed-aged group of volunteers working together with the City of London in the conservation & management of Epping Forest. New members always welcome; for more information call Kevin Mason 020 85299273, efcv2@yahoo.co.uk, <http://www.efcv.co.uk/index.php>

We work at weekends on a wide variety of sites. Spring & summer are for construction of paths, boardwalks & fences, while autumn is the time for pond maintenance. Winter tasks include coppicing, hedgelaying & scrub-bashing, usually with a roaring bonfire. Phone 023 92325570 or see www.hcv.org.uk

Wildlife For All is a pioneering conservation charity working in Sussex & South Africa. We are looking for committed individuals who are genuinely passionate about helping to make the world a better place. We offer a unique opportunity & are holding interviews on 25th March. To apply, please visit wildlifeforall.org

Nature Conservation in Goring-on-Thames. We offer a range of volunteer opportunities including: Practical reserve management on a wetland site: Species recording & monitoring: Water quality monitoring: Education & Training: Fundraising & more. At Withymead Nature Reserve & Little Meadow on the Thames Floodplain. Contact info@withymead.org or Tel: 01491 872265 or 07553 112447

Goring to Wallingford CTA. Help us make a difference; there are a range of volunteer opportunities including: Practical reserve management on a wetland site: Species recording & monitoring: Water quality monitoring: Education & Training: Fundraising & more on the Thames Floodplain. Contact info@withymead.org Tel: 01491 872265/07553 112447

Get out of the office & dig! We are a small environmental education charity based on the white cliffs of Dover. We have some exciting 1 day volunteer opportunities ideal for your staff away/team building day. We provide a team leader, equipment, home-made lunch, fresh sea air, fun & a warm, happy feeling for helping our charity. Contact poppy@baytrust.org.uk 01304 852790

The BIG Garden organic community food project in Colchester welcomes volunteers for a wide range of tasks all year round to help with our vegetable beds, poly tunnels & orchard. Tea, gloves & tools provided, gardeners share the harvests. Contact Biggarden@colchester.gov.uk 01206 855287 Apply online www.colchester.gov.uk/volunteering more info at www.colchester.gov.uk/bigarden

Volunteer at Leith Hill Place in Surrey - home to the Wedgwoods & composer Vaughan Williams. Opened to the public last summer, the house is a work in progress. Hands-on roles include gardening & welcoming. Information sessions: 28 Feb & 9 March 11.00-1.00 To register contact: LHP@nationaltrust.org.uk ; 07795 256657

Are you passionate about wildlife? Do you enjoy chatting to new people? Would you like to develop skills for a career in conservation? We are looking for volunteers just like you, to help us deliver exciting events at venues across Oxfordshire & Northamptonshire. For more details please visit RSPB <http://bit.ly/MAFI3v>

Monthly Bird Monitoring - Walpole Park. A one hour walk through the park observing & recording bird species & abundance, with local bird expert. If you would like to get involved, please contact: Emma Allen, Walpole Park Manager Email: allene@ealing.gov.uk Telephone: 020 88257444

Interested in the mysterious wrecks that lay on the South Coast's sea floor? Our charity is seeking volunteers to do some research on ships, wrecks & sites mostly along the South Coast. You could be undertaking archive research or working with us in the field. Contact: info@hwtma.org.uk or 02380 237300.

Find out how to become a New Forest volunteer

People with a passion for the New Forest are invited to a Volunteer Fair showcasing the best of volunteering opportunities in the National Park. Meet people, get outdoors & learn new skills! This free event organised by the New Forest National Park Authority will be full of New Forest organisations with a vast range of opportunities & different ways to get involved in Forest life. There is a lot to do at the fair including talks about the New Forest. Organisations signed up to attend the Fair include the Forestry Commission, the National Trust, Hampshire & Isle of Wight Wildlife Trust, Friends of New Forest Airfields, Sir Harold Hillier Gardens, Ringwood & Fordingbridge Footpath Society, New Forest Healthy Walks, the New Forest Centre, Hampshire Conservation Volunteers & many more. The Volunteer Fair will be held on Saturday 15 March from 10.30am-4pm at Lyndhurst Community Centre. More details are here: <http://bit.ly/1fFpj1S>



Volunteering for MARINElife

Prior to evolving into the charity MARINElife in 2005, it all began back in 1995 as the Biscay Dolphin Research Program (BDRP). The core work since 1995 has been in researching the distribution, abundance and population trends for whales, dolphins, seabirds and other marine wildlife from commercial vessels, (currently 17 routes); hence, the role of the surveyor is absolute key to MARINElife's work.



Surveyors (© MARINElife)

Each survey is conducted with a team of two surveyors and we operate year-round surveys along fixed 'transect' routes across the English Channel, Bay of Biscay, North Sea and the Atlantic Ocean working on ferries, freight ships, cruise liners and smaller recreational boats.

Working on the bridge of our vessel, we use scientific methods together with the ships GPS system and instruments to make our surveys accurate and useful. We welcome observers with experience of cetacean and seabird identification but we also hold identification courses throughout the year for those that would like to become surveyors and once completed, will have

the opportunity to hone these newfound skills conducting surveys on one of our routes under the guidance of a team leader.

My wife and I first discovered BDRP around the year 2000 whilst on a mini cruise to Spain on board P&O's passenger ferry the 'Pride of Bilbao'. We went up to the top outer deck (11) to take in the view and saw a young woman with a digital camera and large lens looking out to sea through her binoculars. Introducing herself as Amanda from BDRP, we curiously asked what she was looking for, to which she replied, whales, dolphins and seabirds. This came as a surprise to us, as at the time we were very inexperienced with marine wildlife



Recording ships data (© MARINElife)

and did not know about the wealth of wildlife that frequent the Bay of Biscay. Amanda explained about the diversity of 'Biscay' and what to look for, then as if by magic, as she described the blow of a Fin Whale, we observed one in the distance and from that moment on, we became hooked line and sinker.



Fin Whale (© MARINElife)

Becoming volunteer surveyors led us on to other areas within the charity and we now organise and attend various events in the south. Other ways to help is with the survey data collected. Tricia; (our administrator) will always welcome offers of help with the inputting of this valuable data.

Another role for experienced surveyors to volunteer for is to become part of MARINElife's Lundy wildlife

officer team. This entails engaging and educating the passengers on the crossing to Lundy Island, this is a very rewarding role to perform. To look out to sea from an open deck and point and shout 'dolphins' and see the delight on the passengers faces as the dolphins come in to bow ride is just amazing.



Common Dolphin (© MARINELife / Rick Morris)

For more information and for ways of volunteering with MARINELife please check out our website.

Rick Morris
 Events Manager & MARINELife/Lundy Wildlife Officer
 Web: www.marine-life.org.uk
 Email: info@marine-life.org.uk

South West:

REF	380-FOCUS-OK8	JOB	APPRENTICE / ASSISTANT
BE4	ONGOING	LOC	BEESON, KINGSBRIDGE, SOUTH DEVON
PAY	Training, expenses, vegetables	FOR	TREES FOR HEALTH
DES	A chance to learn on the job about agroforestry, 1 – 2 days per week. Tasks vary but may incl tree planting, tree care, pond work, composting, planting, sowing, harvesting, food processing etc depending on the season. An opportunity to develop own initiatives / ideas to grow food / herbal products / craft plants in discussion with us. BUT Enthusiasm for the work & subject is the main criteria. Some experience an advantage but not necessary. ASK Liz Turner 07765 631877, info@treesforhealth.org		

REF	381-FOCUSR-28/3	JOB	VOLUNTARY INTERNSHIP
BE4	31/3/14 12 pm	LOC	PAIGNTON ZOO ENVIRONMENTAL PARK
PAY	Training	FOR	PAIGNTON ZOO EDUCATION CENTRE
DES	Paignton Zoo is recruiting for interns to support our informal education programme on sustainable behaviour. This is a voluntary position providing an excellent opportunity to develop personally. You will gain experience of how an education department runs within a zoo, providing environmental education through the development & delivery of workshops, other activities & resources while building understanding & skills in the growing sustainability industry learning how to measure success in this field. Support & training will be provided so that you can grow in these key areas & gain real work experience in this field. The post involves a regular commitment of time which will be discussed at interview, enabling interns to work around personal commitments. The position is intended to commence in March (there can be flexibility) & will finish on Sept 1 st . CVs will be reviewed on a rolling basis. BUT Motivated & reliable, ideally confident, organised self-starters. Knowledge of sustainability with effective communication skills an advantage, but training given. ASK CV & cover letter, explaining what you can bring to this role, to michelle.youd@paigntonzoo.org.uk		

REF	382-FOCUSR-OK8	JOB	TELESALES & WEB RESEARCH ASSISTANT
BE4	ONGOING	LOC	EXETER CITY CENTRE
PAY	Training can be given if required	FOR	RSPB SOUTH WEST REGION
DES	1 day a week. We are looking for a volunteer who can help us find more locations for our pin badge boxes in South West England. Find & research suitable businesses who might be willing to have one of our lovely pin badge boxes on their shop counter. After researching the info, you'll be contacting the businesses to ask them whether they will take a box. Our pin badges raised over £100,000 in the South West last year, & all the profits from the badges are used to help give nature a home near to where you live. Training can be given on how & where to research the information you need. BUT Proficient in surfing the internet; confident & personable talking to people on the telephone. ASK Sue Westbury, Senior Community Fundraiser, RSPB SW Region, sue.westbury@rspb.org.uk		

REF	383-FOCUSR-14/3	JOB	VOLUNTEER RANGER
BE4	N / A	LOC	ARLINGTON COURT, BARNSTAPLE, NORTH DEVON
PAY	Out-of-pocket travel costs	FOR	NATIONAL TRUST
DES	One day a week. Volunteer Rangers assist in helping to achieve the Trust's twin objectives of conserving our special places & helping people to enjoy & understand them. What's involved? Developing a good knowledge of the property, its history, landscape, archaeological & biological importance. Supporting the Rangers & other volunteers to complete outdoor & indoor practical tasks in all types of terrain & ground conditions. Practical tasks could include fence & boundary repairs, hedge laying, scrub control or balsam pulling. Assisting with the upkeep & maintenance of Arlington Court & achieving high standards of conservation & presentation. Maintaining good working relationships with visitors,		

tenants, farmers, neighbours, other voluntary organisations, local communities & local authorities. Being aware of the different access requirements of all our visitors & assisting with these where necessary. Induction to the National Trust, waterproofs & work gloves supplied. BUT Would suit people who enjoy working as part of a team in a varied & stretching role dealing with volunteers & members of the public. Physical fitness essential. ASK Holly Purdey, Ranger 01271 851118 holly.purdey@nationaltrust.org.uk

REF 384-FOCUSR-28/3 JOB **BUTTERFLY MONITORING SCHEME VOLUNTEERS**
 BE4 Project runs from April to Sept LOC Berry Head National Nature Reserve, Torbay, Devon
 PAY 0 FOR TORBAY COAST & COUNTRYSIDE TRUST
 DES Volunteers needed for the UK Butterfly Monitoring Scheme. Take part in the annual butterfly monitoring scheme on a limestone grassland reserve in south Devon. The scheme has monitored changes in the abundance of butterflies throughout the United Kingdom since 1976. Transects take two hours to walk, in typical butterfly friendly conditions, i.e. dry & still. BUT No experience necessary however ability to identify species required.
 ASK noel@countryside-trust.org.uk

REF 385-FOCUS-OK8
 JOB **VOLUNTEER GARDENER**
 BE4 ONGOING
 LOC COTEHELE, ST. DOMINICK, SALTASH, PL12 6TA
 PAY Accom available
 FOR NATIONAL TRUST
 DES Required for 4 days per week for 3 – 6 months to join the full time garden team to develop, enhance & maintain this historic garden. Duties incl a range of seasonal horticultural tasks from weeding & planting to dead heading & mowing. Garden offers a wide range of training opportunities to increase practical skill base. BUT Vol wanting to add some practical experience to their CV, working with experienced gardeners & vols & starting a career in horticulture. ASK David Bouch 01579 352726, david.bouch@nationaltrust.org.uk



REF 386-FOCUS-21/2 JOB **3 x TRAINEE RANGERS**
 BE4 20/2/14 IV 24/2/14 LOC BERRY HEAD NATIONAL NATURE RESERVE
 PAY £1000 training budget + free accom on site. FOR TORBAY COAST & COUNTRYSIDE TRUST
 DES 2 Trainees immediate start & 1 to start at beginning of May. This is a fantastic 9 – 12 month training opportunity, set on the beautiful coastline of South Devon. The placement gives the opportunity to work at Berry Head NNR & SSSI. Help deliver the practical cside management programme, assist with ongoing scientific studies, stock handling & public engagement. The Ranger team work with vol groups & help to staff the visitor centre. Trainees will initially assist then lead events such as Bat Walks & vol work parties. BUT Enthusiastic & dedicated. The successful applicants will have a minimum of a L3/L4 qualification in a related subject. Working duty weekends & occasional evenings required.
 ASK See website for job description, personal specification & application form. www.countryside-trust.org.uk/about-tct/vacancies 01803 520022

REF 387-FOCUSR-27/6 JOB **WILD WEDNESDAYS – VOLUNTEER EVENTS ASSISTANT**
 BE4 1/7/14 LOC FYNE COURT on the QUANTOCK HILLS
 PAY Travel expenses in getting to & from Fyne Court FOR NATIONAL TRUST
 DES A great opportunity to inspire children & families about nature by volunteering with the Fyne Court Events Team helping to run our exciting Wild Wednesday events in 2014. We would like you to get involved in as many of our Wild Wednesdays as possible. The 7 dates & themes are: 9 April – Wild Art in the Woods; 23 July – Bee Wild; 30 July – Wild about Butterflies & Creepy Crawlies; 6 August – Wild Flight; 13 Aug – Wild about Bugs & Pond Dipping; 20 Aug – The Natural Treasure Hunt; 27 Aug – Wild Dinosaurs & Cave Dwellers. You will play an important role in enabling young families to get outdoors & enjoy themselves in our beautiful countryside. BUT Friendly, welcoming & enthusiastic, with good people skills. ASK Steve Sudworth, Area Ranger, 01823 451814 steve.sudworth@nationaltrust.org.uk

REF 388-FOCUS-14/3 JOB **VOLUNTEER TRAINEE COAST & COUNTRYSIDE RANGER**
 BE4 14/3/14 LOC THE LIZARD, CORNWALL
 PAY *See Below FOR NATIONAL TRUST
 DES *Opportunity to complete L2 Environment Conservation Diploma (free), Practical training incl brushcutter ticket. Free accommodation in shared house (not food). Full time (usually Mon-Fri, 9-5) for 6 mths (more by agreement). Occasional weekends for which time off in lieu taken. Join the busy Ranger team caring for the Trust's land on the Lizard Peninsula. We look after 10 miles of coast incl iconic beaches such as Kynance Cove, heathland & woodland. Learn rural skills such as path maintenance, fencing, Cornish hedging & woodland management. Help manage the conservation grazing herd of Shetland ponies & assist with a wide range of public & schools events eg bushcraft club, green woodworking, stalls at local festivals. Both on the job & certified training offered. BUT Driving licence required. Must be enthusiastic, get on well with a wide range of people, happy to be out in all weathers. Previous practical experience advantageous but not essential. Must like rural life. ASK CV & letter: rachel.holder@nationaltrust.org.uk, 01326 291174

REF 389-FOCUSR-14/3 JOB **EDUCATION RANGER**
 BE4 N / A LOC ARLINGTON COURT, BARNSTAPLE, NORTH DEVON
 PAY Training & out-of-pocket travel costs FOR NATIONAL TRUST
 DES 1 or 2 days a week during holidays & as required during term time. Education Rangers will primarily help to run the school holiday activities at Arlington Court. Also helping where possible with school & further / higher education visits. You would be working as part of a team to support property-led sessions with groups of children & young people. Education groups are an important link with the local community & visitors to the property. You will help make sure their visits are enjoyable & memorable. Induction to the National Trust, training for Education activities, health & safety training provided. BUT Will suit people who enjoy working with children & have an enthusiastic & friendly nature with a talent

for communicating. This role could suit someone looking to gain experience in an Education Ranger role or someone happy to give their free time, helping inspire children in the outdoors. Requires a criminal record disclosure & / or vetting through the Independent safeguarding Authority. ASK Holly Purdey, Ranger 01271 851118
holly.purdey@nationaltrust.org.uk

REF	390-FOCUSR-28/3	JOB	GUILLEMOT DISTURBANCE PROJECT VOLUNTEERS
BE4	Project runs April to July	LOC	Berry Head National Nature Reserve, Torbay, Devon
PAY	0	FOR	TORBAY COAST & COUNTRYSIDE TRUST

DES 3 year study to assess impact of marine-based human disturbance during breeding season on largest guillemot colony on the south coast. 2hr observation slots throughout the week. BUT No experience necessary other than a passion for bird watching. ASK noel@countryside-trust.org.uk

First Monday of the month Volunteer Day
Agroforestry project, Underwood Discovery Centre, Beeson, Trees for Health Contact: info@treesforhealth.org, www.treesforhealth.org
Growing food based on principles in nature with trees/other crops mixed. A variety of seasonal tasks including tree planting, tree care, mulching, pond work, composting, planting, sowing, harvesting, food processing etc. volunteer day, plus many others by arrangement/scheduled.

First Wednesday of the month Join the NT Killerton Ranger team
Killerton, National Trust Contact: 01392 881345, www.nationaltrust.org.uk/killerton Tweet @NTKillerton, Facebook.com/killerton
Each month there is a different seasonal task for volunteers who love the outdoors. Tasks include tree planting, cider pressing, woodland work & orchard management. We meet at 10am. Feel free to join us for all or part of the day. Bring a packed lunch. All tools are provided.

Halt the Invasion - Join Avon's Army of Volunteers
Join the crusade to rid the River Avon of invasive non-native plants. Wiltshire and Hampshire and Isle of Wight Wildlife Trust are seeking volunteers to assist in their fight to eradicate Himalayan balsam from the River Avon and its tributaries in Wiltshire, Hampshire and Dorset. This is our last chance to fight to save our natural heritage.
Himalayan Balsam is very easy to pull up and must be done before it has the chance to set seed and spread further, damaging wildlife habitat as it grows. We arrange the date, time and place, provide tea and biscuits, waders and lifejackets. All you have to do is turn up ready for a fun day on the river knowing you will be making a real difference for wildlife and the wider environment. For further information: From Derek Gard, Volunteer Coordinator at derekg@wiltshirewildlife.org or by phone on 01380 73607



Every Tuesday, Wednesday & Friday Volunteer Days
Cornwall, TCV Cornwall Contact: 01209 610610, cornwall@tcv.org.uk
Tasks range from scrub clearance to bridge building. It is great opportunity to get outside, meet new people & learn new skills. It is open to all, you don't need any previous experience.

Every Tuesday & Thursday Volunteer Work Parties
Berry Head National Nature Reserve, Torbay, Torbay Coast & Countryside Trust Contact: noel@countryside-trust.org.uk
Work alongside our reserve team performing valuable conservation work in a stunning location, with other friendly, likeminded volunteers. No experience necessary. Full training given in use of tools. PPE, tea & coffee provided. Bring lunch.

Are you a keen environmentalist? Do you want to make your local community a better place to live? Avon Wildlife Trust is looking for skilled people to put on events & take action in their area. Full support given, for more information contact juliedoherty@avonwildlifetrust.org.uk.

The Tree Life Centre is a community tree nursery in Kingswood, Bristol where volunteers collect seed from local native trees & wildflowers, cultivate them & sell them on or plant them out. Volunteers from a wide range of backgrounds gain valuable work experience & training. Call Rachael Ford on 07764 421301 or email tree-life-centre@tcv.org.uk

National:

REF	391-FOCUS-21/2	JOB	WALKING LEADER APPRENTICESHIP
BE4	20/2/14	LOC	UK
PAY	Training, travel expenses & full board accom	FOR	HF HOLIDAYS

DES 6mth apprenticeship. We have been helping people enjoy the great outdoors for over 100 years & are Britain's biggest walking & outdoor leisure holiday specialists offering a great range of walking, cycling & leisure activities holidays. We have 19 UK Country Houses all located in stunning locations. BUT Confident moorland walker & navigator with passion for leading people on walks in the great outdoors. Fit, adaptable, enthusiastic & highly motivated. ASK gillianmininch@hfholidays.co.uk 01768 890091

REF	392-FOCUSR-OK8	JOB	Community Fundraising Badge Team Area Co-ordinator
BE4	ONGOING	LOC	WORKING FROM HOME*
PAY	Reasonable expenses	FOR	RSPB

DES Minimum 2 hours per month, more depending on team size & commitment. Based in *Cornwall, Devon, Dorset, Gloucestershire, Somerset, Wiltshire. Motivated, target-driven, approachable people sought to manage & support a team of fundraising volunteers, expanding our pin badge presence in your area. You will: ensure they have all the resources they need; co-ordinate income reports & chase volunteers who don't report regularly; answer questions, give advice & form the link between your team & regional fundraising staff. Ensure the boxes raise the most money they can, helping fundraisers to move them elsewhere if they don't do well. During 2014, the role will change slightly, as reporting & ordering is streamlined, placing more emphasis on siting additional boxes & recruiting more volunteers. With our help, you will lead the expansion of your team's empire! You will take the initiative & talk to managers at various venues that might display a box, then find someone to look after them. BUT Friendly, enjoy talking to people & enthusing them about the RSPB's work; encourage your team to be proactive; meticulous in your record-keeping. ASK Fran Luke, frances.luke@rspb.org.uk / 01392 453769.

REF	393-FOCUSR-OK8	JOB	RSPB PIN BADGE BOX MINDER
BE4	ONGOING	LOC	WORKING FROM HOME*
PAY	Reasonable expenses	FOR	RSPB

DES Around ½ hour per month. Based in: *Cornwall, Devon, Dorset, Gloucestershire, Somerset, Wiltshire. We need enthusiastic people with a friendly nature & a ready smile to look after five or more local RSPB pin badge boxes. You'll visit them once a month to top them up & collect the money. If you can help us place more boxes out & about, even better! If you like going in shops, garden centres, cafes, or maybe a visitor attraction or two, why not get the satisfaction of knowing you're raising money for wildlife at the same time? You could even go to the pub for charity! You'll make a real difference to the work of the RSPB by talking to staff & customers & gaining their support whilst doing your rounds. It's a great excuse to eat cake, go to the pub & enjoy yourself for a good cause! (Or just collect the money & top up the badges.) BUT Approachable, enthusiastic & confident talking to staff & customers at badge box sites. You must like figures & pay attention to detail, as you'll be counting & paying in donations. You'll also be on email & able to use a computer to report your collections & order more badges. ASK Fran Luke, frances.luke@rspb.org.uk 01392 453769.

The value of giving a little time - Understanding the potential of micro-volunteering



In 2012 Nesta funded IVR and NCVO to carry out research exploring the opportunities and challenges that micro-volunteering presents for individuals and organisations. This was a qualitative research project in which a variety of methods were used to gain a fuller understanding of micro-volunteering from a range of perspectives. The fieldwork was conducted between August 2012 and June 2013 and the report was published in November 2013, below are some excerpts taken from the full report, reprinted with permission from IVR and NCVO.



There have been important changes to the landscape of volunteering in recent years. Despite a recent increase in the proportion of people volunteering, the average number of hours spent volunteering per volunteer is declining¹, and there is evidence of a trend towards short-term or one-off volunteering². New technology has also contributed to and amplified the changing landscape. The internet gives organisations the ability to advertise volunteering opportunities quickly to a wide audience through their own websites and social media, and has led to the development of initiatives that enable people to participate in online volunteering activities immediately and irrespective of time and place.

The harnessing of such technological advancements can be seen as a key driving force behind the recent developments in micro-volunteering - a type of volunteering which in many ways personifies the key changes to the volunteering landscape. Illustrative of this, there has been a growth of online platforms specifically for micro-volunteering such as Help From Home³ in the UK.

Those who have been enthused by the potential of micro-volunteering consider that it presents four main advantages⁴:

- It provides convenient and flexible opportunities that fit into people's lives;
- It engages with a wide range of people;
- It involves a large number of people;
- It provides a gateway to more sustained and long-term volunteering.

What is micro-volunteering?

A search on the internet quickly revealed that there was a huge diversity of micro-volunteering opportunities available. A wide range of examples were found, including counting birds in your garden, knitting a hat for a premature baby, signing a petition and reporting graffiti. Our research participants also gave varied examples. Table 1 attempts to categorise the examples we found, according to their function and whether they could be completed online or offline, or both.

Table 1: Examples of micro-volunteering opportunities on offer

	Campaigning and communication	Fundraising	Research and data	Practical help
Completed offline	<ul style="list-style-type: none"> • Signing a petition • Taking part in a flashmob • Giving a talk to raise awareness • Preparing a video • Sending cards • Manning a stall at a fair 	<ul style="list-style-type: none"> • Taking part in a street collection • Running at a sponsored race • Taking up a charity branded credit card • Placing a collection box in a local shop 	<ul style="list-style-type: none"> • Completing a questionnaire • Providing a case study 	<ul style="list-style-type: none"> • Sorting out recycling • Helping with stage make-up • Taking part in a tree planting event • Painting a pop-up shop • Baking a cake for a community event • Collecting goods from people's homes • Knitting a hat for a premature baby
Completed online	<ul style="list-style-type: none"> • Signing a petition • Liking a Facebook page • Providing feedback on marketing materials • Writing a blog post • Taking part in a webinar or online discussion • Retweeting a message 	<ul style="list-style-type: none"> • Crowdfunding • Online sponsorship • Signing up to Everyclick¹² • Shopping online via TheGivingMachine¹³ 	<ul style="list-style-type: none"> • Completing a questionnaire • Reporting an issue (e.g. graffiti) • Counting birds in your garden • Providing a case study • Contributing content to Wikipedia • Crowdsourcing recommendations • Donating photos 	<ul style="list-style-type: none"> • Donating computer capacity • Setting up a Facebook event • Graphic design of a logo or webpage

These examples show that micro-volunteering opportunities reflect the diversity of volunteering as a whole. Perhaps more than with other forms of volunteering there are many examples of fundraising and campaigning activities, which some people may not necessarily define as volunteering. Indeed, there was some discussion amongst our research participants about which of these activities should or should not be listed as micro-volunteering. Some considered that a number activities (e.g. liking a Facebook page) fell outside of the scope of traditional understandings of volunteering.

To gain a better understanding of the diversity of micro-volunteering it is useful to look at how opportunities are made available to people; and where they take place and what medium is used to complete them. Micro-volunteering opportunities can be promoted online and offline; can take place onsite or offsite, with or without face-to-face interactions; and can be completed via the use of technology or not .

Our research shows that micro-volunteering does not always involve the use of technology and can be done face-to-face. Many organisations which offer micro- volunteering offer both online and offline opportunities. Almost all of the organisations providing micro-volunteering activities which took part in our survey said they offered offline opportunities, whilst over half provided online opportunities.

Whilst the examples given were varied, we were nevertheless able to draw out some key common features that are characteristic of micro-volunteering (figure 1).

Figure 1: Key features of micro-volunteering

Eight key features of micro-volunteering

1. Duration - it involves small increments of time For some, micro-volunteering seemed restricted to very small, almost tiny actions that could be completed in minutes or even seconds. However, in most cases people included examples that required longer, perhaps a couple of hours or half a day, but rarely more than a full day.

2. Access – it is easy to get started and do An individual should be able to identify the micro-volunteering opportunity and start without having to go through a complicated recruitment process or initial training.
3. Immediacy – it is quick to start and complete, and requires minimal planning Because micro-volunteering is accessible, if an individual wants to micro-volunteer they can begin straightaway or almost immediately.
4. Convenience – you decide when and where With micro-volunteering the volunteer has control over their participation. An individual can choose the action that suits them best and decide when it is most convenient for them to do it. In some cases this might mean micro-volunteering while commuting to work, or from home.
5. Level of formality – no formal agreement between the organisation and the volunteer is needed Micro-volunteering generally does not require a formal agreement between the organisation and the volunteer specifying the role and time commitment expected of the volunteer.
6. Frequency – it can be a one-off or repeated. There is no commitment on behalf of the volunteer to complete the action more than once, so their involvement can be just a one-off. However, that is not necessarily the case and some micro-volunteering opportunities can be repeated. If it is repeated it does not need to be at regular intervals, so people are able dip in and out.
7. Activity – it involves discrete actions Micro-volunteering generally involves very specific and well-defined actions that have a beginning and an end. The focus is on individual tasks rather than roles.
8. Location – it can be online or offline Micro-volunteering involves actions that can be completed online or offline, onsite or offsite. Very short actions are more likely to be online.

A shared theme among these features is that micro-volunteering is flexible and puts the volunteer in control of how, when, where and for how long they participate. In light of these features we have formulated the following definition of micro-volunteering:

Micro-volunteering is bite-size volunteering with no commitment to repeat and with minimum formality, involving short and specific actions that are quick to start and complete.

Report authors: Joni Browne , Véronique Jochum, Jonathan Paylor

Saturday 15 March this year is the first 'Micro-volunteering Day, reflecting the swelling interest in this form of participation. Find out more: <http://microvolunteeringday.weebly.com>

For NCVO literature review, full research report and summary report exploring what micro-volunteering means, its potential and challenges: <http://bit.ly/LvzF9O>

For NCVO guide on exploring and developing the potential of micro-volunteering for volunteer-involving organisations: <http://bit.ly/1hWZZon>

The larger organisations in the countryside sector are investigating this type of bite size volunteering here is what some of them say;

Alan Murray, Head of Volunteering at RSPB says 'The way people want to donate their time and talents to organisations is changing and our volunteering offer needs to change and develop to reflect this. One thing people want is more bite size, drop in drop out of volunteering opportunities that they can engage with flexibly as and when works for them. At the RSPB we are looking at how we meet this need by providing a variety of micro-volunteering opportunities for people and are promoting them not as micro-volunteering opportunities specifically but under a banner of 'If you have less than an hour, you can still help us give nature a home.' Volunteering opportunities are available on <http://www.rspb.org.uk/volunteering/>

Katrina Podlewska at the Forestry Commission states 'Volunteering is a great way to harness some people's time and passion and gives others a chance to try something new. We are increasingly offering more flexible ways for people to volunteer their time and skills. As well as traditional onsite volunteering to help give a great visitor experience (for example at events, for site safety checks or administration roles), we are also exploring new opportunities such as support for our social media activities. Although the Forestry Commission doesn't have any specific micro-volunteering opportunities right now, we fully support these new and varied ways to offer people the chance to get involved at more flexible times and locations. They offer an extra dimension to the traditional practical woodland management sessions which are occurring in your local forests and woodlands' Find out more at www.forestry.gov.uk/england-volunteer

'The world of volunteering is changing. Increasingly people have less time to set aside to volunteer and gone are the days where organisations can rely on people committing themselves long term to a particular role or cause. Whether it is packaged as Microvolunteering or not, the Trust is committed to finding more flexible ways for people to support and join us as volunteers. This may involve providing greater choice in terms of where they volunteer, how often, how long for and who with. Providing ways to support a charity in bit size chunks is becoming even more attractive given the access to new technology.' **adds Mark Crosby, National Volunteering Manager at The National Trust** See what's available at <http://www.nationaltrust.org.uk/get-involved/volunteer/>

Key

1. IVR, 2007: Helping Out: A national survey of volunteering and charitable giving <http://bit.ly/1aEpZQl>
2. Cabinet Office, Giving of time and money: Findings from the 2012-13 Community Life Survey <http://bit.ly/1ak66Un>
3. Help From Home <http://helpfromhome.org/>
4. IVR, 2013: New ways of giving time: opportunities and challenges in micro-volunteering. A literature review <http://bit.ly/LvzF90>
12. Everyclick, <http://www.everyclick.com/>
13. The Giving Machine, <http://www.thegivingmachine.co.uk/>

Seasearch is the largest volunteer programme using SCUBA divers to collect information on marine habitats & species throughout the UK & Ireland. Seasearch data is available to all & used to promote marine conservation & management. Experienced divers should go to www.seasearch.org.uk to find out how to get involved.

People's Trust for Endangered Species runs public participation wildlife surveys which can be done in your own time & local area. These include Living with Mammals, Mammals on Roads, Hedgehog Hibernation, Great Nut Hunt (dormice), Great Stag Hunt (stag beetles) & the Traditional Orchard Survey. Please visit www.ptes.org/surveys for information.

The Inland Waterways Association & its Waterway Recovery Group offer many exciting volunteer opportunities to help promote & maintain our waterways, ranging from getting out on the canal to helping at social & fundraising events. For more information contact Stefanie Preston at 01494 783453 stefanie.preston@waterways.org.uk

This Spring, we introduce the Mammal Watch South East (MaWSE) project, aiming to increase involvement in monitoring mammals in six counties; Hampshire, Surrey, West Sussex, East Sussex, Kent & Isle of Wight. We will launch a smartphone app & camera trap loan for surveyors. Check here for more information: <http://www.mammal.org.uk/mawse>

Association of Countryside Volunteers

"The Association for everyone who works as a Countryside Volunteer in the U.K."
Our aim is to promote effective and enjoyable work by volunteers throughout the countryside. Membership is open to anyone who volunteers in the countryside, including part-time paid staff, and other interested people. www.countrysidevolunteers.org.uk



HF Holidays Walk Leader

Our holidays are so much more than just walking & our volunteer leaders join the Country House teams to ensure guests have a sociable, enjoyable holiday from start to finish. Can you make our holidays even better? Contact Gillian Mininch, our Walking Leader Recruitment & Training Manager on 01768 890091.

Freshwater Habitats Trust wants to find out more about the importance of garden ponds for our native amphibians, & so the Big Spawn Count returns for another year. Anyone can take part in the Big Spawn Count by going to their garden or school pond, & counting the number of the spawn present. <http://bit.ly/BigSpawnCount>

The Institute for Volunteering Research (IVR)

Part of the National Council for Voluntary Organisations (NCVO)
www.ivr.org.uk www.ncvo-vol.org.uk info@ivr.org.uk 0044 (0)207 5202448
Founded in 1997, IVR is a specialist research & consultancy agency on volunteering. It draws from the policy & practice experience of NCVO in producing independent rigorous research, further strengthened by academic partnerships with Birkbeck, University of London & Northumbria University. This unique partnership ensures that the research carried out by IVR is both academically robust & grounded in the wider policy & practice context of volunteering. IVR's programme of work around volunteering in recent years has included high level consultancies for the UK government & the United Nations, as well as organisational consultancies for a wide range of voluntary, public & private sector organisations (including, for example, the National Trust & the Natural History Museum).

Get outdoors & dirty with the Waterway Recovery Group & spend a week restoring the derelict canals of England & Wales. WRG offers you the chance to learn how to bricklay, restore a lock, or even how to operate an excavator. Open to anyone aged over 18. Contact details: www.wrg.org.uk enquiries@wrg.org.uk

ECSA is an association supported by organisations from over 10 EU Countries, who are working together with environmental regulators to encourage the growth of the citizen science movement in Europe. The first General Assembly is in Copenhagen on April 8th, find out more at <http://bit.ly/1aiOS9y>



