



# Countryside Jobs Service

## Focus on Volunteering

In association with the National Council for Voluntary Organisations (NCVO)



9 February 2015

### Volunteering and diversity

Over 15 million people volunteer every month in the UK. They make a huge contribution to society, and in 2012 volunteering was estimated to contribute the equivalent of £24bn towards the economy<sup>1</sup>. Despite these impressive statistics, access to volunteering is still limited for some groups in society. People who are



University of Gloucestershire SU – by recruiting volunteers from diverse backgrounds organisations can benefit from a range of experiences.

unemployed and those with a disability or life-limiting illness are less likely to volunteer. Not only does this mean that many people aren't benefitting from skills and experiences which can be developed through volunteering, organisations are also missing out on the skills of talented individuals and are less likely to reflect the diversity of the communities they work in.

Although the Equality Act doesn't apply to volunteers, it is still unacceptable to discriminate against them, and organisations should try wherever possible to reduce barriers to volunteering. Here are some of the key barriers faced by potential volunteers, and top tips for how to solve them.

#### Time commitment

A common misconception is that volunteering requires giving up large chunks of time each week, and that only retired people or people who work part-time have the time to volunteer. Organisations which only offer fixed or lengthy commitments risk excluding people with unpredictable workloads, shift work, and caring or child care responsibilities. Having a range of volunteering opportunities will help you recruit volunteers from a more diverse background.

#### Top tips:

- Be clear in publicity and recruitment materials about what time commitment is required before applying so that people know if it can work for them and the time they have available.
- Offer a range of roles to suit different lifestyles, including short term and flexible roles. Taster sessions, one-off volunteering days or events are all good options.
- You could even develop some micro-volunteering opportunities in your organisation. These are bite-sized actions or tasks that can be completed online or at home and work well for petitions, online mentoring, and social media.



Two members of Grace & Flavour harvesting leeks in a community garden. Family and group volunteering opportunities can be attractive to new volunteers.

**Over-formality**

Formal aspects of the recruitment process, such as completing a long registration form or attending an interview, can be off putting - especially for people with lower literacy levels or English skills.

**Top tips**

- Develop different recruitment procedures for volunteers and staff.
- If a form is necessary make sure you only request information which you need. For example, you might simply need to know that someone meets a minimum age limit, rather than asking their exact date of birth.
- You might even decide not to use registration forms at an early stage in the process and just note down important details during an introductory chat with a new volunteer.

**Expenses**

Research shows that people on low incomes are less likely to volunteer, and this may be because they can't afford to be left out of pocket. A clear expenses policy can help make sure that potential and existing volunteers know the organisation can support them by reimbursing expenses and ensure they know the process for claiming them.

**Top tips**

- Reimburse all volunteers for out of pocket expenses for things like travel to and from the place of volunteering and the cost of meals or refreshments whilst volunteering. Process expenses as regularly as possible.
- If volunteers require equipment for their role you should provide it for them. This is especially important for health and safety equipment such as safety boots.
- It is important to pay out-of-pocket expenses only, for which your volunteers should give you receipts and bus/train tickets. Giving your volunteers flat rate expenses (e.g. giving volunteers a standard £2.50 for lunch) could be seen as income by the Job Centre and HMRC.



Student volunteers work in Meyrick Park. Organisations should provide health and safety equipment if required.

**Case study**

Salford CVS realised that some organisations in their area were struggling to provide expenses for volunteers. In response they set up a Volunteer Expenses Fund for small local organisations, where initial funding was provided by the local clinical commissioning group. Salford CVS is now growing the pot of funding with the support of their local MP, who is encouraging local businesses to get involved through donations and sponsorship. They have also encouraged donations from local people who perhaps don't

have time to volunteer but would like to support voluntary action in their communities.



Some volunteers may need additional support, such as mentoring or specialised equipment. Ensure that you can provide support where required.

**Childcare or other caring responsibilities**

Having children or dependants should not be a barrier to volunteering. If possible you should provide care expenses or help provide facilities to support people with caring responsibilities.

This is also an opportunity to think creatively about how to create family friendly or group volunteering activities. The National Trust offers some good examples of family friendly volunteering and has details on its website<sup>2</sup>.

**Provide additional support where needed**

Some people may need additional support to help them volunteer. They may be less confident in their role or have a disability or

illness that requires more support or adaptation of the role.

**Top tips**

- Adapt roles to make them more accessible to people with a range of abilities.



**Help monitor whales, dolphins** and porpoises around the UK coast! Contact [kathy.james@seawatchfoundation.org.uk](mailto:kathy.james@seawatchfoundation.org.uk) or visit [www.seawatchfoundation.org.uk](http://www.seawatchfoundation.org.uk) to find out more.

**Discover new skills, care for** country churchyards and enjoy beautiful surroundings in good company. The Churchyard Task Team's group of volunteers go out each week supporting local communities. Tasks include bramble bashing, scything, raking, pruning, hedge planting and building compost bins. We offer training, provide tools and pay travel expenses. Contact: Colin 01588 673041, [info@cfga.org.uk](mailto:info@cfga.org.uk), [www.caringforgodsacre.org.uk](http://www.caringforgodsacre.org.uk)

**People's Trust for Endangered Species** runs several surveys which can be done in your own time and local area. These include Living with Mammals, Mammals on Roads, Dormouse Monitoring, Water Vole Monitoring, Great Stag Hunt, Traditional Orchard Survey and the National Hedgehog Survey. Please visit [www.ptes.org/surveys](http://www.ptes.org/surveys) or call 0207 4984533.

**Help record spring in the woods** by taking part in Track a Tree! We need volunteers to collect seasonal observations of woodland trees and flowering plants. Download the field guide, take part and share your records to see how they compare with the rest of the UK. Please visit [www.trackatree.org.uk](http://www.trackatree.org.uk)

**The Inland Waterways Association (IWA)** leads campaigns to conserve, maintain and restore Britain's waterways network. IWA works with various organisations to keep all our waterways alive. There are a huge number of opportunities to get involved with IWA's work including practical work and committee positions, visit [www.waterways.org.uk/volunteer](http://www.waterways.org.uk/volunteer) for more information.

**Plan.Do** is a free, digital life planner that helps you to arrange guided walks, volunteering events, workdays and the volunteer recruitment. Start a project, break it down into simple steps, add your team and set deadlines. Register for free today: <https://plando.org.uk/>

#### **National Bat Monitoring Programme**

You can help to monitor the UK's bats by taking part in one or more of our surveys and observing these fascinating mammals in your local area. Anyone can take part, from beginners to experts. Full details at [www.bats.org.uk/pages/nbmp.html](http://www.bats.org.uk/pages/nbmp.html)

**From helping out with lambing** season to coastal footpath repairs and surfing lessons, the National Trust has over 300 working holidays that provide the opportunity to learn new skills, make new friends and play a part in looking after some of the UK's most special places. [nationaltrust.org.uk/holidays](http://nationaltrust.org.uk/holidays)

**Get involved in helping us** conserve bumblebees through volunteering. Volunteers help with survey work, event delivery and fundraising. Online and face-to-face training is available. Visit [www.bumblebeeconservation.org/volunteering](http://www.bumblebeeconservation.org/volunteering) for more information.

**National Water Vole Monitoring Programme (NWVMP)** We are looking for volunteers to survey for water voles and their signs across England, Scotland and Wales. You will have to carry out a simple survey once a year at a pre-selected site near you. If you already monitor water voles you can register your existing site's details too. Find out more <http://ptes.org/campaigns/water-voles/>

**Amphibian and reptile conservation** charity, Froglife, have a range of volunteering opportunities from habitat management and working with young people to office and event support. For more information please visit <http://www.froglife.org/volunteering/>

**The National Mammal Atlas Project (NMAP)** is collecting all mammal records from across the United Kingdom and will create the first national Mammal Atlas for over 20 years in 2016. Volunteers can submit records on our online form. For more information please visit <http://www.mammal.org.uk/nmap> or email [atlas@themammalsociety.org](mailto:atlas@themammalsociety.org)

**Amazed by the fascinating world of Bugs?** Fabulous opportunities in conservation projects, campaigns, scientific research, fundraising, PR and office support. Buglife volunteers are guaranteed job interviews when our vacancies arise. Please tell us about your bug interests, availability & location via: [info@buglife.org.uk](mailto:info@buglife.org.uk) and see [Buglife.org.uk](http://Buglife.org.uk) for more details.

**Seasearch is a citizen science** project for experienced scuba divers and operates all around the UK and Ireland, recording priority species and habitats. We offer training in marine recording (but not diving) and a range of day/weekend/week-long survey dives. For more information see our website [www.seasearch.org.uk](http://www.seasearch.org.uk)

**Why not make canal restoration** your new year's resolution for 2015. Get fit, make new friends, learn valuable new skills and get that much needed fresh air whilst volunteering to save Britain's heritage. Weekend & weeklong volunteering. More details go to [www.wrg.org.uk](http://www.wrg.org.uk) or email [enquiries@wrg.org.uk](mailto:enquiries@wrg.org.uk)

#### **Scotland:**

REF 335-FOCUSR-3/4

BE4 1/4/15

PAY Travel expenses & full training

DES As part of the Great Trossachs Forest project, a Gateway Visitor Centre has been constructed in the Glen

Finglas Estate Lendrick Hill car park. The building is designed to operate mainly unstaffed but we recognise that the centre will be a great opportunity to meet people & promote the work of the Woodland Trust to a wider audience. We are looking for at least five enthusiastic volunteers to occasionally staff the Gateway Centre & to meet & engage with visitors to the site. The role will be flexible & seasonal generally during the summer months when visitor numbers are higher.

**BUT** Experience working with the public, working alone & in a team. Self-starter who is confident to use their initiative & comfortable working on their own as well as part of a team. Awareness of your limitations & know when to pass on

JOB **GATEWAY VISITOR CENTRE MANAGER**

LOC GLEN FINGLAS, TROSSACHS, STIRLING, SCOTLAND

FOR THE WOODLAND TRUST

information to the Estate Ranger for support. A sensible regard for your health & safety & that of others. Good interpersonal skills; willingness to learn; pragmatic approach. ASK [www.woodlandtrust.org.uk/volunteer/opportunities](http://www.woodlandtrust.org.uk/volunteer/opportunities)

- |     |   |     |  |
|-----|---|-----|--|
| REF | 336-FOCUSR-OK8  | JOB | <b>PEREGRINE WATCH VOLUNTEER RANGER</b>          |
| BE4 | ongoing   | LOC | FALLS OF CLYDE, NEW LANARK                       |
| PAY | None  | FOR | SCOTTISH WILDLIFE TRUST                          |
| DES | Be part of a group of volunteers to help maintain a 7 day watch over nesting peregrines to help protect eggs and young. Even 3 hours once a week is good for us. Learn about Peregrines and enjoy some spectacular views of the birds on the nest. BUT Would suit those willing and able to be outdoors in all weathers. 40 minute walk to worksite. Must be happy interacting with the public. ASK See volunteer page on <a href="http://scottishwildlifetrust.org.uk/">http://scottishwildlifetrust.org.uk/</a>   |     |  |
| REF | 337-FOCUS-OK4   | JOB | <b>VOLUNTEERS FOR ST ABBS MARINE STATION</b>     |
| BE4 | April 2015  | LOC | ST ABBS, BERWICKSHIRE                            |
| PAY | Negotiable  | FOR | ST ABBS MARINE STATION                           |
| DES | St Abbs Marine Station is currently accepting applications for volunteers to work in our research aquarium & laboratory. We are seeking volunteers who are interested in gaining practical experience of working in a marine biological facility. Duties will range from animal husbandry, aiding with research experiments, sample collection & analysis, along with filter & pipework. Full time & part time. Hours of work can be negotiated however we are ideally looking for as close to full time as possible. BUT Must have a strong interest in marine life, the environment & conservation & be enthusiastic, responsible & reliable. Ideally currently or recently enrolled on a university / college level programme in marine biology, biology, zoology or related field or have completed a similar course. Exceptions may be made for people with suitable experience. ASK <a href="mailto:kevin.scott@marinestation.co.uk">kevin.scott@marinestation.co.uk</a>  |     |  |
| REF | 338-FOCUS-1/5   | JOB | <b>TREE TRANSECT SURVEYOR</b>                    |
| BE4 | 1/5/15  | LOC | GLEN FINGLAS, CLANNANDER, STIRLING, SCOTLAND     |
| PAY | Travel expenses & full training   | FOR | THE WOODLAND TRUST                               |
| DES | May until Autumn 2015. Glen Finglas Brig o' Turk Callander is the largest of the Woodland Trust sites covering an area of 12000 acres; it is a large scale project to improve the wood pasture of the upland area of the estate. As part of this project, monitoring the regeneration of the upland wood pasture & the impacts of deer browsing & grazing management is a key component & takes a significant amount of time. There are 8km of transects with over 30 marked tree plots that need to be surveyed between May & August each year. We are looking for a volunteer to work alongside our Estate Ranger on site at Glen Finglas to assist in carrying out these surveys. As part of the role you will be recording written details of tree species & height. You will also be taking photographs of trees at fixed plots. BUT Some experience of identifying trees would be useful. Suitable level of fitness & agility for ascending steep slopes & uneven terrain & comfortable working most of the day in an open & exposed environment. Own transport or able to get to Callander for pick up. ASK <a href="http://www.woodlandtrust.org.uk/volunteer/opportunities">www.woodlandtrust.org.uk/volunteer/opportunities</a> |     |  |
| REF | 339-FOCUSR-OK8  | JOB | <b>VOLUNTEER GUIDES (IN THE HIDE)</b>            |
| BE4 | ongoing   | LOC | LOCH OF THE LOWES, DUNKELD, PERTSHIRE            |
| PAY | None  | FOR | SCOTTISH WILDLIFE TRUST                          |
| DES | Help us provide live interpretation & excellent customer care to visitors to the hides at Loch of the Lowes during the osprey season. Full on the job training provided. BUT Should be available 2-3 hours per week & weekend availability particularly welcome. Must be confident talking to the public, have a polite & friendly manner & have reasonable ID skills. ASK See volunteer page on <a href="http://scottishwildlifetrust.org.uk/">http://scottishwildlifetrust.org.uk/</a>  |     |  |
| REF | 340-FOCUSR-15/5   | JOB | <b>SCOTLAND'S BIG NATURE FESTIVAL VOLUNTEERS</b> |
| BE4 | 19/5/15   | LOC | LEVENHALL LINKS MUSSELBURGH                      |
| PAY | Relevant training & appropriate expenses  | FOR | RSPB SCOTLAND                                    |
| DES | We have a range of ways you can get involved & help us deliver a successful event, from helping out visitors to arrive easily to supporting the fantastic activities we will put on, your help will be invaluable. Roles can last anywhere from just over a couple of hours to a full day depending on the time you have to offer & the role you would like to take on. BUT The skills & talents we are looking for depend on the role you would like to take on & we can send you specifics so hopefully there is a role for everyone. ASK Jackie Brown, <a href="mailto:jackie.brown@rspb.org.uk">jackie.brown@rspb.org.uk</a> 0131 3174129.  |     |  |
| REF | 341-FOCUSR-OK8  | JOB | <b>VOLUNTEER VISITOR CENTRE ASSISTANTS</b>       |
| BE4 | ongoing   | LOC | LOCH OF THE LOWES, DUNKELD, PERTSHIRE            |
| PAY | None  | FOR | SCOTTISH WILDLIFE TRUST                          |
| DES | Help us provide live interpretation & excellent customer care to visitors to the visitor centre at Loch of the Lowes during the osprey & visitor season. Help promote the Trust, provide information, work in the shop & encourage visitors to become members. Full on the job training provided. BUT Should be available 2-3 hours per week & weekend availability particularly welcome. Must be confident talking to the public, have a polite & friendly manner & have reasonable ID skills. Previous retail experience useful. ASK See volunteer page <a href="http://scottishwildlifetrust.org.uk/">http://scottishwildlifetrust.org.uk/</a>   |     |  |
| REF | 342-FOCUS-13/2  | JOB | <b>VOLUNTEER ACCESS &amp; RECREATION RANGER</b>  |
| BE4 | 16/2/15   | LOC | CRATHES CASTLE ESTATE, ABERDEENSHIRE             |
| PAY | Free shared accom, in-house training  | FOR | NATIONAL TRUST FOR SCOTLAND                      |
| DES | 5 days a week for 6 months. Assisting with & leading countryside events, assisting & advising visitors, developing interpretation & educational materials, patrolling the estates, maintaining estate trails, day-to-day estate maintenance tasks. Maintain the Trust's high standard of customer service. Promote the NTS & its important conservation work. BUT An ability to work on own initiative with minimum supervision but also the ability to work with other enthusiastic staff & volunteers. A full clean driving licence. ASK <a href="mailto:fmline@nts.org.uk">fmline@nts.org.uk</a>   |     |  |
| REF | 343-FOCUSR-22/5   | JOB | <b>RSPB EVENTS &amp; MEMBERSHIP VOLUNTEER</b>    |

BE4 21/5/15 LOC PERTSHIRE, FIFE, ANGUS & DUNDEE  
 PAY Training & expenses FOR RSPB SCOTLAND  
 DES We need your help to run exciting events & activities, making sure attendees have a great time. You can help us convey the RSPB's message to a wide audience especially families with children. RSPB membership really is the lifeblood of the Society & underpins every single thing we do. It helps us fund nature conservation work here & across the UK. It is therefore important that you can inspire people about the work we do & warm them up to the idea of membership. Minimum commitment of one day per month. BUT You'll need to have the confidence to strike up conversations with strangers, a desire to help, an enthusiasm for wildlife & conservation, but most important of all, you'll need a friendly demeanour & a ready smile! ASK Lauren Shannon, 01738 783233 or lauren.shannon@rspb.org.uk

REF 344-FOCUSR-OK8 JOB **TREE NURSERY VOLUNTEERS**  
 BE4 ONGOING LOC ASSYNT, SUTHERLAND  
 PAY None FOR SCOTTISH WILDLIFE TRUST  
 DES Vacancies available in the spectacular Coigach-Assynt area. Help the Tree Nursery Manager grow & prepare trees for planting out in the local area. Great opportunity to see the start & end of a project in a fantastic part of Scotland. All on the job training provided. BUT You should ideally be available for 2-4 hours per session & should be locally based. ASK See volunteer page on <http://scottishwildlifetrust.org.uk/>

REF 345-FOCUS-29/5 JOB **VOLUNTEER KITCHEN GARDEN GARDENER / HELPER**  
 BE4 N/A LOC THE WHITE HOUSE, CRAIGMILLAR  
 PAY Training FOR THE WHITEHOUSE CAFE  
 DES We are looking for a good horticulturalist to help develop & grow the kitchen garden for use by the chef at the café. The garden sits just beside the kitchen & is laid out with raised beds ready for planting. There might be a group that this person would potentially have to help them as well. The more locally the person is based the better. Anticipated time commitment a few days per week, more in the summer. Some training will be given in the form of growing workshops. BUT Knowledge of how to grow fruit & vegetables as well as herbs. ASK Please phone 07824 838 364 Tuesdays, Wednesdays or Thursdays.

**The Green Team are looking** for Volunteer Project Leaders to join our existing team to deliver conservation project days to young people aged 14 - 18yrs. Projects run at weekends. Full training given. Drivers also required, especially those with D1's and Minibus experience. Contact [mandy@greenteam.org.uk](mailto:mandy@greenteam.org.uk) or call 0131 3377227

**Beinn Eighe National Nature Reserve Volunteer.** We are looking for volunteers to assist with monitoring, survey and practical work including habitat management, outdoor work such as pathwork and fencing, and perhaps working with visitors. For more information and how to apply <http://c-js.co.uk/1yUoSXy> For 2015 placements apply by 27 February 2015.

**Bee happy, come scrumping,** make a bird a home, become a mud mason or get intimate with your ancestors! Looking for something different? Create your own volunteer adventure with the Tay Landscape Partnership from tree pruning to wildlife surveys, fruit picking to fieldwalking. Interested? See [taylp.org](http://taylp.org) or email [tay@taylp.org](mailto:tay@taylp.org)

**Isle of May National Nature Reserve.** We are looking for volunteers to help 1) manage visitors, enhancing their experience by explaining the wildlife spectacle 2) maintain the island infrastructure 3) monitor seabirds particularly the tern colony. For more information and how to apply <http://c-js.co.uk/1yUoW9M> Please apply by 20 February 2015.

**Looking for volunteers** to become health walk leaders in the Lanarkshire area and lead short, low level walks for individuals in the local community. Please contact the walk leader co-ordinator at 01698 402077 or [getwalkinglanarkshire@northlan.gov.uk](mailto:getwalkinglanarkshire@northlan.gov.uk) for more information.

**Aberdeenshire Council Ranger Service** runs a series of public events through the year to enhance and protect our biodiversity. Some of these events offer opportunities for volunteers to help us with small scale practical conservation tasks. If you'd like to go on our electronic events mailing list please e-mail [fiona.banks@aberdeenshire.gov.uk](mailto:fiona.banks@aberdeenshire.gov.uk)

**Creag Meagaidh National Nature Reserve Volunteer.** We are looking for volunteers to assist with monitoring, survey and practical work including habitat monitoring, outdoor work such as pathwork and fencing, and perhaps working with visitors. For more information and how to apply <http://c-js.co.uk/1CYKGYs> For 2015 placements apply by 27 February 2015.

**The National Trust for Scotland** is looking for enthusiastic volunteers to join their Conservation Volunteer Groups based in Aberdeen, Edinburgh, Glasgow, Inverness and Perth. If you're 18 or over and reasonably fit, please visit [www.nts.org.uk/Volunteering/Outdoor](http://www.nts.org.uk/Volunteering/Outdoor) where you'll find further information and a registration form.

**23 and 24 May 2015** - Help us make Scotland's Big Nature Festival the best that it can be, even helping out for a few hours can make a big difference. We will be looking for over 100 volunteers so get in touch to find out more about available roles: Jackie Brown on 0131 3174129 [Jackie.brown@rspb.org.uk](mailto:Jackie.brown@rspb.org.uk) [www.scottishbirdfair.org.uk](http://www.scottishbirdfair.org.uk)

**The Wildfowl and Wetlands Trust** at Caerlaverock wetland centre in Dumfriesshire currently has a number of exciting new volunteer vacancies including Visitor Services, Guide in the Hide and Gardening. Check out our website for more information or contact Jane Barker [Jane.barker@wwt.org.uk](mailto:Jane.barker@wwt.org.uk) <http://c-js.co.uk/14HPJyH>

**Butterfly Conservation Scotland's 'Bog Squad'** runs regular bog restoration sessions with volunteers on peatland sites throughout central Scotland. Tasks usually include installing dams, clearing scrub and conducting peat depth surveys. More information is available on our blog <http://bogsquad.weebly.com/> Get in touch with David Hill at [peatproject@btconnect.com](mailto:peatproject@btconnect.com) or on 01786 459813

**NTS, Scotland's leading conservation charity**, offers a variety of working holidays where you'll learn to do all sorts of practical countryside tasks. Volunteers might be involved in footpath maintenance, drystone dyking or woodland management in some truly stunning locations! For more details head to [www.thistlecamps.org.uk](http://www.thistlecamps.org.uk) or call 0131 458 0370.

**Shore Thing Training** – Millport, Scotland 4th / 5th March  
Ideal for teachers and volunteer recorders, meets the requirements of the new Biology Higher in Scotland. For more info please contact [rachel.sco@field-studies-council.org](mailto:rachel.sco@field-studies-council.org) Visit [http://www.mba.ac.uk/shore\\_thing/](http://www.mba.ac.uk/shore_thing/) to find out about shore thing.

**HWDT are recruiting paying volunteers** to participate in Cetacean Research Surveys throughout the field season. Volunteers will become marine mammal scientists for the duration, living and working aboard HWDTs research yacht, Silurian. Full training will be provided, a fantastic experience is guaranteed. For more information see [www.hwdt.org](http://www.hwdt.org) or contact [info@hwdt.org](mailto:info@hwdt.org)

**Duthie Park & Winter Gardens, Aberdeen**  
Whether you already have greenfingers, want to learn new skills or give something back to the community; join our Park Force volunteers or Friends of Duthie Park and help conserve this iconic green space. Contact Arthur Gill: 01224 585310 [argill@aberdeencity.gov.uk](mailto:argill@aberdeencity.gov.uk) [www.friendsofduthiepark.co.uk](http://www.friendsofduthiepark.co.uk)

**Forvie National Nature Reserve.** We are looking for volunteers to help 1) monitor birds for up to 3 days per week; terns, eiders and other species 2) other general reserve related tasks. For more information and how to apply <http://www.nnr-scotland.org.uk/forvie/volunteering/> Please apply by 27 February 2015

**Flanders Moss National Nature Reserve.** We are looking for volunteers to help us with 1) practical tasks such as scrub cutting, fencing, meadow mowing, dam building, maintenance and 2) wildlife monitoring of birds, plants and insects. For more information and how to apply <http://www.nnr-scotland.org.uk/flanders-moss/volunteering/> Please apply by 27 February 2015.

**Every Tuesday, Wednesday, Thursday** with some additional special events Outdoor volunteering activities 36 College Street, Buckhaven, Fife KY8 1JY, CLEAR Buckhaven Contact: [clearife@aol.com](mailto:clearife@aol.com), [www.clearife.org.uk](http://www.clearife.org.uk)  
Come along at 10am and join in for at least a couple of hours. Active local environment and regeneration group. Work varies according to the season but there's regular tree planting (native, fruit), bulb/flowers/wildflowers, community gardening at the Community Growing Space and other sites and litter picking. Tools, gloves, materials supplied - wear solid footwear.

*'There's no way I'm doing that! It's cold and it looks like hard work to me, on my feet, chopping branches.*

*Please can I do something else?'*

We were at our annual celebration of the Mosaic project in Wales. Over 50 volunteers from black and minority

ethnic communities across Wales had come together for the weekend. It was a bright day, but Gwen, one of the volunteer Community Champions with Mosaic, was not at all sure she'd made the right choice when

she'd opted for 'scrub management'. But she went in the end, along with a group of others, and spent the morning high on a hill cutting and burning in the glorious September sunshine. We had organised another shorter conservation event in the afternoon and over lunch, Gwen came bounding over, full of her morning, and asked if she could swap into that as well. It ended up being the highlight of her weekend.



Annual event 2014 (Mathan S Raja)

**Campaign for National Parks Mosaic**

'Scrub management' is the image many people have when they think of volunteering in the countryside. In fact, Mosaic is not about conservation volunteering at all, though some do get involved in it. Mosaic is about introducing new people to national parks and the countryside. The project has been run by the Campaign for National Parks in partnership with the

YHA (Youth Hostels Association) and National Park Authorities since 2001. Throughout that time we have focussed on black and minority ethnic (BME) communities after results from 2001 census and National Park visitor surveys revealed that although 10% of our population is from a BME background, only 1% of visitors to National Parks considered themselves of BME background. As time went on, we realised that there are also many others who have not experienced National Parks and we also started working with 16-24 year olds who had never had the opportunity to visit National Parks in 2009.

Volunteers with Mosaic are called 'Champions'. They champion the National Park closest to where they live to members of their community, using personal relationships and trust as a starting point for doing something new. They also champion their own communities to National Parks – taking part in meetings about governance, introducing people who would not normally meet, so that National Parks can become more accessible to more people.



**Mosaic group walking to Dur Hill  
(Victor de Jesus, copyright Mosaic)**

Mosaic provides training and organises introductory visits to National Parks for Champions to learn about what is on offer. In turn Champions organise their own visits to National Parks for friends, family, community groups, school groups etc. Some also promote National Parks at urban events by giving presentations, talking to people about what you can do and how to get there, others have made films and worked with the media to break down stereotypes that the countryside is for certain sections of the population only. Since 2008, over 300 Champions have introduced nearly 15,000 people to National Parks who had not visited before.

### **So what do champions do?**

Jerry, recently awarded National Parks Young Volunteer of the Year (2014), organises picnics and walks in the Northumberland National Park. He relies on public transport for his visits and encourages others to do the same. He's also worked with Northumberland members on how to get more youth engagement with the National Park Authority.

Aliya runs a group for refugees and asylum seekers in Swansea. She wanted to get to know National Parks as a way of integrating into her new country when she settled here from Palestine. She's now doing the same for others through helping them get to know the countryside and feel more grounded in this country.

Chamu started out introducing the Peak District to members of the south Indian community in Sheffield. She then raised money to explore heritage links between India and the Peak District, organising visits and exchanges between people living in Sheffield and the Peak District. Alongside that she qualified to become a volunteer Ranger with the National Park Authority.

A group of young men from west coast of Cumbria are on a mission to change the Lake District National Park's image from being for older, wealthy people. They spent the summer making a short film about the great things you can do there for free or little money and organising visits for mates there.

Sham, a Community Champion based in Cardiff with the Pembrokeshire Coast National Park, explains that it is 'seeing people's faces when they experience the Pembrokeshire Coast for the first time' that makes her want to keep volunteering. Fateha, from the Brecon Beacons National Park talks of the inspiration she got from seeing the reaction of a group of carer's when they saw the Brecon Beacons for the first time. 'They felt close to their home countries as many had grown up in villages – they liked the lake and the greenery. They enjoyed it so much.'



**Mosaic champions take the bus to the Lake District**

Mosaic doesn't necessarily involve people in volunteering who haven't volunteered before, but it equips people to volunteer in the countryside who wouldn't have done that before, by explaining how you can do it, brokering links between people who wouldn't otherwise meet and breaking perceptions about what is involved. Lessons we have learnt are:

- The best way to get new people involved is through personal contacts. When there is already trust, it is easier to try something new. This isn't always possible, but spending time on outreach and talking to people works much better than passive advertisement.
- It's well known, but fire is a great way of getting people involved in the outdoors, whether it's conservation or learning basic bush skills!

- Almost all the people who volunteer with Mosaic have little previous experience of being in the countryside. But they have enormous enthusiasm for it. Our staff are extremely supportive in building confidence in the outdoors. This is probably the single most important 'training' that Champions receive.
- By constantly introducing Champions to people they would not normally meet, such as members and staff of the National Park Authority, new relationships and understandings naturally form. This has developed how National Park Authorities view volunteering and access for different groups to the countryside.
- Mosaic is initially about enjoyment. Generally people get involved with National Parks because they want to and they have a great time doing it.

Currently, the Campaign for National Parks is delivering two Mosaic projects:

**the Mosaic youth project**, working with 16-25 year olds in the Exmoor, Lake District, New Forest, Northumberland and Yorkshire Dales National Parks. Champions learn about the National Parks, gain new skills and increase confidence and employability and introduce others to them. The project runs until March 2016.

**Mosaic Cymru** works with BME communities in Wales' cities and the Welsh National Park Authorities and the YHA to build engagement between BME communities and National Parks. This project will end in March 2015.

For further information, or to get involved, please visit the Campaign for National Parks Website [www.cnp.org.uk/mosaic](http://www.cnp.org.uk/mosaic) or email [sarah@cnp.org.uk](mailto:sarah@cnp.org.uk).

Please also check our Youtube channel for 6 fabulous videos of Champions in Wales <http://c-js.co.uk/169j4Db>

Sarah Wilson, Mosaic Project Manager



**Blea Tarn Microadventure week with LDNPA members Adam Philips & Tim Duckmanton taking part in wild swimming (CNP)**

## Wales:

**At Denmark Farm** we hold volunteer events throughout the year – building skills, helping maintain varied habitats and rich biodiversity. Tasks vary season by season and include woodland management, wildlife gardening, checking bird & dormouse boxes, maintaining paths & boardwalks – and various other jobs around the 40 acre site. 01570 493358 / [info@denmarkfarm.org.uk](mailto:info@denmarkfarm.org.uk)

**Full time volunteer ranger** - National Trust Llanerchaeron & Ceredigion  
Get involved in dolphin watch, wildlife monitoring, litter picking, outdoors events, leading volunteer groups in scrub bashing, gorse clearance and fixing fences and gates. Accommodation available for full time volunteers. We also have weekly tasks groups. Contact [gwen.potter@nationaltrust.org.uk](mailto:gwen.potter@nationaltrust.org.uk) 01545 573030

**Welsh Sea Watcher Project** - volunteer to monitor whales, dolphins and porpoises around Welsh coast. Contact [katrin.lohregel@seawatchfoundation.org.uk](mailto:katrin.lohregel@seawatchfoundation.org.uk) to find out more!

**The Anglesey AONB** has regular volunteer days to help protect the special qualities and outstanding landscape of the AONB. Tasks include dry-stone walling, clearing invasive species, footpath maintenance, scrub clearance and tree planting. For more information, contact Lowri Hughes on 01248 752 446 or [lehpl@anglesey.gov.uk](mailto:lehpl@anglesey.gov.uk)

**Keep Wales Tidy** can offer volunteering around the country in a wide range of practical environmental and conservation work. Please contact [south@keepwalestidy.org](mailto:south@keepwalestidy.org) for more information.

### First & Third Saturday & last Sunday of the month Work Parties

Cefn Ila, Woodland Trust Contact: [volunteering@woodlandtrust.org.uk](mailto:volunteering@woodlandtrust.org.uk)

We are working on uncovering original features in the magnificent grounds, cutting back invasive plants, restoring fences, creating new paths and making benches for the site. Bring lunch and wear appropriate clothing and footwear. We provide the tools and the hot drinks.

**Check out our upcoming volunteer** workdays: <http://c-js.co.uk/1CMhgww> Contact [owain@snowdonia-society.org.uk](mailto:owain@snowdonia-society.org.uk) or 01286 685498

REF	346-FOCUS-27/2	JOB	<b>VOLUNTEER TREE PLANTERS &amp; CONSERVATION ASSISTANTS</b>
BE4	March 2015	LOC	MACHYNLLETH, MID WALES
PAY	Full board & food; training	FOR	BLAENEINION
DES	Full time residential post for 3 weeks during Feb / March 2015. We have a flood remediation compartment of 3500 saplings to plant by the end of March 2015, 1000 biomass willow cuttings to plant (1st year of 7 year rotation) &		



initiative & as part of a team, interested in conservation & wildlife & good with people. Due to the nature of the site you must have the ability to do a lot of walking & negotiate the 89+ steps to the viewing platform. ASK 01767 680551 & speak to Jane Shah or Kate Tycer.

REF	F352-FOCUS-1/5	JOB	<b>VOLUNTEERS</b>
BE4	1/5/15	LOC	SHERKIN ISLAND, off SW coast of Ireland
PAY	Full board & a little pocket money	FOR	SHERKIN ISLAND MARINE STATION
DES	Volunteers needed for major long-term monitoring programmes, now in place over 30 years, at a privately funded marine Station. Run on a shoestring, projects include the rocky shore, phytoplankton, zooplankton, terrestrial plants & insects. Some of these programmes are in place since the late 1970s. Begin in April & stay until October. BUT We need enthusiastic & capable people who care for the environment. ASK Please include a CV when writing. Applications preferably by email. Sherkin Island Marine Station, Sherkin Island, Co Cork, Ireland sherkinmarine@eircom.net www.sherkinmarine.ie		

#### Have You Ever Thought About Volunteering?

Volunteering offers the opportunity to try something new, develop skills and can improve career prospects. There are many different volunteering activities available across Northern Ireland. Whatever your interests, there is something for you!

www.volunteernow.co.uk Tel: 02890 232020

**Would you like to be part of a team!** Join our rangers at Castle Ward. Assist with practical management of our 820 acre estate get involved with a wide variation of conservation tasks. No practical experience required, volunteers should be enthusiastic, reasonably fit and enjoy the outdoors. Contact Kim Mcmonagle at castleward.volunteering@nationaltrust.org.uk

## Volunteers and social media

These days' budgets are tight and many organisations cannot afford to have a designated marketing team or even a paid employee to carry out marketing, volunteer and member recruitment. Social media is a cost effective way to promote the work of an organisation and encourage participation.



### How can social media be used to benefit environmental organisations build relationships with their audience and volunteers?

Social media engagement does require commitment. Tweeting or posting once a week isn't going to build and maintain the relationship between organisation and member/volunteer. However it's important to remember that good social media interactions should not be the 'hard sell' but should be about sharing stories and links to useful information. Social media is a two way conversation: you should look to encourage users to interact with you and your content. The general public are looking for content that they might not have otherwise come across if they had not been following your organisation. A picture can be worth a thousand words, so it is really beneficial to upload as many pictures as possible of what your organisation is getting up to, if possible on a daily basis. Pictures help to grab attention in long twitter feeds and illustrate your organisation's key messages quickly. This relationship with your audience is particularly important if your



Bringing local communities back together (Stroud Community Agriculture)

organisation is looking to raise money in the form of membership or crowdfunding. The CSA Network UK successfully raised over £7,000 through crowdfunding last year, thanks to our committed followers, who were able to follow and share their support for our crowdfunding campaign on social media.



Connecting local famers with their community (Stroud Community Agriculture)

### Who should manage your social media?

It is important for an organisation to decide on who is in charge of its social media output. Volunteers are excellent at telling the story of what it is like to be a volunteer and contributing to social media output can help to make them feel valued and an important team member. However it is important to train any volunteers put in charge of your social media accounts so that consistency is maintained and any controversial topics are dealt with appropriately. If you choose to hand over your social media to volunteers, for at least part of the time, then those people need to be kept aware of any new developments and current news pertaining to your organisation. This keeps the social media

output fresh and current which in turn will keep your following interested and wanting to know more.

### Maintaining happy and motivated volunteers

Not all people who volunteer can do so on a regular basis and one sure way of volunteers drifting away is if they feel disconnected. Social media is an excellent way to build a community of people who share a common interest, even if they never meet face to face. Regular contact and keeping abreast of what's



Harvesting at Canalside Community Food  
(Canalside Community Food)

happening means that volunteers feel a part of the organisation even when they can't physically be there. Potential new volunteers can check out what it is like to be a volunteer through keeping an eye on social media interactions before committing to giving up their time.

### Social media at the Community Supported Agriculture (CSA) Network UK

The CSA Network UK is a relatively new network that brings together CSA farms and enterprises across the UK, to share their skills and knowledge and promote a fairer, more transparent model of food production, where the risks and rewards are shared. The network makes very good use of Twitter (@CSANetwork) and Facebook (Community

Supported Agriculture UK) to both connect CSA farms to one another but also potential and existing members to their local CSA initiative. This provides an excellent example of how social media can be utilised on two levels i.e. both local and national. The CSA Network's digital communications are currently and very successfully run by volunteer and aspiring grower, Gillian Brooks (@01GreenEyedGirl), who has valued the opportunity to gain communications skills to compliment her more hands on experience of farming and growing. With the network comprising one paid member of staff, volunteers are fundamental to the running of the network.

If you currently feel that your organisation does not have enough time to fully commit to social media then you could consider getting your volunteers involved and give it a go!

### What's best for you? Tracy's tips:

Social media interactions take many forms such as business to business, business to consumer, consumer to consumer or friends just chatting. However the focus of these interactions does vary depending on which platform you use. Twitter, Facebook and LinkedIn are only three of the many social media platforms out there, but nevertheless they remain very popular in the UK.

Twitter is used to great effect by businesses, charities, NGO's and individuals to create a 'community' of likeminded followers. One downside to twitter is that you only have 140 characters in which to convey your message, but this can be overcome by adding pictures and links to your tweets. Pictures are enormously popular, particularly for farming & countryside related twitter accounts. Examples of twitter accounts making excellent use of pictures include @herdyshepherd1, @ZwartblesIE, @wildlifetrusts and @SmallholdersUK.



Facebook, on the other hand, allows you to include more information in each post and therefore is favoured by certain businesses and organisations. Once people 'like' your page they will be kept up to date with events, offers, and new developments and so it is a cost effective way of keeping interested parties connected.

LinkedIn is a more professional platform which is akin to putting your CV online via your profile. There is also the option to link to groups, who share information on a particular subject and companies &/or organisations. LinkedIn can be an excellent tool for job seekers wishing to build their network and make new contacts in their chosen field of work. Find out more from csanetworkuk@gmail.com

### Author bio

Tracy (@tracydwjones) is a board member of the CSA Network UK and is currently writing her MSc Organic Farming dissertation on 'The Effectiveness of Social Media Usage by Farmers Direct Selling'. She also sits on the committee of the Vana Trust Organic Farm and is a graduate of IFOAM's EU Organic Leadership programme.

**North East:****South Yorkshire Community Woodlands need you!**

We're looking for volunteers to help us look after 8 woodlands across, Doncaster, Barnsley and Rotherham.

Our volunteer sessions are suitable for all ages and abilities.

They give you a chance to learn new skills, our tasks are varied and no previous experience is necessary.

We provide all the tools and equipment and of course a cup of tea and biscuit! Sessions last 2-4 hours and are run by a friendly and experienced leader. All we ask is that you wear suitable clothing and footwear and come filled with enthusiasm! For more information on this project, Email [paul.nunns@forestry.gsi.gov.uk](mailto:paul.nunns@forestry.gsi.gov.uk) or 01623 821475 [www.forestry.gov.uk/syorksvolunteering](http://www.forestry.gov.uk/syorksvolunteering)



**Cold-blooded and Spineless** is a North Pennines AONB Partnership project which aims to improve understanding of invertebrates in the North Pennines. Beginner to advanced identification training and survey events will be offered between 2015-2019, enabled by Heritage Lottery funding for volunteers, schools and community groups. For more information contact [samantha@northpenninesaonb.org.uk](mailto:samantha@northpenninesaonb.org.uk)

**Help wanted; Apply with INNS.**

Large areas of our riversides are being taken over by invasive non-native species (INNS) such as Giant hogweed, Himalayan balsam, Japanese knotweed etc. We need volunteers to help map, control and raise awareness of the problem. Local projects throughout the Tees catchment area. Contact [johnmusham@teesrivertrust.org](mailto:johnmusham@teesrivertrust.org)

**2 x Volunteer Seasonal Wardens.** To undertake spring and summer works on East Durhams National Nature Reserves. Main tasks will be managing Himalayan balsam and other non-native invasive plants, maintaining footpaths and access, helping with volunteer days and undertaking some monitoring work. PPE provided and training opportunities. Contact [christopher.evans@naturalengland.org.uk](mailto:christopher.evans@naturalengland.org.uk)

**Regular volunteers required** to join our Land Management team for a range of practical conservation work on nature reserves. Full training and expenses provided and we can put together a flexible placement to suit individual needs. Contact [recruitment@wildsheffield.com](mailto:recruitment@wildsheffield.com) for more information or call 0114 2634335 and ask for volunteering.

**Anyone can volunteer** with Northumberland Wildlife Trust! Whether you are happy to get your hands dirty creating and maintaining habitats on our reserves, enjoy helping out at events, or want to join in with our EcoBuild project at Hauxley, we have a volunteering opportunity for you! Visit [www.nwt.org.uk/volunteer](http://www.nwt.org.uk/volunteer) to find out how you can join in.

**Volunteer with Yorkshire Wildlife Trust!**

We have a fantastic range of opportunities available: from Practical Conservation Task Day Volunteers to Gardeners, Cow Checkers and Seashore-Surveyors to Visitor Centre Assistants and Event Helpers, and even a Trainee programme, there's something for everyone to get involved with! Find out more: [volunteering@ywt.org.uk](mailto:volunteering@ywt.org.uk) [www.ywt.org.uk/volunteer](http://www.ywt.org.uk/volunteer)

**Are you interested in the environment?** Do you have a passion for community involvement and enjoy attending events in North Yorkshire? If so volunteering with the North Yorkshire Rotters could be for you! For more information please contact the Volunteer Coordinator on 01609 797212 or email: [nyrotters@northyorks.gov.uk](mailto:nyrotters@northyorks.gov.uk)

**Heart of Teesdale Landscape Partnership** has various exciting opportunities for volunteers to get involved in conserving and enhancing the landscape and heritage of Teesdale. Opportunities include practical conservation work, wildlife surveying, researching & leading guided walks and much more! For more information contact Karen Collins on 03000 260 835; [karen.collins@durham.gov.uk](mailto:karen.collins@durham.gov.uk)

**Do you love history and could** you help promote, care for or educate people? We are seeking new volunteers to be Museum Tour Guides, Education Assistants, Collections and Records Assistants, Maintenance team. If you have a day or two to spare each month please get in touch at [visits@ironstonemuseum.co.uk](mailto:visits@ironstonemuseum.co.uk)

**Many people have used volunteering** at Skelton Grange as a springboard to launching a career in the environment sector or teaching. At Skelton we aim to provide the opportunity for volunteers to develop new skills and demonstrate existing ones. Please visit website for details: [www.tcv.org.uk/skeltongrange](http://www.tcv.org.uk/skeltongrange) or [www.facebook.com/SkeltonGrangeEnvironmentCentre](https://www.facebook.com/SkeltonGrangeEnvironmentCentre)

**Monday – Thursday** TCV Mid-week group

Hull, TCV Contact: Leah Hallas 01482 620309, [l.hallas@tcv.org.uk](mailto:l.hallas@tcv.org.uk)

Practical Conservation Volunteers wanted. We cover E. Yorks, and Humber. Everything from Woodland management to small scale construction. Join our friendly and enthusiastic group who enjoy being outdoors and conserving the environment. No experience required, free transport to/from site.

**Tuesdays & Thursdays** Countryside Conservation Volunteers

Bellister Estate, Haltwhistle (Tuesday) or Allen Banks, Bardon Mill (Thursday), Hadrian's Wall Country Group, National Trust Contact: Heather Cook 01434 321888, [heather.cook@nationaltrust.org.uk](mailto:heather.cook@nationaltrust.org.uk)  
9.30am - 3pm. Fancy working outdoors with National Trust Rangers helping to look after our beautiful countryside? Broad range of tasks including path maintenance, habitat management, fencing, dry stone walling, events. No experience needed. Traveling expenses provided.

REF 353-FOCUSR JOB **PIN BADGE SCHEME AREA CO-ORDINATORS**  
 BE4 N / A LOC NORTHERN ENGLAND  
 PAY Travel & out of pocket expenses FOR RSPB

DES 4-8 hours per month. We are looking for Pin Badge Scheme Area Co-ordinators in the following areas: South East & South West Lakes, Humberside, Kirklees, Harrogate, Leeds, Bradford & Barnsley. We want you to help us maintain a healthy & steady stream of income through the Pin Badge & small change donations. This role requires you to engage with a team of 5-10 pin badge collecting volunteers within these areas, ensuring they bank their money accordingly & are happy in their role. Using our new online system you will be able to look at straightforward reports for your scheme & discuss with your regional community fundraiser. You will meet new people, create new friendships & work as a team. You will also be part of the biggest fundraising volunteer group; Northern England has over 300 volunteers bringing in £180,000 a year! BUT Friendly & assertive character, happy to meet new people & travel to different locations. Time is completely flexible. You need a computer with access to the internet as data is now entered online. No knowledge of birds required! ASK Rosie Frazer, rosie.frazer@rspb.org.uk or 01484 868428.

REF 354-FOCUS-20/2 JOB **TRAINEE BIRD SURVEY CO-ORDINATOR**  
 BE4 20/2/15 (noon) LOC POTTERIC CARR (DONCASTER) OR YORK  
 PAY Training & expenses FOR YORKSHIRE WILDLIFE TRUST

DES 3 or 4 days per week. We are looking for an enthusiastic individual to help support & co-ordinate the team of volunteers that we have undertaking surveys across Yorkshire. You will be part of a wider team of 20+ Voluntary Trainees & an internal programme of training & development is offered to all trainees, as well as a budget for training. This role is partly office based but will also involve some survey work on the ground. After initial training you will: be a point of contact for the volunteers on behalf of YWT; provide them with survey maps (most of the volunteers have done this before & just need updated maps); respond to any questions or problems; collect & collate completed survey maps at the end of the survey season; undertake breeding bird surveys of your own on various sites – around 6 surveys over the season. BUT Interest in birds & basic bird ID & ecology (sight & sound); IT literacy; ability to closely follow survey methods & instructions; desire to work as part of a team (but also able to work independently); ability to be flexible in regards to roles required in the field & within the office. ASK www.ywt.org.uk/voluntary-trainee-vacancies Cassa Townsend, cassa.townsend@ywt.org.uk

REF 355-FOCUS-13/3 LOC GIBSIDE, TYNE & WEAR  
 BE4 N / A FOR NATIONAL TRUST

Are you looking for a career in the outdoor heritage sector? Do you need to add experience & job specific training to your CV? The Gibside's Heritage Trainee scheme may be for you. We have five one year residential roles each focusing on different areas of the heritage working environment.

JOB DES / BUT

**Ranger** You would be working within the Conservation Team, specifically with the rangers to develop your knowledge of our natural world & the practical conservation tasks that are needed to protect habitats, wildlife & our built heritage environment in a protected landscape.

**Gardener** You would be working within the Conservation Team, specifically with the Gardening Teams to develop your horticultural knowledge & practical skills in a historic listed garden.

**Visitor Experience & Events Heritage Trainee** You would be working within the Visitor Experience Team, specifically with the Visitor Experience & Events Officer to assist in the development & delivery of an extensive year round events programme & to help implement standards for exceptional service to improve visitor experience.

**Learning Heritage Trainee** You would be working within the Community, Learning & Volunteering Team, specifically with the Learning & Community Team to help deliver a wide range of educational activities to visiting school & community groups visiting the property & at time assist with in school sessions & assist with the behind the scenes processes for running a residential centre & education service.

**Sport Heritage Trainee** You would be working within the Community, Learning & Volunteering Team, specifically working with the Sports Co-ordinator to help develop & deliver a wide range of sporting activities with visitors, community & school groups. All Posts: PAY You receive: free accommodation including utility bills (with the exception of phone / broadband); basic food costs; up to £1000 of job specific training; one year's experience with well-known & renowned heritage organisation plus on the job training to add to your CV; based at a property that is growing with its visitor numbers increasing by over 100,000 in just over 5 years; a high post volunteering employment success rate: Gibside has hosted residential volunteers through a number of programmes for about 10 years & just about all of the previous volunteers have gone on to find employment in the heritage sector. ASK Gibside Estate Office, 012078 541820 or gibside@nationaltrust.org.uk Please specify which role you are interested in.

REF 356-FOCUS-27/2 JOB **LIVING SEAS CENTRE VOLUNTARY TRAINEE**  
 BE4 27/2/15 LOC FLAMBOROUGH  
 PAY Training & expenses FOR YORKSHIRE WILDLIFE TRUST

DES 2 or 3 days per week. We are looking for an enthusiastic & committed volunteer to help support our team through manning the Living Seas Centre, running public events, assisting with school visits, & taking a lead on our social media. There will also be an element of admin work alongside helping to develop the 2014 programme of Living Seas events. The role will focus on key aspects of the Living Seas team's work including assisting with day to day running of the Living Seas Centre at Flamborough (including some weekends); helping with public awareness, promotion & campaigning & assisting with (& eventually leading) events & our schools education programme. You will be part of a wider team of 20+ Voluntary Trainees & an internal programme of training & development is offered to all trainees, as well as a budget for training. BUT Good communication skills, outgoing & friendly; good understanding of the marine environment; flexible approach to the role. ASK www.ywt.org.uk/voluntary-trainee-vacancies Cassa Townsend, cassa.townsend@ywt.org.uk

REF 357-FOCUS-6/3 JOB **CONSERVATION AND EDUCATION VOLUNTARY OFFICERS**  
 BE4 7/3/15 LOC YORK

PAY TRAINING FOR TCV YORK

DES 6 month commitment with opportunity to extend including training package. Vols wanted to join busy voluntary officer team leading our conservation group. This role will provide you with experience of leading & supervising vols with practical conservation work on a range of different sites, liaising with clients & promoting our work. Working alongside our experienced project officers & youth & community officer you will assist staff with public engagement, environmental educational, project planning & management & publicity. This programme will provide experience & knowledge for anyone pursuing a career in the environmental sector covering practical & planning experience sought after by employers. BUT Preferably over 21 years old with full driving licence held for 2 years. ASK Anne Heathcote 01904 644300 york@btcv.org.uk

REF 358-FOCUS-27/2 JOB **COMMUNICATIONS & MEDIA VOLUNTARY TRAINEE**  
 BE4 27/2/15 LOC FLAMBOROUGH  
 PAY Training & expenses FOR YORKSHIRE WILDLIFE TRUST

DES / BUT 3 to 5 days per week, for 9 months, until Dec 2015. With support from the European Fisheries Fund we are currently delivering a project which seeks to engage & work with the Yorkshire coast shellfish industry to encourage responsible fishing methods. We are looking for a motivated, enthusiastic person to assist with the delivery of a project seeking to engage & work with the Yorkshire coast shellfish industry. This is an interesting & varied role including tasks such as delivering a commentary aboard our Living Seas Safari boat trips & planning a public event about sustainable seafood. Assist with fisheries events such as food festivals & edible ocean workshops; Living Seas Safari boat trips; assisting delivery of the 'Fishing for Litter' project & raising the profile for the YWT Living Seas work, through social media & press releases, & keeping people informed of exciting sightings, events & campaigns. You will be part of a wider team of 20+ voluntary Trainees & an internal programme of training & development is offered to all trainees, as well as a budget for training. ASK [www.ywt.org.uk/voluntary-trainee-vacancies](http://www.ywt.org.uk/voluntary-trainee-vacancies) Cassa Townsend, [cassa.townsend@ywt.org.uk](mailto:cassa.townsend@ywt.org.uk)

REF 359-FOCUS-27/2 JOB **SPURN POINT HERITAGE VOLUNTARY TRAINEE x 2**  
 BE4 27/2/15 LOC SPURN POINT NNR, EAST YORKSHIRE  
 PAY Training & expenses, accommodation\* FOR YORKSHIRE WILDLIFE TRUST

DES 5 days per week, for one year, until March 2016. These exciting roles are based at one of the most important & iconic features on the Yorkshire coast. Tasks will include assisting with the organising & running of public events, developing interpretation of the site, talking to members of the public about various aspects of Spurn, collecting parking fees & ensuring visitors are well informed & safe on the reserve. You will be part of a team working to welcome visitors to this amazing site. \*You will be sharing an on-site caravan approx. 3 miles from the entrance to the Reserve. You will be part of a wider team of 20+ Voluntary Trainees & an internal programme of training & development is offered to all trainees, as well as a budget for training. BUT Outgoing & willing to learn about all aspects of running a national Nature Reserve; prepared to work in a remote location where the climate can be challenging (& must be prepared to share a caravan with another trainee!). ASK [www.ywt.org.uk/voluntary-trainee-vacancies](http://www.ywt.org.uk/voluntary-trainee-vacancies) Cassa Townsend, [cassa.townsend@ywt.org.uk](mailto:cassa.townsend@ywt.org.uk)

REF 360-FOCUS-27/2 JOB **CONSERVATION VOLUNTEER OFFICER**  
 BE4 27/2/15 LOC HULL, EAST RIDING & NORTHERN LINCOLNSHIRE (transport provided)  
 PAY Training programme FOR THE CONSERVATION VOLUNTEERS

DES 4 days per week for 6 months with opportunity to extend including training package. This role will provide you with experience of leading & supervising volunteers with practical conservation work on a range of different sites, liaising with clients & promoting our work. Working alongside our experienced project officers, you will assist staff with public engagement, environmental education, project planning & management & publicity. This programme will provide experience & knowledge for anyone pursuing a career in the environmental sector covering practical & planning experience sought after by employers. BUT A willingness to work in the outdoors, learn new skills & lead small groups of volunteers conducting practical conservation tasks. Desirable but not essential: over 21 with a clean driving licence & some previous experience of leading small groups. ASK Leah Hallas, Senior Project Officer, 01482 620309.

REF 361-FOCUS-27/2 JOB **INVASIVE SPECIES PROJECT ASSISTANT VOLUNTARY TRAINEE**  
 BE4 27/2/15 LOC POTTERIC CARR NATURE RESERVE, DONCASTER  
 PAY Training & expenses FOR YORKSHIRE WILDLIFE TRUST

DES 3 to 5 days per week, for one year, until March 2016. The Yorkshire Invasive Species Forum, of which YWT is a leading partner, is looking for a dedicated & enthusiastic individual to help support the team through a variety of tasks, from field work to project co-ordination to tackle invasive non-native plant species across Yorkshire. The trainee will gain valuable skills & knowledge to help develop their career in conservation & ecology. You will be part of a wider team of 20+ voluntary Trainees & an internal programme of training & development is offered to all trainees, as well as a budget for training. BUT Enthusiasm for wildlife conservation & willingness to learn new skills; experience of undertaking species & habitat surveys; friendly & approachable nature, able to get along with many different people & work in a team; reliable & flexible; IT literate. ASK [www.ywt.org.uk/voluntary-trainee-vacancies](http://www.ywt.org.uk/voluntary-trainee-vacancies) Cassa Townsend, [cassa.townsend@ywt.org.uk](mailto:cassa.townsend@ywt.org.uk)

REF 362-FOCUS-13/3 JOB **VISITOR CENTRE VOLUNTEER**  
 BE4 N / A LOC MOORS CENTRE, DANBY  
 PAY Travel costs & allowance FOR NORTH YORK MOORS NATIONAL PARK AUTHORITY

DES / BUT We have over 100,000 people each year come to our fantastic Visitor Centre at the Moors Centre, Danby. We are looking for someone to work with us at Danby for approximately 3 months over the summer period. You will work as part of our team to be involved with providing information to the public to help them get the most out of the visit to the centre & the wonderful North York Moors. This is a great opportunity to develop your people skills & really contribute to our work. You'll be giving us your time for free which we really appreciate, but in return if there is any aspect of our wider work that you are keen on taking a look at, we'll be able to sort that out for you. We would also give you an allowance to use to develop your skills. ASK <http://c-js.co.uk/1DmS7H1> Michael Graham, 01439 772700.

REF 363-FOCUS-27/2 JOB **COMMUNICATIONS & MEDIA VOLUNTARY TRAINEE**  
 BE4 27/2/15 LOC YORK  
 PAY Training & expenses FOR YORKSHIRE WILDLIFE TRUST

DES 2 or 3 days per week. The Trust is looking for an enthusiastic & confident person to help them communicate their messages using traditional & online media & to develop brand awareness on their 96 nature reserves. This role will help get wildlife conservation messages out to the wider public, to better educate people about the ups & downs faced by our native wildlife & to increase support for their protection. You will be part of a wider team of 20+ Voluntary Trainees & an internal programme of training & development is offered to all trainees, as well as a budget for training.

BUT Computer literate, strong communication skills & fluent English speaker; ability to work independently; keen eye for detail. Basic HTML knowledge & some press experience & knowledge of social media an advantage.

ASK [www.ywt.org.uk/voluntary-trainee-vacancies](http://www.ywt.org.uk/voluntary-trainee-vacancies) Cassa Townsend, [cassa.townsend@ywt.org.uk](mailto:cassa.townsend@ywt.org.uk)

REF 364-FOCUS-1/5 JOB **LONGSHAW VISITOR EXPERIENCE ASSISTANT 2015 Summer placement**  
 BE4 30/4/15 LOC MOORLAND DISCOVERY CENTRE, LONGSHAW ESTATE, SHEFFIELD  
 PAY Training, support & expenses FOR NATIONAL TRUST

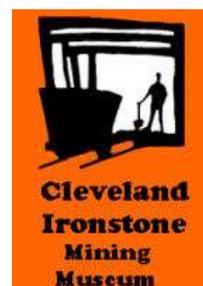
DES 3-5 days per week over 6-12 weeks from 1/6/15 – 31/8/15. During the summer months, Longshaw visitors are offered a programme of family events & drop-in activities. The summer placement volunteer will assist the Visitor Experience team to organise & run outdoor events. Specifically help welcome & signpost visitors to information, facilities & generally improve their visit by being enthusiastic, helpful & an excellent advocate for the National Trust. Co-ordinate & deliver drop-in activities & events including family focused themed activities. Monitor the natural play trail. Develop & maintain good relationships with visitors & take due care for their welfare while at Longshaw. Maintain good working relationships with property staff & other volunteers. BUT Creative & enthusiastic approach; interest in wildlife & nature; happy to volunteer at weekends; reasonably fit & healthy; enjoy working with children & the general public; happy to be outdoors. ASK Rachel Mora-Bannon, [rachel.mora-bannon@nationaltrust.org.uk](mailto:rachel.mora-bannon@nationaltrust.org.uk)

REF 365-FOCUSR-27/2 JOB **SQUIRREL SURVEYOR**  
 BE4 N / A LOC ALLEN BANKS & STAWARD GORGE  
 PAY Travel expenses FOR NATIONAL TRUST

DES Monitor the squirrels at Allen Banks & Staward Gorge to ensure targeted grey control & help the reds thrive. Once a month in March / April / May & Sept / Oct / Nov. BUT Reasonable level of fitness required as routes involve variable terrain. ASK [heather.cook@nationaltrust.org.uk](mailto:heather.cook@nationaltrust.org.uk) 01434 321888.

REF 366-FOCUS-5/6  
 JOB **MUSEUM TRAINEE**  
 BE4 5/6/15  
 LOC SKINNINGROVE, EAST CLEVELAND  
 PAY Travel expenses if unemployed. Training.  
 FOR CLEVELAND IRONSTONE MINING MUSEUM

DES As part of the European Social Fund Project CIMM are assisting unemployed people in learning & developing employable skills to assist them in securing a job. There are a variety of roles from Tour Guides, Education Assistants, Collections & Records Assistant to Maintenance Team. Gain new skills such as confidence building, team working, meeting new people. Commitment at least 4 weeks – ongoing recruitment / funding available until end of June 2015. BUT Enthusiasm, willingness to learn. Dependent on area – experience of working with the public or children or construction based skills like brickwork or joinery. All life experiences welcome. Training will be given on all areas. Must be over 19 & not involved in any other work or educational programme. ASK [www.ironstonemuseum.co.uk](http://www.ironstonemuseum.co.uk) Claire, Recruitment & Training Officer, 01287 642877 or [claire.cimm@gmail.com](mailto:claire.cimm@gmail.com) (Monday to Friday, 10.00 – 15.30).



REF 367-FOCUSR-27/3 JOB **WILDLIFE CAMERA OPERATOR & FILM-MAKER**  
 BE4 N / A LOC GIBSIDE ESTATE, BURNOPFIELD, TYNE & WEAR  
 PAY Expenses & some training may be available FOR NATIONAL TRUST

DES You will work alongside our Conservation Rangers to help deliver our 'Getting Outdoors & Closer to nature' programme to our visitors. This will involve the use & monitoring of a range of wildlife cameras & editing of captured images to produce short videos, & programming these for playback on various media players within our Wildlife Visitor Centre. One day per week flexible. BUT Knowledge of using different cameras to capture wildlife photos & videos; experience of using various editing software programmes to edit still images & videos; planning, setting up & monitoring various wildlife cameras. ASK [phil.younger@nationaltrust.org.uk](mailto:phil.younger@nationaltrust.org.uk)

REF 368-FOCUSR-27/3 JOB **SEABIRD VIEWPOINT GUIDE**  
 BE4 31/3/15 LOC RSPB BEMPTON CLIFFS NATURE RESERVE  
 PAY Training FOR RSPB

DES Spend your day atop the 400ft cliffs at Bempton in the middle of a ¼ of a million nesting seabirds. Use our binoculars & telescopes to locate a host of seabird species including puffins, gannets, razorbills & guillemots (& their chicks) & point them out to visitors to our reserve. Training on telescope use & seabird ID provided if needed. Anticipated time commitment required: to suit individual. BUT Passionate about nature. A good communicator.

ASK [ryan.chenery@rspb.org.uk](mailto:ryan.chenery@rspb.org.uk)

REF 369-FOCUSR-27/3 JOB **VOLUNTEER WILDLIFE ROOM GUIDE**  
 BE4 N / A LOC GIBSIDE, TYNE & WEAR  
 PAY Out-of-pocket travelling expenses FOR NATIONAL TRUST

DES Wildlife Room Guides are based in the wildlife room in the Stables Learning & Discovery Centre. They provide a warm welcome for all visitors, sharing their love of wildlife, helping visitors to explore & learn more about Gibside's

wildlife so that they have an enjoyable & memorable visit. Help to inspire them to go & explore & discover more about the wildlife that makes Gibside its home. Half a day a month, or more if you can. Currently weekends only.  
**BUT** Passionate about wildlife & conservation & a good communicator so that you can share your knowledge & enthusiasm. Must be over 18. **ASK** [helen.mcdonald1@nationaltrust.org.uk](mailto:helen.mcdonald1@nationaltrust.org.uk) 01207 541825 for a role profile & application form.

REF 370-FOCUS-13/2 JOB **VOLUNTEER PARK RANGER TRAINEES**

BE4 19/2/15 LOC YORK

PAY Travel expenses & small individual training budget FOR ST NICKS

DES 3 days per week – Tues, Wed & Thurs plus occasional Saturdays. As a Park Ranger trainee you will gain vital experience in the conservation sector. This is a diverse role offering the chance to gain or build on experience in volunteer management, practical habitat management, wildlife surveys & public engagement. Day to day tasks include: leading & supervising groups of varied ages & abilities in carrying out practical conservation volunteering; helping to develop the management plan for the site; assisting with monitoring of species & habitats; other tasks, including writing risk assessments, carrying out & logging regular reserve checks, engaging members of the public, helping with events, marketing & promotion. **BUT** Enthusiasm for wildlife, conservation & the outdoors; some experience of leading groups beneficial; friendly & approachable in nature with the ability to get along with people from all backgrounds; reliable & committed to the role; able to use initiative. **ASK** <http://stnicks.org.uk/about-us/vacancies> or [volunteer@stnicks.org.uk](mailto:volunteer@stnicks.org.uk) to request an application pack.

REF 371-FOCUSR-27/3 JOB **VOLUNTEER CONSERVATION RANGER**

BE4 N / A LOC GIBSIDE, TYNE & WEAR

PAY Out-of-pocket travelling expenses FOR NATIONAL TRUST

DES Assist in helping to achieve the National Trust's twin objectives of conserving our special places & helping people to enjoy & appreciate them. Work outdoors in the beautiful surroundings of Gibside's designed landscape in a diverse team of like-minded volunteers to complete a selection of practical tasks such as footpath repairs, habitat improvements & wildlife surveys. Once a fortnight or more if you can. **BUT** This role involves working outdoors, sometimes in rough terrain or on steep banksides so it is important to enjoy physical work in all seasons. Welcoming friendly face for our visitors & keen to share your love of conservation & the outdoors. Must be over 18. **ASK** [helen.mcdonald1@nationaltrust.org.uk](mailto:helen.mcdonald1@nationaltrust.org.uk) 01207 541825 for a role profile & application form.

REF 372-FOCUSR-27/2 JOB **SEED COLLECTION CHAMPION**

BE4 1/3/15 LOC NEWCASTLE UPON TYNE, WHITBY & CUMBRIA

PAY Travel expenses & full training FOR THE WOODLAND TRUST

DES This is a fantastic opportunity to support the work of the Woodland Trust & Kew's Millennium Seed Bank in collecting & securing tree seed from across the UK's native seed zones. Help identify key areas & species for seed collection in line with the information set out in the seed collecting guide. During seed collection days, & perhaps individually, you will collect seeds to add to Kew's important & growing seed collections which will be used by various organisations to ensure long term research & conservation into the nation's trees, helping to safeguard their future. The role is active mainly during the Autumn / Winter months & is very flexible. **BUT** Experience of surveying / sampling in the natural environment; identification of tree species; an understanding of phenological timings of tree events (e.g. seed times). Confidence in data entry on recording forms & careful handling of seed collection for posting to Kew. **ASK** [www.woodlandtrust.org.uk/volunteer/opportunities](http://www.woodlandtrust.org.uk/volunteer/opportunities)

### North West:

**Various conservation tasks** throughout the year from hedgelaying to balsam bashing on a variety of sites in Tameside. Contact Anne, Tameside Greenspace Volunteers on 0161 343 2878 or email [anne.dickinson@tameside.gov.uk](mailto:anne.dickinson@tameside.gov.uk)

**The Ribble Rivers Trust** has various conservation volunteering opportunities available in Lancashire and the Yorkshire Dales. Tree-planting, electrofishing, riverfly monitoring, fencing, invasive species control and much more. If you have any special skills you could contribute, we'd be keen to hear from you. Contact us at [admin@ribbletrust.com](mailto:admin@ribbletrust.com) or 01200 444452

**Chester National Trust Volunteers** work across Cheshire & the Wirral. Spend time outside, give something back to the countryside and have fun – whatever your age or abilities. After completing fifty hours of volunteering, added bonus of National Trust volunteers card which entitles you to free entry at all National Trust properties. Contact: Brian Payne at [briansue.payne@btinternet.com](mailto:briansue.payne@btinternet.com)  
<https://chesterntv.wordpress.com/>

**We are a charity, based in Cumbria**, working to improve the River Eden and its tributaries for people and wildlife. We are looking for volunteers to have fun helping with practical conservation, monitoring, shows and events, surveys, etc. If you would like to find out more contact [Paul@edenrt.org](mailto:Paul@edenrt.org)

**Brockholes is a new kind** of nature reserve, an unreserved reserve owned and managed by The Wildlife Trust for Lancashire, Manchester and North Merseyside. We are currently recruiting volunteers for this unique reserve centred around our iconic floating Visitor Village. For more information see our website [www.brockholes.org](http://www.brockholes.org)

**Lancashire Wildlife Trust-** North Lancs Volunteer Days Weekday and weekend volunteering days across the Trust's North Lancs nature reserves, throughout the year. Range of practical conservation work in a wide variety of habitats, including brownfield, woodland and mossland. For more information contact [sryder@lancswt.org.uk](mailto:sryder@lancswt.org.uk), tel. 01524 855030

**The National Trust has a variety** of roles in wardening, footpath work, conservation and learning projects across various places in the North West. Help us to care for some of Britain's most stunning and vulnerable landscapes. To find out more, please contact [nw.volunteering@nationaltrust.org.uk](mailto:nw.volunteering@nationaltrust.org.uk) or tel 0161 928 0075

**Contact for details** Monthly work parties  
Ballachurry Wetlands near Rushen Parish Church, Isle of Man, Manx Wildlife Trust  
Contact: Janet Thompson 01624 835524 [jthompson@manx.net](mailto:jthompson@manx.net)  
Various tasks, no experience necessary. Wear your wellies and work gloves. All welcome.

**Every Wednesday and each Third Sunday of the month** Practical Conservation Tasks  
RSPB Geltsdale near Brampton, Cumbria, RSPB Contact t: 016977 46717, [geltsdale@rspb.org.uk](mailto:geltsdale@rspb.org.uk)  
Join a warden to undertake practical conservation tasks on the reserve.

REF 373-FOCUS-13/3 JOB **VOLUNTEER CONSERVATION ASSISTANT**  
BE4 N / A LOC LANCASHIRE WEST & WIGAN  
PAY Training & expenses FOR GROUNDWORK LANCASHIRE WEST & WIGAN  
DES To work alongside & support a project team delivering a wide variety of community based projects which may include: woodland management; pond management; tree, bulb & flower planting; habitat improvements & maintenance; general improvements of local green places for the benefit of the local community; community based children & young people's diversionary activities. Support the project staff in the planning & delivery of an agreed project or activity; assist in liaising with community groups, local authorities, third sector organisations & other relevant agencies; option to develop publicity & promotion; day to day project implementation 'hands on' assistance; willingness to carry out other duties as specified by your line manager to develop experience. Volunteers are expected to: take part in an induction; attend relevant training; discuss your progress with your line manager; complete time sheets. No specific time commitment as each project varies in duration & operational times. Some evening & weekend volunteering may be available. BUT Willing to work as part of a team; friendly with a responsible attitude & versatile communication skills; willing to work outdoors on practical projects; self-motivation; willing to learn relevant health & safety & risk assessments.  
ASK Catherine Birch, 01942 821444 [catherine.birch@groundwork.org.uk](mailto:catherine.birch@groundwork.org.uk)

REF 374-FOCUSR-27/2 JOB **VOLUNTEER MERCHANDISE SALES ASSISTANT**  
BE4 1/3/15 LOC BICKLEY HALL FARM, MALPAS, CHESHIRE  
PAY Free access to internal training courses FOR CHESHIRE WILDLIFE TRUST  
DES Assisting with merchandise sales at two events per month where CWT merchandise could be sold. To arrive at event venue & set up merchandise stand as per training; to sell CWT merchandise & adoption packs; pack away merchandise carefully & return to CWT staff event organisers; responsible for card payment machine as per training. BUT Lively, outgoing person who is happy to talk to prospective customers about CWT; reliable & a good communicator; good general sales techniques required with no hard sell; good general education i.e. GCSE maths, English or equivalent, or equivalent life experience of handling money / stock / retail experience etc.; must have own transport; passion for wildlife & enthusiastic about conserving your local environment; friendly & approachable nature; ability to get along with a wide range of people from diverse backgrounds & to work as part of a small team; excellent attention to detail. ASK Heather Hulse, [hhulse@cheshirewt.org.uk](mailto:hhulse@cheshirewt.org.uk) 01948 820728  
[www.cheshirewildlifetrust.org.uk/node/7301](http://www.cheshirewildlifetrust.org.uk/node/7301)

REF 375-FOCUSR-OK8 JOB **VOLUNTEER ECOLOGICAL SURVEYOR & RECORDING OFFICER**  
BE4 N / A LOC LANCASHIRE or NORTH MERSEYSIDE  
PAY Training & travel\* FOR Wildlife Trust For Lancs, Manchester & N Merseyside  
DES Volunteers will assist the Biodiverse Society Project Team in developing & delivering a wide range of ecological surveys on Local Wildlife Sites in Lancashire or North Merseyside. They will be supported to record, collate & submit biological records. There will also be opportunities to help with events, publicity, data inputting & GIS with potential for progressing onto leading surveys & training others. Opportunities for occasional & regular volunteering. We hope that people will volunteer with an interest in long term monitoring on Local Wildlife Sites. \*Support, training & travel expenses up to £4 per day. BUT Enthusiasm & willingness to learn how to record species & / or habitats, or wish to use your skills in habitat & species surveying to update wildlife records on these sites. ASK Lancashire: Sarah Gorman, [sgorman@lancswt.org.uk](mailto:sgorman@lancswt.org.uk) Merseyside: Jules Simons, [jsimons@lancswt.org.uk](mailto:jsimons@lancswt.org.uk) & explain why you are suitable for the role.

REF 376-FOCUS-27/2 JOB **DELAMERE'S LOST MOSSES VOLUNTEER TRAINEE**  
BE4 1/3/15 LOC BICKLEY HALL FARM, MALPAS, CHESHIRE  
PAY Some travel expenses & a small training budget FOR CHESHIRE WILDLIFE TRUST  
DES 12 months, 2-3 days per week. To carry out practical conservation tasks such as scrub clearance, ditch maintenance & invasive species control; prepare & undertake habitat & species surveying & monitoring; co-ordinate & manage volunteers for practical conservation work parties; prepare & co-ordinate events; collate & analyse data collected through the project; foster sustainable funding avenues (e.g. charcoal making); assist with promotional resources (i.e. Facebook & newsletter); assist other members of staff on a wide variety of tasks. BUT Passion for wildlife & enthusiastic about conserving your local environment; enjoy working with the public & being outdoors in all weather / seasons; reliable & able to use initiative; friendly & approachable nature; able to get along with a wide range of people from diverse backgrounds & to work as part of a small team; good communication skills. ASK Katie Piercy, [kpiercy@cheshirewt.org.uk](mailto:kpiercy@cheshirewt.org.uk) 01948 820728 [www.cheshirewildlifetrust.org.uk/node/7301](http://www.cheshirewildlifetrust.org.uk/node/7301)

REF 377-FOCUS-13/3 JOB **LOVE MY RIVER (CHOR) VOLUNTEER - CASUAL**  
BE4 N / A LOC ASTLEY PARK, CHORLEY  
PAY Training & expenses FOR GROUNDWORK LANCASHIRE WEST & WIGAN

DES / BUT To work as part of a team concentrating on improving water quality, monitoring & surveying the river Chor. Work alongside & support project staff, other volunteers & local community members in the delivery of addressing issues around domestic & urban sources of pollution to the river Chor; complete walkovers checking for pollution & other aspects of the river condition; macroinvertebrate surveys to ascertain the quality of the water; undertake intervention work along the river, such as habitat management work. Volunteers are expected to: take part in induction lasting no longer than one hour; be courteous & respectful to others; listen & follow instructions, agreeing to follow any health & safety & risk assessment requirements; willing to work as part of a team on outdoor practical projects; friendly, self-motivated & responsible. Time commitment: to complete all the required training & attend one day a week for the walkovers. Some evening & weekend volunteering may be available. ASK Catherine Birch, 01942 821444 catherine.birch@groundwork.org.uk

REF 378-FOCUS-27/2 JOB **DELAMERE CONSERVATION VOLUNTEER TRAINEE**  
 BE4 1/3/15 LOC BICKLEY HALL FARM, MALPAS, CHESHIRE  
 PAY Some travel expenses & a small training budget FOR CHESHIRE WILDLIFE TRUST  
 DES 6 months, 2-3 days per week. Assist the Delamere Conservation Officer to: carry out the white-faced darter dragonfly species reintroduction & population monitoring; prepare & undertake surveying & monitoring for Odonata; carry out occasional practical conservation tasks such as scrub clearance; co-ordinate & lead volunteers for survey & practical work days; prepare & co-ordinate events & other awareness raising activities; collate & analyse data collected through the project. BUT Passion for wildlife & enthusiastic about conserving your local environment; enjoy being outdoors; reliable & able to use initiative; enjoy working with the public; friendly & approachable nature; ability to get along with a wide range of people from diverse backgrounds & to work as part of a small team; good communication skills. ASK Chris Meredith, cmeredith@cheshirewt.org.uk 01948 820728 www.cheshirewildlifetrust.org.uk/node/7301

REF 379-FOCUS-13/3 JOB **VOLUNTEER DEVELOPMENT ASSISTANT – GREEN ENERGISERS**  
 BE4 N / A LOC WIGAN & ST HELENS  
 PAY Training & expenses FOR GROUNDWORK LANCASHIRE WEST & WIGAN  
 DES To support the Development Officer & other staff in the delivery of employment & skills related projects. Assist the supervision, training & delivery of the City & Guilds Level One in Horticulture, mainly working with young people. Volunteers are expected to: take part in an induction; attend relevant training; discuss your progress with your line manager; complete time sheets. A specific time commitment will help with the planning of the team's activities. BUT Enthusiastic motivator, with patience & tact; willing to work as part of a team; friendly with a responsible attitude & versatile communication skills; a degree of IT literacy; competence in good written English. Ideally to have some experience working with & supervising young people aged 16-19 & a background in horticulture. Must be willing to have an enhanced DBS check. ASK Catherine Birch, 01942 821444 catherine.birch@groundwork.org.uk

REF 380-FOCUS-27/2 JOB **DELAMERE COMMUNITY ENGAGEMENT VOLUNTEER TRAINEE**  
 BE4 1/3/15 LOC BICKLEY HALL FARM, MALPAS, CHESHIRE  
 PAY Some travel expenses & a small training budget FOR CHESHIRE WILDLIFE TRUST  
 DES 6 months, 2-3 days per week. Assist the Delamere team to: prepare for & deliver events & activities; promote the Delamere conservation projects through social media & published articles; design & produce creative engagement tools / resources; interpret data collected through the projects; work with volunteers on site in Delamere undertaking surveying & monitoring & other practical tasks. BUT Passion for wildlife & enthusiastic about conserving your local environment; enjoy working with the public; enjoy being outdoors; reliable & able to use initiative; friendly & approachable nature; ability to get along with a wide range of people from diverse backgrounds & to work as part of a small team; good communication & interpretation skills. ASK Chris Meredith, cmeredith@cheshirewt.org.uk 01948 820728 www.cheshirewildlifetrust.org.uk/node/7301

REF 381-FOCUS-13/3 JOB **VOLUNTEER PROJECT ASSISTANT**  
 BE4 N / A LOC PRESTON  
 PAY Training & expenses FOR GROUNDWORK LANCASHIRE WEST & WIGAN  
 DES To support the work of Preston Environmental Forum as well as getting involved in other Groundwork projects. PEF facilitates a vibrant network of community environmental projects from across the city as well as running its own projects. Projects may include: habitat improvements & maintenance; general improvements of local green places for the benefit of the local community; planting & tending to the Corn Exchange beds; Broadgate Bee Meadow. Assist in liaising with community groups, local authorities, third sector organisations & other relevant agencies; help encourage, inspire & support personal development of the participants; option to develop publicity & promotion; day to day project implementation 'hands on' assistance; willingness to carry out other duties as specified by your line manager to develop experience. No specific time commitment as each project varies in duration & operational times. Some evening & weekend volunteering may be available. BUT Willing to work as part of a team; friendly with a responsible attitude & versatile communication skills; willing to work outdoors on practical projects; self-motivation; willing to learn relevant health & safety & risk assessments. ASK Catherine Birch, 01942 821444 catherine.birch@groundwork.org.uk

REF 382-FOCUS-27/2 JOB **EDUCATION OFFICER**  
 BE4 end February 2015 LOC LANCASHIRE AREA / HOME BASED  
 PAY Induction\* & expenses FOR LANCASHIRE BADGER GROUP  
 DES To promote a wide range of educational & developmental activities & resources to all members of the community. This will be focused on badgers, their ecology & behaviour, threats & conservation. You will gain: \*Induction on the Lancashire Badger Group, the IT system & its work; the satisfaction of having an active role in promoting badger conservation, community engagement & encouraging support for the Lancashire Badger Group; experience in working with schools & community groups & learn about badgers; transferable organisational & project management skills, working as part of a team & also alone; improve your communication skills. BUT Essential: knowledge of badger ecology & conservation or willingness to learn; commitment to the organisation; general IT skills, access to own computer & the internet; team worker; excellent communication skills; affinity for children; enthusiastic & self-motivated;

willingness & ability to engage with young people; ability to drive & access to a car; DAB checked. Desirable: education qualifications & experience. ASK CV & covering letter to: [chair@lancashirebadgergroup.org.uk](mailto:chair@lancashirebadgergroup.org.uk)

REF 383-FOCUS-6/3 JOB **LONG TERM VOLUNTEER RESERVE ASSISTANT**  
 BE4 9/3/15 LOC BROCKHOLES NATURE RESERVE, PRESTON  
 PAY dependant on funding FOR LANCASHIRE WILDLIFE TRUST  
 DES To assist the Reserve Officer in the day to day management of the site, including leading volunteer work parties, survey work, maintaining tools & equipment, working with livestock, processing coppice products, habitat management work in woodland, wetland & grassland. Time commitment negotiable but preferably around 6 months with a minimum of 3 days per week. BUT Would suit a committed individual needing to build experience for a career in nature conservation. However, a highly practical aptitude & some experience in outdoor practical work essential, as is a very keen interest in natural history & conservation. ASK / Chat: Duncan, 07912 895747.

REF 384-FOCUSR-29/5 JOB **MORECAMBE BAY CYCLE WAY VOLUNTEER ACTION**  
 BE4 31/5/15 LOC MORECAMBE BAY  
 PAY Full training & equipment provided FOR MORECAMBE BAY PARTNERSHIP  
 DES A new national cycling route, the Morecambe Bay Cycle Way, will be launched in June 2015 & Morecambe Bay Partnership & Sustrans are looking for volunteers to help with various practical & support tasks. We'll be clearing back overgrown shrubbery before the nesting season begins to make way for cyclists & walkers. We'll then need ongoing help to cut back vegetation to make the route accessible, raise awareness of the route, celebrate the opening of the route & help maintain the route for the local community & visitors alike. Typical day is 10am – 3pm. BUT Route maintenance: physically able to cut shrubbery & use manual tools such as spades etc. Supporting the launch: friendly, enjoy meeting & talking to people & able to work weekends & evenings. ASK Michelle Cooper, H2H Community & Heritage Training Officer, [info@morecambabay.org.uk](mailto:info@morecambabay.org.uk) 01539 734888 [www.morecambabay.org.uk/bay-cycle-way](http://www.morecambabay.org.uk/bay-cycle-way) Headlands to Headspace (H2H), Morecambe Bay's Landscape Partnership Scheme, Morecambe Bay Partnership, The Factory, Castle Mills, Aynam Rd, Kendal LA9 7DE

REF 385-FOCUS-13/3 JOB **LOVE MY RIVER (CHOR) ASSISTANT**  
 BE4 N / A LOC ASTLEY PARK, CHORLEY  
 PAY Training & expenses FOR GROUNDWORK LANCASHIRE WEST & WIGAN  
 DES To work as part of a team concentrating on improving water quality, monitoring & surveying the river Chor. Projects may include: complete river walkovers; river macroinvertebrate surveys; habitat improvements & maintenance. Support the project staff in the planning & delivery of the project; assist in liaising with community groups, local authorities, third sector organisations & other relevant agencies; option to develop publicity & promotion; day to day project implementation 'hands on' assistance; willingness to carry out other duties as specified by your line manager to develop experience. Volunteers are expected to: take part in an induction; attend relevant training; discuss your progress with your line manager; complete time sheets. BUT Willing to work as part of a team; friendly with a responsible attitude & versatile communication skills; willing to work outdoors on practical projects; self-motivation; willing to learn relevant health & safety & risk assessments. Attend one day a week for walkovers, some evening & weekend volunteering may be available. ASK Catherine Birch, 01942 821444 [catherine.birch@groundwork.org.uk](mailto:catherine.birch@groundwork.org.uk)

## There's never been a better time to employ an apprentice



An apprenticeship in environmental conservation reflects the dynamism and importance of the environmental sector. Apprentices will acquire knowledge, understanding and skills through "doing" and therefore gain a clear idea of what working life will be like.

Apprenticeships are thriving in England, with significant Government investment making it the ideal time for businesses in the countryside to hire one. They deliver real returns for businesses and the economy and enable employers from all sectors to grow their own talent and hone the skills they need to compete.

The environmental industry increasingly values apprenticeships as a route into the sector and it is vital that those entering the industry can gain the high levels of technical skills required to work in this area, which has never been more important with the issues of climate change, loss of biodiversity, energy, food and fuel security and the need for sustainable business practice.

Within the environmental conservation industry there has also been an increase in the demand for highly skilled staff. The current skills which employers feel will become increasingly important over the next few years are: business and management skills, technical/job specific skills (field survey and species identification, environmental/habitat management and wide land-based industry knowledge) and essential skills for example literacy and numeracy, which again emphasise the need for employees to have a variety of skills.

According to Lantra, the sector skills council for land based and environmental industries, it is the view of the environmental conservation industry that because of the nature of their business, work-based learning through apprenticeships is a sure way to learn the necessary skills required to work in the environmental sector. This important route has therefore been highlighted by employers in the Environmental Conservation

Industry Action Plan, which states the need to prioritise and increase the awareness and uptake of apprenticeships within the sector.

Apprenticeships provide proven benefits to employers. They help businesses to improve productivity and competitiveness. Nearly every employer that takes on an apprentice (96%) reports benefits to their business. Some 72% of businesses report improved productivity as a result of employing an apprentice. The average apprenticeship completer increases business productivity by £214 per week, with these gains including increased profits, lower prices and better products (*Evaluation of Apprenticeships for Employers, BIS, May 2012*)<sup>1</sup>. And new research from the Centre for Economics and Business Research (*Cebr*) reveals that apprenticeships will contribute £34 billion to the UK economy in 2014.

According to the British Chambers of Commerce, most employers say a wish to improve their skills base is the main reason for taking on an apprentice, and companies offering apprenticeships view them as advantageous to their long-term corporate development.

The environmental conservation apprenticeship offers two pathways with a number of routes which reflect the variety of opportunities within the sector.

- Job roles at Level 2 may include: estate worker, ranger, conservation officer, dry stone waller, education officer or community officer. Refer to job section for an explanation in Level 2 - pathways Environmental Conservation and Dry Stone Walling.
- Job roles at Level 3 may include: access/recreation officer, ecologist, environmental management officer, senior ranger, education officer or senior estate worker. Refer to job section for an explanation in Level 3 - pathways Environmental Conservation and Dry Stone Walling.

Currently, more than 100,000 employers in England offer apprenticeships in 200,000 locations, covering over 170 industries and 1500 different job roles.

Employers also now have the option to take on a trainee. The traineeship programme aims to unlock the potential of young people by giving them the skills and work experience they need to be able to gain an apprenticeship or sustainable job. Hundreds of employers already support the programme, and more than 10,500 traineeships were started in the first year.

Any business thinking of taking on an apprentice or expanding its current programme can be assured that help is at hand during the process of employing an apprentice. All employers receive dedicated support from the National Apprenticeship Service, which supports, funds and co-ordinates the delivery of apprenticeships throughout England. The service offers free, impartial advice and support to employers looking to recruit an apprentice for the first time or expand their current apprenticeship programme.

Employers are responsible for paying the apprentices wages but funding is available towards training costs, paid directly to the organisation that provides the training. All training costs are covered if the apprentice is aged 16 to 18 and there is a contribution towards the cost of training if the apprentice is 19 and over.

Some businesses may be eligible for a £1,500 VAT free apprenticeship grant. These funds are to help smaller businesses with fewer than 50 staff recruit a new apprentice aged 16 to 24.

And the apprenticeship vacancies job site enables employers to advertise their apprenticeships free to a large number of potential candidates. This not only saves money but is also a convenient way to manage the recruitment process in one place. Training organisations work with employers to place vacancies, manage the process and help select candidates. The site, which has more than 500,000 users, enables employers to find the perfect match for their vacancies. At any one time, there are up to 25,000 apprenticeships available on site.

Sue Husband, Director of the National Apprenticeship Service, says: "Apprenticeships are becoming an increasingly popular option for businesses and it's easy to see why. They enable companies to grow their own workforce, providing highly-qualified and motivated employees, and they bring real business benefits. "Through our apprenticeship reforms, we are putting employers in the driving seat, making apprenticeships more relevant to their needs, improving quality and ensuring they deliver the skills that people and the economy need. I would encourage all businesses to consider how employing an apprentice can help them grow. There really has never been a better time to employ an apprentice."

To find out more about the business benefits of apprenticeships call 08000 150 600 or visit [greatbusiness.gov.uk/apprenticeships](http://greatbusiness.gov.uk/apprenticeships)

The Lantra Careers website is available here: [lantra.co.uk/careers](http://lantra.co.uk/careers).

## Lake District National Park Authority

The Lake District National Park Authority is maintaining traditional skills and conserving its future through apprenticeships.

### Specialist work

The Lake District National Park Authority, based at numerous sites across Cumbria, currently employs nine apprentices completing their Intermediate and Advanced Apprenticeships in Environmental Conservation, with project funding from the Heritage Lottery Fund.

Matt Eaves, Apprentice Supervisor, explains the role of the apprentices: "They're a small field team working in the Park Management section, which is responsible for the practical conservation and maintenance of the Lake District National Park."

"A large part of what they do is very traditional work – heritage skills such as dry stone walling, hedge-laying, upland footpath maintenance and forestry management. There aren't very many young people who do these kinds of jobs, and we want to make sure, through our apprenticeships, that these skills don't die out."

### Increased efficiency

The Park Authority's apprentices, two and a half years in, are already showing their worth, as Matt explains: "The apprentices bring liveliness and enthusiasm to the organisation. They're a diverse group – and they do everything from bridge building to writing press releases."

Through its apprenticeships, the organisation has become more productive. "We have the ability to do more work in-house and take on bigger tasks, so as a whole we get a lot more work done," says Matt.

"We're also creating the staff that we want," he continues. "We're moulding them from a basic starting point into what we want as employees, and giving them the right skill set."

### Ambitious future

Through their apprenticeships with the Park Authority, apprentices will gain Work-Based Diplomas in Environmental Conservation, alongside a wealth of specialised qualifications in areas such as chainsaw operations, safe use of herbicides, digger driving and first aid.

Apprenticeships at the Lake District National Park Authority have a 100% success rate in post-apprenticeship employment; all apprentices have obtained full-time posts or gained employment in the sector externally.

"The apprentices are doing a massive amount of work. Our apprentices come from all over the country, some move here, others are local, and all are extremely dedicated."

explains Matt. "They are a key part of what we do, and we hope in the future to expand the team and take on eighteen apprentices every eighteen months. We're training the next generation, to great mutual benefit."

To find out more about the business benefits of Apprenticeships, please contact the National Apprenticeship Service on 08000 150 600 or visit the website [greatbusiness.gov.uk/taking-on-an-apprentice/](http://greatbusiness.gov.uk/taking-on-an-apprentice/)

1 <http://c-js.co.uk/1yDd5y8>



Intermediate and Advanced apprentices Drystone Walling on a Bridleway in Helton (LDNPA)



Fran Kershaw, Intermediate Apprentice installing a gate on one of the many Rights of Way that the LDNPA look after under the supervision of Paul Robinson, experienced Field Ranger of 27 years. (LDNPA)

## Midlands:

REF 386-FOCUSR-3/4

JOB

**FARMLAND BIRD SURVEYOR**

BE4 31/3/15

LOC

ISLE OF AXHOLME & IDLE VALLEY

PAY Training day 21/3/15 & travel expenses

FOR RSPB

DES A new farmland bird survey project bringing together volunteers & farmers to support conservation in this unique & special area. Volunteers are needed to conduct four survey visits to one farm, looking at specific species & recording what you see! 5 days between March & early July. BUT Good bird identification skills of farmland birds, e.g. skylark, lapwing, tree sparrow, grey partridge & corn bunting. The ability to walk over rough ground for 2-4 hours. An interest in conservation on farmland. ASK Anna Broszkiewicz, 07736 722184 [anna.broszkiewicz@rspb.org.uk](mailto:anna.broszkiewicz@rspb.org.uk) or Kirsty Brannan, 07919 890703 [kirsty.brannan@rspb.org.uk](mailto:kirsty.brannan@rspb.org.uk)

REF 387-FOCUS-27/2 JOB **VOLUNTEER ENVIRONMENTAL EDUCATION TRAINEE(S)**  
 BE4 1/3/15 LOC Whistlestop Countryside Centre, Matlock Bath (IV 9/3) or Carsington Water (IV 11/3)  
 PAY Training & some travel expenses FOR DERBYSHIRE WILDLIFE TRUST  
 DES 3 days a week for 9 to 12 months. We are looking for long term volunteer trainees to assist our People Engagement Teams with the delivery of schools programmes & family events. Assist with & lead school parties & other groups visiting the site; help with & lead Nature Tots sessions; assist with our offsite outreach programme & project delivery; support the development & delivery of educational events for families, specialist groups & the general public; assist with maintenance & development of educational resources & facilities; carry out general administrative tasks that support the work of the education team. BUT Enthusiasm for developing the skills & standards required to carry out environmental education, family events & activities. Ability to deal with the general public, Trust members & volunteers in a friendly & professional manner in a variety of situations. Ability to work with a range of people from different age groups & backgrounds. Good organisational & communication skills, & willing to work some weekends & occasional evenings. Able to work flexibly & resourcefully, independently & as part of a team. ASK <http://bit.ly/1cvw4Cc> CV & covering letter to [enquiries@derbyshirewt.co.uk](mailto:enquiries@derbyshirewt.co.uk)

REF 388-FOCUS-6/3  
 JOB **Seasonal Visitor Centre & Education Volunteer**  
 BE4 8/3/15  
 LOC Far Ings Nnr Education & Visitor Centre, Barton upon Humber



**Lincolnshire**  
 Wildlife Trust

PAY Accommodation & training\*  
 FOR LINCOLNSHIRE WILDLIFE TRUST  
 DES 6 month placement from April 2015. Join our friendly centre team & assist in the day-to-day running of the Education & Visitor Centre. Assist with provision of visitor information, helping to run a small shop & deliver family education activities. Help deliver education events, working with other volunteers & staff, regular safety & maintenance checking in the Centre & simple maintenance of the facilities. Opportunity to gain experience within the sector with a particular focus on customer service & family environmental education. Weekend & evening work will be required, including opening & closing the Centre. \*Accommodation provided on site in a self-contained apartment. In house training, first aid qualification & a wide range of experience in the environmental education sector. BUT Enthusiasm to learn & gain hands-on experience in a competitive field; good people / communication skills, approachable personality, reliability, team worker. Some experience of working with families in an environmental setting an advantage but training given. Over 18 years of age. The role is subject to two satisfactory references & a DBS check. ASK Chat: Leanne Thomas, 01652 637055. CV & covering letter to Lincolnshire Wildlife Trust, Far Ings NNR Education & Visitor Centre, Far Ings Road, Barton upon Humber DN18 5RG [faringseducation@lincstrust.co.uk](mailto:faringseducation@lincstrust.co.uk)

REF 389-FOCUS-OK8 JOB **SCHOOL GUIDE VOLUNTEER**  
 BE4 ongoing LOC BIRMINGHAM  
 PAY 0 FOR BIRMINGHAM BOTANICAL GARDENS

DES To Assist with a wide range of tasks for visiting school pupils & young people, including Special Schools, to the Botanical Gardens including meeting & greeting visiting school groups, settling groups in to the site, assisting the education staff with teaching sessions, leading tours of the site, assisting with education trails & activities in the groups & preparing materials. One day a week minimum, around 10am to 2.30pm. BUT Some previous experience of working with children in an educational setting advantageous but not essential. Enthusiastic, outgoing, confident in speaking to children & their teachers, dependable, able to work as part of a team, enjoy nature, plants & working outdoors in all weather. ASK [www.birminghambotanicalgardens.org.uk](http://www.birminghambotanicalgardens.org.uk) 0121 454 1860.

REF HOL-FOCUS-13/3 TITLE **CANAL RESTORATION VOLUNTEER - EASTER**  
 DATE 15/3/15 BASE STROUD, COTSWOLDS

COST £56 per week including food & basic accommodation WITH WATERWAY RECOVERY GROUP  
 DES help restore the Cotswold Canals this Easter – either 28 March – 4 April or 4 – 11 April. Week long volunteering opportunity with on site heritage training. 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. The main focus of 2015 is to help the Cotswold Canals Trust restore Bowbridge Lock. Volunteers will undertake a wide variety of activities, including removal of damaged brickwork from the lock chamber walls & starting the rebuilding process. These will be busy, fun-filled camps which will give you the chance to learn how to bricklay! BUT Just a willingness to have fun & get involved. ASK [www.wrg.org.uk](http://www.wrg.org.uk) [enquiries@wrg.org.uk](mailto:enquiries@wrg.org.uk)

REF 390-FOCUSR-OK8 JOB **DATA ENTRY VOLUNTEER**  
 BE4 N / A LOC HOME BASED  
 PAY Experience & guidance FOR WBRC, WARWICKSHIRE COUNTY COUNCIL

DES The Warwickshire Biological Records Centre is the most comprehensive data bank of species & habitat records in Warwickshire, Coventry & Solihull. Data entry is ongoing by WBRC staff & volunteers to transfer paper & electronic records into Recorder (biological recording software). New volunteers are welcome to help with extracting species records from ecological reports (pdf documents) & saving them into Excel spreadsheets. This role is home based & all guidance is provided via email. Time commitment flexible, from an hour per week. BUT Computer with Microsoft Excel (or other similar database programme) & access to the internet. An interest in nature conservation & wildlife. Familiarity with biological recording & ecological reports advantageous but not essential. Willingness to use Excel or other database programme & internet resources. ASK [wbrcc@warwickshire.gov.uk](mailto:wbrcc@warwickshire.gov.uk)

REF 391-FOCUS-20/2 JOB **VOLUNTEER RESERVES ASSISTANT**  
 BE4 20/2/15 LOC DERBYSHIRE

**PAY** Extensive training & limited travel expenses **FOR** DERBYSHIRE WILDLIFE TRUST  
**DES** Long term volunteer to join a small, friendly reserves team & mid week volunteers team for a minimum of 4 days per week. This would suit either a recent graduate, placement student requiring work experience or someone starting a career in conservation. A commitment of 6 months to 1 year is desirable. Training includes both formal qualifications such as First Aid at Work, chainsaw or brushcutter use & informal such as estate maintenance, livestock handling & surveying. The volunteer's tasks may also include helping with ecological surveys, events, management plans, agri-environment schemes, tool maintenance, risk assessments & other tasks as required. Some weekend & evening work may be required. No accommodation available. **BUT** Full driving licence, good communication skills & ability to work under own initiative. **ASK** CV & covering letter to: Paul Harasimow, Mid Week Volunteer Team Leader, Derbyshire Wildlife Trust, East Mill, Bridge Foot, Belper DE56 1XH 01773 881188 pharasimow@derbyshirewt.co.uk

**REF** 392-FOCUS-3/4 **JOB** **FULL TIME VOLUNTEER RANGER PLACEMENTS x2**  
**BE4** 1/4/15 **LOC** DARK PEAK ESTATE OFFICE, EDALD END  
**PAY** Induction, training, equipment, clothing & expenses **FOR** NATIONAL TRUST  
**DES** 44 weeks minimum, September 2015 – July 2016, 5 days out of 7, may require weekend working. One placement at Kinder, one at Snake / Derwent area of Dark Peak. To carry out all aspects of estate management work, appropriate to the competence & skills of the volunteer. Work alongside the rangers & other volunteers to complete outdoor & indoor practical tasks in a variety of weather conditions. Work will be on all types of terrain & ground conditions. Use & maintain tools, machinery & equipment in safe working order in accordance with legal requirements. Develop practical land management skills to assist with the upkeep & maintenance of this NT property & achieve high standards of conservation & presentation. **BUT** Must enjoy working outdoors & be fit & active, have excellent communication skills, a confident & approachable manner & able to cope with varying pressures. Driving licence (manual) essential. Experience of using hand tools, a confident map reader, experience of using 2-way radios & a first aid certificate desirable. Awareness of the National Trust's work & knowledge of the Peak District would be useful.  
**ASK** Rachel Mora-Bannon, rachel.mora-bannon@nationaltrust.org.uk

**REF** 393-FOCUSR-OK8 **JOB** **EDUCATION VOLUNTEERS**  
**BE4** Open to applications all year **LOC** WORCESTERSHIRE  
**PAY** 0 **FOR** WORCESTERSHIRE WILDLIFE TRUST  
**DES** We are looking for volunteers to assist with our education work throughout the year. We offer a wide range of education activities to children & families of all ages around the county. Volunteers are required for park events, school holiday activities, birthday parties, children's groups & for many other activities to help inspire children & adults in Worcestershire. No matter how much time you have to give we're sure there's something you can help with. **BUT** In general, no experience is necessary. An interest in wildlife is essential. Volunteers must be enthusiastic about working with children & adults to help them gain an appreciation for wildlife. You must be reliable & willing to be outside in all weathers. **ASK** Hannah Thomas, 01905 754919 or hannah@worcestershirewildlifetrust.org

**REF** 394-FOCUSR-OK8 **JOB** **PIN BADGE AREA CO-ORDINATOR – MIDLANDS REGION**  
**BE4** ongoing **LOC** Midlands Region – currently Leicestershire, Oxfordshire & the West Midlands  
**PAY** Voluntary – unpaid **FOR** RSPB  
**DES** Help manage, co-ordinate & support small teams of pin badge & collection box minders, who help to raise funds in their local area for conservation by looking after these boxes. You will also help to assist with recruitment & induction of new vols, & actively seek new fundraising opportunities & pin badge box sites in the area. It is a great chance to get out & about in your local area & meet like-minded people, whilst helping the RSPB to give nature a home in the Midlands. It is a rewarding & exciting role, & you will be supported by your regional contact, who will help to advise you in growing your local team. Appropriate training will be provided, & expenses will be reimbursed where necessary. Role requires between 8 to 20 hours a month. **BUT** Good manager & leader, customer focused, able to work on own initiative, computer skills, local knowledge, sales & negotiation skills & being target driven.  
**ASK** Contact Mark Barrett – 07738 028371 mrofundraising@rspb.org.uk

**Green and Away is an educational charity** that runs an environmentally sustainable tented conference centre and has been hosting events every summer for over 20 years. We are run entirely by volunteers and are looking for more people to join us this summer. Come and learn about living more sustainably by helping build our conference centre and our solar electric system, wood fired showers, composting toilets and experience delicious organic food. All volunteers are resident on site in tents (bring your own) but all food is provided. With around 50 of us on site, there is a thriving social life too. For more information see our website <https://www.greenandaway.org/volunteering/> for details of how to apply. We are also recruiting 8 people to join our internship programme, closing date is 20 February. See the website for details.



**Interested in wildlife and improving** the environment for all kinds of creatures in the Knighton area of Leicester? Then get in touch with Knighton Wild. knightonwild@gmail.com Knighton Wild is a new wildlife organisation in Knighton, Leicester encouraging people to record wildlife with NatureSpot and get involved in local environmental activities.

**Learn coppice skills** from a professional coppice worker and help restore ancient woodland in Warwickshire. Volunteer coppice workers (2) needed until end of February. One day/week or more. Contact chris.redstall@wkw.org.uk or phone 07703 192198

**We're looking for volunteers** across Gloucestershire, Herefordshire and Worcestershire to help restore traditional orchards. If you'd like to learn how to prune and graft, are interested in wildlife surveying or could get involved in orchard history or heritage we'd like to hear from you. Contact Karen, The Three Counties Traditional Orchard Project on 01684 560616

**Small Woods Association** has a new woodland volunteering opportunity helping to restore ancient semi natural woodlands along Wenlock Edge in Shropshire. We will be undertaking coppice management, deer fencing, dormouse monitoring and traditional skills such as charcoal making. No experience needed just plenty of enthusiasm. Contact: 07964 934556, richardthomason@smallwoods.org.uk

**We need volunteers to help** in the wildlife hospital in Beckford, mornings 8am-12pm or all day. Volunteers also needed in our charity shop in Evesham, am or pm. Contact us on 01386 882288 or email info@valewildlife.org.uk

**D Monether 01743 284296**  
dianem@shropshirewildlifetrust.org.uk

We are looking for enthusiastic, confident volunteers to assist with our Visitor Centre here in Shrewsbury and Ellesmere. You'll be 'front of house' and interacting with the public so a friendly and approachable manner is more important than in depth knowledge of the natural world! Full training given.

**Help local wildlife and come along and volunteer!** People from all walks of life become volunteers with Warwickshire Wildlife Trust. You could be helping with practical conservation activities, surveying a reserve, assisting our Education team, or delivering our magazine. There is something for everyone! Contact amanda.evans@wkw.org.uk to find out more.

**RSPB - Pin Badge Box Minder (Midlands Region)**

Can you spend a couple of hours or so a month to help raise vital funds to give nature a home? Would you like to be part of a successful team? Then we would love to hear from you – please get in touch! Contact: Mark Barrett mrofundraising@rspb.org.uk, 01295 676455/07738 028371

**Third Saturday of every month** Monthly Volunteer Days  
Brixworth Country Park, Northamptonshire County Council Contact: 01604 889478,  
brixworth@northamptonshire.gov.uk  
Join the Rangers for work on February 21st which will involve coppicing, hazel layering and woodland habitat improvement. Throughout spring and summer focus will be on general park maintenance and improvement.

**Sunday 15 March** Work Day  
near Bridgnorth, Shropshire, WV16 5LF, Eardington Nature Reserve Contact: 01746 781192  
10am - 3pm. Coppicing & path surfacing. Meet at the main entrance, wear old clothes, steel toe capped boots, bring waterproofs, packed lunch and drink. Tools and instruction provided. Please call to let us know if you are coming.

**Dates through to April** Volunteer Conservation Days  
Near Silverstone, Northamptonshire, Forestry Commission Contact: jo.roberts@forestry.gsi.gov.uk  
We are working on overgrown forest rides, cutting them back to improve the butterfly habitats within the wood. The work involves using handtools, which are supplies (along with tea and coffee!). On-site training is given before every task

**Green and Away** is an educational charity running a sustainable tented conference centre each summer. We are looking for 7 volunteer interns to help us run it. See <http://c-js.co.uk/1CYJy79> and apply soon!

### Anglia:

REF 395-FOCUSR-26/6 JOB **50 THINGS EXPERIENCE RANGER**  
BE4 N / A LOC NORTH NORFOLK COAST  
PAY Training given & some travel expenses FOR NATIONAL TRUST

DES Start date is ideally end of March but rolling recruitment until July. To provide a warm welcome for all visitors, introduce & support them with the '50 Things' activities & events on the north Norfolk coast, specifically at Brancaster & Blakeney, & provide information to ensure they have a comfortable, enjoyable & memorable time. 16 hours a week over 2 days during school holidays & some additional events outside of this time. BUT Enjoy working with children & have an enthusiastic & friendly nature with confidence to communicate clearly. You will be happy supporting the team & members of the public, as well as enjoy meeting new people. Confident & outgoing & like to help others as well as being adaptable & willing to learn new skills & take on new ideas. ASK Alex Green, alex.green@nationaltrust.org.uk 01485 210719.

REF 396-FOCUS-29/5 JOB **SUMMER EVENTS ASSISTANT**  
BE4 29/5/15 LOC WICKEN FEN, CAMBRIDGESHIRE  
PAY Induction, training & out of pocket travel expenses FOR NATIONAL TRUST

DES At least 2 days a week during the summer holidays. Help children & families to have a great time, get outdoors, learn, play & explore Wicken Fen. It's a busy, varied & exciting role, which will see you acting as the friendly welcoming face for our visitors. You may be preparing materials one day (eg flour bombs, or baby fairies) or chatting to families in the Visitor Centre, & dressed up as a fairy or a warrior another day. Help prepare for events; welcome visitors & be a friendly face, answering any questions & encouraging visitors to get involved; promote other events at Wicken Fen & other National Trust places locally; getting visitors to feed back on the event. A good question at the end of the event is 'what was your favourite thing?' Become familiar with & then follow the National Trust's health & safety policy at all times. A volunteer role with the National Trust is great for your CV, & a fun way to help fill your summer. BUT The role will suit someone with a friendly & enthusiastic personality, who enjoys working with children. You will need to enjoy working

outdoors, even if this means a bit of running around in the rain! ASK Jenny Kershaw, 01353 720274  
jenny.kershaw@nationaltrust.org.uk

REF 397-FOCUS-24/4 JOB **VOLUNTEER LEARNING & COMMUNITY ASSISTANT**  
BE4 24/4/15 IV May 2015 LOC WICKEN FEN, CAMBRIDGESHIRE  
PAY Accommodation & travel expenses FOR NATIONAL TRUST  
DES 5 days a week for 9-12 months. Develop your knowledge of Wicken Fen & the stories associated with the area so you can bring it to life for young visitors. Assist with & lead activities for visiting schools & events for visiting families; activities associated with preparation & setting up before school visits & events, & cleaning / tidying afterwards, as well as maintaining equipment & resources. Opportunities to get involved with local community engagement events, offsite stands & projects. General office tasks involved in the day to day running of the learning department. Work with other departments to gain an understanding of their work. BUT This position would suit someone wishing to begin a career in environmental education & / or event management. Enthusiasm for the outdoors & wildlife conservation & able to communicate this to your young audience. Happy in a team but also organised enough to manage your team of volunteers for the day. Motivated to complete the projects allocated to you from cleaning the classroom to sorting the paperwork. A certain level of creativity is very useful when coming up with new ideas for events. Subject to Enhanced CRB disclosure. References required. ASK Jenny Kershaw, 01353 720274 jenny.kershaw@nationaltrust.org.uk

**Norfolk Trails are looking** for volunteer walkers to help monitor and maintain the England Coast Path from Weybourne to Sea Palling. Our volunteer "Trail Rangers" adopt a section of footpath which they walk four times a year and report back on its condition. Contact: [norfolktrails@norfolk.gov.uk](mailto:norfolktrails@norfolk.gov.uk)

**As a leading wildlife charity**, we always have several opportunities for volunteers to gain valuable work experience, these include: practical conservation, assistant warden, environmental education, surveying, administration and much more. More information on our website [www.norfolkwildlifetrust.org.uk/volunteer](http://www.norfolkwildlifetrust.org.uk/volunteer)

**Various days at various locations** Volunteer Scheme  
Suffolk Coast & Heaths AONB, Coast & Heaths AONB  
neil.lister@suffolk.gov.uk, <http://c-js.co.uk/1v5uDwJ> Contact: Neil Lister 01394 384948/07920 577271,  
Our Volunteer Scheme has been running for over 5 years and we would love to hear from you! A chance to work in the great outdoors, helping with conservation and access work such as clearance/maintenance of our long distance recreation routes, surveys, landscape improvements and habitat management.

### South:

REF 398-FOCUSR-13/2 JOB **HELP TOADS CROSS THE ROAD VOLUNTEERS**  
BE4 13/2/15 LOC VARIOUS IN WEST SUSSEX  
PAY Training & travel expenses FOR RSPB  
DES As part of this project, we are looking for volunteers in West Sussex to join our Toad Protection team. Help us find & monitor where toads are cross in the Arun Valley. Currently we have no idea where toads are crossing in the Arun Valley. We are looking for volunteers to send us records of where these crossing points might be. Perhaps you have already seen them & can help us start mapping crossings, if not come find out more about what you can do to help these much loved amphibians in your area. Time: attend free training on Sunday 15 February. A few hours in the spring. BUT No experience necessary. ASK ARC Project Assistant Deborah Coggles, [deborah.coggles@rspb.org.uk](mailto:deborah.coggles@rspb.org.uk) 01273 763378.

REF 399-FOCUSR-27/3 JOB **ANIMAL TEAM VOLUNTEER**  
BE4 N / A LOC BERKSHIRE  
PAY Training & expenses FOR THE LIVING RAINFOREST  
DES The Living Rainforest provides a real rainforest experience for visitors to explore this intriguing habitat. It is home to various species of fish, primates, birds, reptiles, amphibian & invertebrates. The Animal Team consists of 3 full time members of staff & a number of volunteers, who often get a vast insight into how the zoological section is run & developed. Animal Team Volunteer duties include various aspects of animal husbandry, food preparation, enclosure maintenance & development, & lots of physical work! Cover required every day (including weekends) during the daytime between 9am-5:30pm. Individual commitment: one set day a week. BUT Interest in conservation, sustainability, education, rainforests, or a passion for plants & animals. Although experience is not essential, a background in animal care or related subject preferred. Caring & responsible attitude. OK with getting tired & dirty & handling creepy crawlies! ASK Karen Thornton-Ward, Volunteer Co-ordinator, The Living Rainforest, Hampstead Norreys, Berkshire RG18 0TN 01635 202444 x 206 [vcoord@livingrainforest.org](mailto:vcoord@livingrainforest.org) [www.livingrainforest.org/visit/volunteer/](http://www.livingrainforest.org/visit/volunteer/)

REF 400-FOCUS-3/4 JOB **FARMLAND WADING BIRD SURVEYOR**  
BE4 31/3/15 LOC Upper Thames Tributaries: Cherwell, Evenlode, Ock, Thames, Thame and Windrush  
PAY Training course on 7/3/15. Travel expenses FOR RSPB  
DES 5 days between March & early July. 2015 is a special year for the RSPB's Upper Thames Wading bird project. It's when the surveying effort doubles across the region. The bumper recording started in 2005 & takes place every five years, & we need your help to make 2015 as successful as previous years. Going for a pleasant wander in the tranquil early mornings alongside a river, recording the wildlife you see & knowing that you are helping to conserve it keeps our vols returning to survey year after year. Do you want to catch a glimpse of a lapwing's tumbling flight, hear the curlews soulful heart rendering "cour-leeeee" or perhaps spot the nervous redshank treading lightly through the vegetation? BUT Good bird ID skills particularly for wading birds: Lapwing, Curlew, Redshank & Snipe as well as farmland birds. Ability to walk over rough ground for 2-4 mornings. Interest in conservation on farmland. ASK Anna Broszkiewicz 07736 722184 [anna.broszkiewicz@rspb.org.uk](mailto:anna.broszkiewicz@rspb.org.uk) or Charlotte Kinnear 01865 352035 [charlotte.kinnear@rspb.org.uk](mailto:charlotte.kinnear@rspb.org.uk)

REF 401-FOCUSR-OK8 JOB **ENVIRONMENTAL EDUCATION & / OR EVENTS VOLUNTEERS**

BE4 N / A LOC Chigwell Meadows & The Roding Valley Nature Reserve (Chigwell / Loughton)  
 PAY Training & support; travel expenses; lead clothing FOR ESSEX WILDLIFE TRUST  
 DES Helping the Assistant Ranger to develop & run environmental education programmes & activities for the local community, in particular visiting school groups. At least one day per month. BUT Boundless enthusiasm & a passion for wildlife or a strong desire to learn; experience of working with people of different ages & from a variety of backgrounds (ideally leading group sessions); to be a good team player; of reasonable fitness; available to work on Tuesdays & occasional weekends. ASK Please contact Claire Rogers, clairer@essexwt.org.uk or Chat: 0208 500 3094.

REF 402-FOCUSR-27/3 JOB **ARTISTIC VOLUNTEER**  
 BE4 N / A LOC BERKSHIRE  
 PAY Training & expenses FOR THE LIVING RAINFOREST  
 DES This is a unique opportunity for someone with artistic & creative skills to make a difference to the charity. A volunteer with proven artistic skills, perhaps a student seeking practical experience, would be welcome to undertake a variety of creative projects to improve some of the public areas & animal enclosures, displays etc. This could either be an ongoing, regular volunteer role, or could suit someone who wished to volunteer for a specific time & make some improvements to an agreed area. BUT Must have proven artistic & creative skills, together with ability to interpret the brief given. ASK Karen Thornton-Ward, Volunteer Co-ordinator, The Living Rainforest, Hampstead Norreys, Berkshire RG18 0TN 01635 202444 x 206 vcoord@livingrainforest.org  
[www.livingrainforest.org/visit/volunteer/](http://www.livingrainforest.org/visit/volunteer/)

REF 403-FOCUSR-27/3 JOB **ART & CRAFT – CHILDREN'S INFORMAL EDUCATION VOLUNTEER**  
 BE4 N / A LOC BERKSHIRE  
 PAY Training & expenses FOR THE LIVING RAINFOREST  
 DES To assist our Education Team to create a more enjoyable experience for our visitors. The role would principally consist of creating models & small sculptures to enhance the aesthetic of the rainforest glasshouse & visitor centre, & may also include assisting with the interpretive theming of enclosures & their surrounding environment. On busy days, we host art & craft workshops for younger children, & you may also wish to assist with these educational events: design a rainforest animal; animal mobile making; mask making; clay animal workshop; seasonal themed events. One day a weekend. BUT Must have proven artistic & creative skills, together with ability to interpret the brief given. ASK Karen Thornton-Ward, Volunteer Co-ordinator, The Living Rainforest, Hampstead Norreys, Berkshire RG18 0TN 01635 202444 x 206 vcoord@livingrainforest.org [www.livingrainforest.org/visit/volunteer/](http://www.livingrainforest.org/visit/volunteer/)

REF 404-FOCUS-13/3 JOB **VOLUNTEER WARDEN**  
 BE4 N / A LOC SOUTH OCKENDON, ESSEX  
 PAY Travel expenses at the Trust's discretion FOR LITTLE BELHUS COUNTRY PARK TRUST  
 DES 1 day a week. You will learn all about habitat management & creation & get involved with a wide variety of tasks from vegetation control & tree planting to fence building & creating habitats for a variety of species. Full training will be given. BUT Must be willing to work outside in all weathers. Good attitude required.  
 ASK dhrutibell@littlebelhuscountrypark.co.uk 07725246192.

REF 405-FOCUS-OK8 JOB **Gardener, Farmer, Conservationist & Handy Person for Care Farm**  
 BE4 Ongoing LOC MILL HILL, NORTH LONDON  
 PAY DBS check & training, light lunch FOR SWEETTREE FARMING FOR ALL  
 DES SweetTree Fields Farm is a new 14 acre care farm in Mill Hill North London. We are looking for hands on volunteers to help build the site including growing crops for local sale, developing ponds & orchards, crops for animal feed, maintaining 4 acres of woodland, building sheds, outbuildings, paddocks & raised beds, Yurt decking & developing forest schools facilities. Preferably 3 months commitment, one day a week. Training in working with adults with learning disabilities, mental health issues. BUT practical gardening, DIY or farming experience & with working with individuals with support needs would be advantageous but not essential. Positive, enthusiastic people who can also work alongside adults with mixed support needs that use the care farm. This is a fun, growing organisation with lots of scope for learning & taking part in all parts of the organisation including leading groups, corporate volunteers & assisting on fundraising events. ASK CV & cover letter to: judeallen@farmingforall.org.uk

REF 406-FOCUSR-27/3 JOB **MAINTENANCE TEAM VOLUNTEER**  
 BE4 N / A LOC BERKSHIRE  
 PAY Training & expenses FOR THE LIVING RAINFOREST  
 DES The Living Rainforest has two large glasshouses with a variety of different enclosures. Both glasshouses & the enclosures require ongoing maintenance & development, & there are always new exhibits to construct. Volunteering with the Maintenance Team is a very exciting & fulfilling practical role & can often provide applicants with the opportunity to get really involved with our physical development. Full training & support will be given for duties. Individual commitment: one weekday a week. BUT Although experience is not essential for this role, some experience in carpentry, building, or any other related trade would be welcomed. Being able to work well as part of a team is a must. ASK Karen Thornton-Ward, Volunteer Co-ordinator, The Living Rainforest, Hampstead Norreys, Berkshire RG18 0TN 01635 202444 x 206 vcoord@livingrainforest.org [www.livingrainforest.org/visit/volunteer/](http://www.livingrainforest.org/visit/volunteer/)

REF 407-FOCUSR-17/7 JOB **FAMILY ACTIVITIES VOLUNTEER – RAINHAM MARSHES**  
 BE4 20/7/15 LOC RAINHAM MARSHES NATURE RESERVE, ESSEX  
 PAY Training & travel expenses (up to 25 miles) FOR RSPB  
 DES We are looking for self-motivated & enthusiastic people to work at weekends & during the school holidays leading family activities; this will include things such as story telling, arts & crafts, & fun science. You will be: setting up & running pre-arranged activities; contributing ideas for new activities; helping families make the most of their visit; being an ambassador for the RSPB, representing Rainham Marshes nature reserve to all visitors. Minimum commitment: 1-2

days per month for a few hours per day. BUT Enthusiasm, basic ecological knowledge & experience of working with children. ASK Louise Moss, 01708 899840 [louise.moss@rspb.org.uk](mailto:louise.moss@rspb.org.uk)

REF 408-FOCUSR-27/3 JOB **EDUCATION TEAM VOLUNTEER**  
 BE4 N / A LOC BERKSHIRE  
 PAY Training & expenses FOR THE LIVING RAINFOREST

DES The Education Team currently runs a wide variety of school tours for children aged 4 to 16. They also run higher education programmes for A-level & university students. We are looking for volunteers to help develop & run our schools programme which is responsible for helping to educate 20,000 students a year. The current roles are therefore research based for development & admin based for the practical day to day running of the diary system with some craft activities in the school holidays. Individual commitment one set weekday a week. Full training provided. BUT General administration experience, familiarity with IT & email, as well as a friendly & professional telephone manner is desired. Good team working skills essential. ASK Karen Thornton-Ward, Volunteer Co-ordinator, The Living Rainforest, Hampstead Norreys, Berkshire RG18 0TN 01635 202444 x 206 [vcoord@livingrainforest.org](mailto:vcoord@livingrainforest.org) [www.livingrainforest.org/visit/volunteer/](http://www.livingrainforest.org/visit/volunteer/)

REF 409-FOCUS-17/7 JOB **PEOPLE ENGAGEMENT VOLUNTEER**  
 BE4 20/7/15 LOC RAINHAM MARSHES NATURE RESERVE, ESSEX  
 PAY Training & travel expenses (up to 25 miles) FOR RSPB

DES We are looking for inspirational & enthusiastic people to join our high performing people engagement team to: provide a warm & consistent welcome to all our visitors; deliver excellent customer care; provide visitors with the information they need to make the most of their visit; enthuse people about wildlife & the work of the RSPB; actively encourage non-members to join. Other duties will include: answering the phone, taking events bookings & serving customers. You would be involved in helping out: in the visitor centre; on the reserve; on external local community events; & as part of a team, working together with other volunteers & staff, to help us engage with our visitors. All background information, uniform & training provided. BUT Engaging, friendly & approachable; confident in initiating conversations with the public; able to tailor the conversation to the visitor; have a desire to recruit new members to the RSPB; confident & able to ask visitors to join the RSPB; flexible to the needs of the day; ability to work to a personal & reserve target as part of a dynamic & high performing team; enthusiasm for wildlife & nature conservation. ASK Howard Vaughan, 01708 899840 [howard.vaughan@rspb.org.uk](mailto:howard.vaughan@rspb.org.uk)

REF 410-FOCUS-20/2 JOB **BIODIVERSITY EDUCATION VOLUNTEER**  
 BE4 23/2/15 IV 2/3/15 LOC SUTTON ECOLOGY CENTRE, CARSHALTON, SURREY  
 PAY Full on the job training, expenses TBC FOR SUTTON NATURE CONSERVATION VOLUNTERS

DES Looking for a job in environmental education? This could be the perfect start! We are looking for an enthusiastic volunteer to run both formal & informal environmental education sessions for children at Sutton Ecology Centre, as well as other green spaces & nature reserves around the London Borough of Sutton. The successful candidate will be provided with full on the job training to support the Biodiversity Education Officer in all aspects of running the London Borough of Sutton's Biodiversity Education Service. Two days per week, Monday & Tues, 9am-4pm minimum hours. March to August 2015. BUT Previous experience of working with children / young people & volunteers; reliable with good time keeping skills; excellent interpersonal & communication skills; good IT skills & a working knowledge of MS Office; willing to work outdoors in all weathers & sometimes get mucky! Interest in environment / education / nature conservation. Desirable: teaching qualification; experience of working with whole class KS1 or KS2 pupils. ASK Mary Buckton, Biodiversity Education Officer, [biodiversity@sutton.gov.uk](mailto:biodiversity@sutton.gov.uk) 020 8770 5820.

REF 411-FOCUSR-27/3 JOB **FUNDRAISING VOLUNTEER**  
 BE4 N / A LOC BERKSHIRE  
 PAY Training & expenses FOR THE LIVING RAINFOREST

DES Karl Hansen, the director of The Living Rainforest, is responsible for all current fundraising applications. A volunteer is sought to assist, with the opportunity to become involved with the writing of fund raising applications. One day a week. Full training will be provided. BUT Professional & friendly manner, organised, with good communication skills & IT experience. Good level of numeracy & literacy would also be an advantage. It is not essential for volunteers to have a background in the field, but some experience is always welcomed. ASK Karen Thornton-Ward, Volunteer Co-ordinator, The Living Rainforest, Hampstead Norreys, Berkshire RG18 0TN 01635 202444 x206 [vcoord@livingrainforest.org](mailto:vcoord@livingrainforest.org) [www.livingrainforest.org/visit/volunteer/](http://www.livingrainforest.org/visit/volunteer/)

REF 412-FOCUS-20/3 JOB **NATURE CONSERVATION WORKERS**  
 BE4 20/3/15 IV 24/3/15 LOC SUSSEX & SOUTH AFRICA  
 PAY Comprehensive training provided FOR WILDLIFE FOR ALL TRUST

DES We own nature reserves in the UK & South Africa. We employ a pioneering approach which involves understanding & learning to overcome the human factors that cause problems for our environment. We are looking for people from any background who care & understand the need for a deeper approach to conservation. Two days per week (minimum of one day per week initially). BUT No specific qualifications or experience required. However, applicants must really want to make a difference & be eager to learn & apply themselves. Attitude is key! ASK Please visit [www.wildlifeforall.org](http://www.wildlifeforall.org) & read about our work. See 'Interviews' page for details of how to apply for an interview.

REF 413-FOCUSR-13/2 JOB **CATCHMENT WEBSITE & SOCIAL MEDIA ASSISTANT**  
 BE4 13/2/15 LOC HOME BASED  
 PAY Training FOR HERTS & MIDDLESEX WILDLIFE TRUST

DES To assist our Hertfordshire Living Rivers Officer in maintaining, updating & developing Catchment Partnership websites & Twitter feeds for all of the Upper Lea river catchment (Full training in website content management given). Requires a minimum of 1 hour per week on the website; minimum of 5 mins per day on social media. BUT Good communication skills (written & verbal) are essential, as is familiarity with use of email & social media. Friendly & patient

attitude & good organisational skills; outgoing & proactive in engaging with the public; use of own computer & good internet connection. Experience using a website content management system & Twitter desirable (although full training will be given). ASK charlie.bell@hmwt.org

- REF 414-FOCUSR-27/3      JOB **MARKETING ASSISTANT VOLUNTEER**  
 BE4 N / A      LOC BERKSHIRE  
 PAY Training & expenses      FOR THE LIVING RAINFOREST  
 DES The Living Rainforest currently attracts around 70,000 visitors each year. Our marketing officer is responsible for all promotional activity including brand development, news releases, brochure design & distribution, exhibition attendance & events. We would welcome an individual with a general interest in marketing. Areas covered range from designing literature through to involvement in our International School's Essay Competition. One day a week. Full training given. BUT Professional & friendly manner, organised, good communication skills & IT experience. A good level of numeracy would also be an advantage. ASK Karen Thornton-Ward, Volunteer Co-ordinator, The Living Rainforest, Hampstead Norreys, Berkshire RG18 0TN 01635 202444 x 206  
 vcoord@livingrainforest.org www.livingrainforest.org/visit/volunteer/
- REF 415-FOCUS-13/3      JOB **EDUCATION VOLUNTEERS**  
 BE4 N / A      LOC Saddlescombe Farm / Devil's Dyke National Trust Property  
 PAY Travelling expenses up to 20 miles      FOR NATIONAL TRUST  
 DES Help the ranger to develop & / or run education activities for schools which are based outdoors at the farm or in our new education room (conservation / art / archaeology / history etc.). One to two days per month. BUT Enthusiastic about working with children of all ages, especially outdoors. Desirable but not necessary: subject specialism, teaching experience, knowledge of the national curriculum, DBS. ASK dee.moris@nationaltrust.org.uk
- REF 416-FOCUS-OK8      JOB **VOLUNTEER HONORARY WARDEN (RANGERS TEAM)**  
 BE4 N / A      LOC Various sites throughout the Lee Valley Regional Park  
 PAY Induction, training & development      FOR LEE VALLEY REGIONAL PARK AUTHORITY  
 DES As part of a team of volunteers you will be the eyes & ears of the Regional Park to help the Ranger Team patrol, monitor & manage specific sites within the Park, which will ensure the safe use & enjoyment of the Park by visitors. Patrol, monitor & manage wildlife habitats & species consistent with the Parks Biodiversity Action Plan (BAP), & monitor the safety & integrity of the Park's natural & built areas, reporting problems or any on-site emergencies to the Ranger Team. Act as on site wardens & ambassadors, providing general on-site assistance to Park users & assist with liaison with local community user groups & consultation initiatives. This is an opportunity for you to help maintain the Park, develop knowledge about birds & wildlife, & to keep fit, healthy & active. BUT Of an active nature; knowledge & experience of conservation management work is helpful but not necessary. ASK volunteers@leevalleypark.org.uk
- REF 417-FOCUSR-OK8      JOB **PUBLIC INFORMATION OFFICER – BITTERN INFORMATION POINT**  
 BE4 N / A      LOC FISHERS GREEN, RIVER LEE COUNTRY PARK  
 PAY Training\*      FOR LEE VALLEY REGIONAL PARK AUTHORITY  
 DES Weekends & bank holidays. To help run the Bittern Information Point within the Lee Valley Regional Park as part of a team of volunteers. To open & close the Bittern Information Point, ensure sufficient stocks of literature available for the public; restock the bird feeding station outside the hide. Actively engage with members of the public to: promote all areas & activities within the Park, handing out information & flyers & taking contact details where appropriate; proactively seek new volunteers for the Bittern Information Point primarily but also for the Park as a whole. Oversee the use of the wildlife reference library. Provide a positive visitor experience for visitors to the park.\*Develop skills & confidence in customer service & talking to members of the public. Meet new people & have fun. Uniform provided for periods of duty. BUT Outgoing with good people skills; confident & willing to interact with visitors; willing to work as part of a team or alone. ASK volunteers@leevalleypark.org.uk
- REF 418-FOCUSR-OK8      JOB **WILDLIFE OFFICER – BITTERN INFORMATION POINT**  
 BE4 N / A      LOC FISHERS GREEN, RIVER LEE COUNTRY PARK  
 PAY Training\*      FOR LEE VALLEY REGIONAL PARK AUTHORITY  
 DES Weekends & public bank holidays. To help run the Bittern Information Point within the Lee Valley Regional Park as part of a team of volunteers. To open & close the Bittern Information Point. Actively engage with members of the public to: provide information on what birds & wildlife are in the area; showcase the wildlife viewable through the wildlife cameras; oversee the safe use of the optical equipment; collate wildlife sightings & visitor numbers; provide a positive visitor experience for visitors to the Park. \*Develop your knowledge about birds & wildlife & see their diversity within the park at close quarters; full training provided, no specialist knowledge needed. Develop skills & confidence in customer service & talking to members of the public. Meet new people & have fun. Uniform provided for periods of duty. BUT Outgoing with good people skills; confident & willing to interact with visitors; willing to work as part of a team or alone. Knowledge & interest in birds / wildlife. ASK volunteers@leevalleypark.org.uk
- REF 419-FOCUS-27/3      JOB **Volunteer Position for Forest Trained Practitioner or Forest School Trainee**  
 BE4 31/3/15      LOC NORSEY WOODS, BILLERICAY, ESSEX  
 PAY N / A      FOR The Treehouse Forestry Pre-School & Out Of School Club  
 DES Based in a 165 acre historic woodland nature reserve, we are unique to South Essex offering forestry sessions to children ranging from 2 to 11 years old. We believe strongly in the forestry ethos & the benefits that arise for children's development. We try to do all that we can to be green, including an on-line booking system for parents & another system to track children's learning journals & development. We even have an electrically assisted pod bike to take the out of school club children to & from school. Working days / hours are negotiable. BUT We are looking for someone wishing to gain further forestry experience by volunteering at our setting. References required from current / previous employers & a DBS check. ASK www.forestschoolassociation.org/category/jobs CV to a.wilson@thetreehouseclub.co.uk

REF 420-FOCUSR-27/3 JOB **HORTICULTURAL TEAM VOLUNTEER**  
 BE4 N / A LOC BERKSHIRE  
 PAY Training & expenses FOR THE LIVING RAINFOREST  
 DES The Living Rainforest provides a real rainforest experience for visitors to explore this intriguing habitat & is home to many different species of plants. Because we have such a wide variety of species (630), volunteers are incredibly important in carrying out additional duties & we would definitely welcome more. Duties include watering, construction & planting of new beds, maintenance of plants in the glasshouse & gardens, & lots of physical work! Individual commitment: one set day a week (Mon-Fri). BUT Interest in conservation, sustainability, education, rainforests, or a passion for plants & animals. OK with getting tired & dirty! Although experience is not essential for this role, a background in horticulture of any kind is preferable. Responsible attitude & able to carry out physical tasks.  
 ASK Karen Thornton-Ward, Volunteer Co-ordinator, The Living Rainforest, Hampstead Norreys, Berkshire RG18 0TN 01635 202444 x 206 vcoord@livingrainforest.org www.livingrainforest.org/visit/volunteer/

REF 421-FOCUS-20/3 JOB **VOLUNTEER WARDEN CHEPSTOW AREA**  
 BE4 20/3/15 LOC LANCAUT NATURE RESERVE, FOREST OF DEAN 10 mins from Chepstow  
 PAY Training & travel expenses\* FOR GLOUCESTERSHIRE WILDLIFE TRUST  
 DES / BUT 1 day a week for a minimum of 1 year. We are looking for regular volunteer support to safeguard a popular Wye Valley woodland reserve, Launcaut, which is home to nesting peregrines, dormice, rare plants & a scheduled ancient monument on the bank of the river Wye. Role involves monitoring wildlife; approaching & helping visitors & climbers; helping with practical tasks; surveying rare plants; assisting with events.\*Training in first aid, brushcutter or similar & gain GWT uniform & waterproofs. Also gain the following skills: wildlife identification, biological survey, habitat management, health & safety knowledge, event planning, management plan writing, time management, team working, interpersonal skills, leadership, critical thinking, numeracy, IT & customer service skills plus a reference for future job applications. Selections & an informal site based interview will be held in March. ASK Donna Cavill, Volunteer Co-ordinator, donna.cavill@gloucestershirewildlifetrust.co.uk 01452 383333.

REF 422-FOCUSR-31/7 JOB **WILDLIFE EVENT VOLUNTEER**  
 BE4 N / A LOC GLOUCESTERSHIRE WIDE  
 PAY Travel expenses\* FOR GLOUCESTERSHIRE WILDLIFE TRUST  
 DES In the digital age getting people outside to enjoy nature seems more & more difficult. To help re-engage the public in nature & the importance of conservation we run a host of wildlife themed events. This could be in the form of nature walks, wild fundraising, wild themed arts & craft or short introductory wildlife survey courses. We are always on the look for volunteers to help run the programme. Ad-hoc volunteering, just let us know when you are free. Events run throughout the Spring & Summer months at various dates, most events last less than 6 hours. We have events running during the week, evenings & weekends so there are lots of opportunities. You are welcome to help out at one of several events, so get out this year & help promote a love for nature! \*up to a 40 mile round trip at 35p per mile. BUT Anyone is welcome to help however those who are confident, outgoing, happy to talk to a range of people & work with large crowds of the public would be ideal. You do not have to be an expert in wildlife issues just have a passion for nature. Someone who is happy to get stuck in, engage with the public & be prepared to get a bit grubby would be ideal.  
 ASK Donna Cavill, Volunteer Co-ordinator, donna.cavill@gloucestershirewildlifetrust.co.uk 01452 383333.

REF 423-FOCUS-20/2 JOB **VOLUNTEER BUTTERFLY SURVEYOR**  
 BE4 20/2/15 LOC LULLINGTON HEATH NNR, EAST SUSSEX  
 PAY Training provided, travel expenses FOR NATURAL ENGLAND  
 DES To assist the Natural England staff by carrying out weekly butterfly transects throughout the season, from 1 April until end September. The survey needs to be completed on a weekly basis. This would ideally be carried out by one individual but can be organised between a few individuals on a rotational basis. The butterfly transect has been running, along a set route, since the late 1970's but the time has come for us to recruit some fresh legs! Times are flexible according to when you want to carry out the survey, as long as it fits in with the methodology, see: <http://c-js.co.uk/1LefjN6> BUT No previous experience of carrying out butterfly transects is required, full on-site training provided. However, a passion for the nature reserve & ability to identify butterflies is a must. The terrain & weather can be demanding so the ability to work in an outdoor environment is essential. Full PPE & some volunteer clothing provided. Ability to get to the reserve independently is essential. ASK Please complete the Expression of Interest Form at the bottom of this page on this link: <http://c-js.co.uk/1nnevub> & email it to [lou.parkinson@naturalengland.org.uk](mailto:lou.parkinson@naturalengland.org.uk) please use the relevant experience box to tell me as much as you can about your experience of identifying butterflies, in a professional or personal capacity. For further information about volunteering for Natural England: <http://bit.ly/17BpCpb>

REF 424-FOCUS-19/2 JOB **COMMUNITY WILDLIFE CONSERVATION TRAINEE, OXFORDSHIRE**  
 BE4 23/2/15 (9am) IV 2/3/15 LOC LITTLEMORE, OXFORD  
 PAY Training FOR BERKS, BUCKS & OXON WILDLIFE TRUST  
 DES 12 months commitment, 3 days a week, exact days flexible, with some evening / weekend work essential. To assist the Community Wildlife Officer in Oxfordshire. Duties will include helping manage a small number of Community Nature Reserves as well as supplementary community work including planning / attending events, giving talks & assisting the delivery of outreach sessions to groups such as Scouts. You will gain experience of working with volunteers & community groups & there will also be the opportunity to learn & practice the practical skills associated with the management of nature reserves. In house & external training opportunities include funding to complete level 2 chainsaw operation course available. BUT Strong desire to work in nature conservation & an interest in encouraging others to take action for wildlife. Enthusiasm, an ability to work with people from a range of ages & backgrounds, plus physical fitness essential. Some practical conservation skills & relevant education & / or experience desirable.  
 ASK [www.bbwt.org.uk/node/18644](http://www.bbwt.org.uk/node/18644) Please complete the application form & return it to [markbradfield@bbwt.org.uk](mailto:markbradfield@bbwt.org.uk) CVs will not be accepted.

REF 425-FOCUS-19/2 JOB **VOLUNTEER CONSERVATION TRAINEE, OXFORDSHIRE**  
 BE4 23/2/15 (9am) IV 2/3/15 LOC LITTLEMORE, OXFORD  
 PAY Training & limited travel expenses FOR BERKS, BUCKS & OXON WILDLIFE TRUST  
 DES 6-12 months commitment, 3 days per week. To join a dedicated team delivering a programme of works across our Oxfordshire reserves. Tasks range from fencing & tree felling to species survey & livestock management. Formal training will also be provided, including first aid & NPTC chainsaw certification. BUT Would suit those wishing to develop the skills required to follow a career in the wildlife & countryside sector. Keen interest in UK wildlife conservation, a good level of physical fitness & willing to supervise & lead volunteers. Relevant volunteering experience desirable. ASK [www.bbwt.org.uk/node/18643](http://www.bbwt.org.uk/node/18643) Please complete the application form & return it to [elenewalton@bbwt.org.uk](mailto:elenewalton@bbwt.org.uk) CVs not accepted. Only successful applicants will be notified.

REF 426-FOCUS-27/2 JOB **COMMUNITY WILDLIFE CONSERVATION TRAINEE, BERKSHIRE**  
 BE4 25/2/15 (9AM) IV 9/3/15 LOC BERKSHIRE  
 PAY Training FOR BERKS, BUCKS & OXON WILDLIFE TRUST  
 DES 6-12 months commitment, 3 days a week. To assist the Community Wildlife Officer in Berkshire. Duties will include helping manage a small number of Community Nature Reserves as well as supplementary community work including planning / attending events, giving talks & assisting the delivery of outreach sessions to groups such as Scouts. You will gain experience of working with volunteers & community groups & there will also be the opportunity to learn & practice the practical skills associated with the management of nature reserves. In house & external training opportunities include funding to complete level 2 chainsaw operation course available. BUT Strong desire to work in nature conservation & an interest in encouraging others to take action for wildlife. Enthusiasm, an ability to work with people from a range of ages & backgrounds, plus physical fitness essential. Some practical conservation skills & relevant education & / or experience desirable. ASK [www.bbwt.org.uk/node/18641](http://www.bbwt.org.uk/node/18641) [jodycornfield@bbwt.org.uk](mailto:jodycornfield@bbwt.org.uk)

REF 427-FOCUS-27/2 JOB **VOLUNTEER CONSERVATION TRAINEE, BERKSHIRE X 2**  
 BE4 25/2/15 (9am) IV 9/3/15 LOC BERKSHIRE  
 PAY Training & limited travel expenses FOR BERKS, BUCKS & OXON WILDLIFE TRUST  
 DES 6-12 months commitment, 3 days a week. To join our Berkshire Reserves team, delivering a programme of works across our Berkshire reserves. Tasks range from fencing & tree felling to species survey & livestock management. You will gain experience of working with & leading volunteers. Alongside the day to day learning experiences on practical tasks, you will receive a substantial amount of external & internal training covering habitat management, species ID & surveying; this will include NPTC level 2 chainsaw certification in crosscutting & felling small trees (CS30 & CS31) & a first aid at work certificate. BUT Would suit those wishing to develop the skills required to follow a career in the wildlife & countryside sector. Keen interest in UK wildlife conservation, a good level of physical fitness & willing to supervise & lead volunteers. Relevant volunteering experience desirable. ASK [www.bbwt.org.uk/node/18641](http://www.bbwt.org.uk/node/18641) Please complete the application form & return it to [jodycornfield@bbwt.org.uk](mailto:jodycornfield@bbwt.org.uk) CVs will not be accepted.

REF 428-FOCUS-20/2 JOB **AVICULTURE VOLUNTEER**  
 BE4 20/2/15 LOC WWT SLIMBRIDGE  
 PAY Training, uniform & discount in café & shop\* FOR WILDFOWL & WETLANDS TRUST  
 DES Minimum of 3 days a week for a period of at least 6 weeks between April – October. At WWT we create & conserve wetlands & save species. Our aviculture team is responsible for the care, breeding & welfare of WWT's collection of birds & the rearing of the young. April to October is a very busy time at our duckery, the bird rearing station of WWT Slimbridge. We are therefore able to offer a small number of placements to support our team. While this time is a great opportunity to work directly with the birds there are also more cleaning duties & so volunteers should be prepared to spend a significant proportion of their time helping with cleaning & maintenance! Duties include: assisting with the cleaning of duckery ponds, coops, breeding & housing facilities; maintenance of pens & breeding facilities; assisting with bird catches & administering treatments; assisting with feeding in the grounds & in the duckery. BUT \*Accommodation may be available for full time volunteers. Interest in gaining experience in aviculture & conservation; ability to work independently & as part of a team; some previous experience of similar practical work; full UK driving licence; good communication skills. ASK [www.wwt.org.uk/wetland-centres/slimbridge/volunteer/](http://www.wwt.org.uk/wetland-centres/slimbridge/volunteer/)

REF 429-FOCUS-6/3 JOB **VOLUNTEER ENGAGEMENT TRAINEE**  
 BE4 5/3/15 5pm IV 13/3/15 LOC LITTLE WITTENHAM, NR WALLINGFORD, OXFORDSHIRE  
 PAY Training bursary, Travel expenses FOR EARTH TRUST  
 DES To support the Volunteer Engagement Officer in the delivery of the 'Stepping into our Natural Heritage' project. This project, funded by Heritage Lottery Fund, aims to develop new approaches to volunteer recruitment through developing heritage skills such as hedgelaying, basket weaving, foraging & blacksmithing. The project ends with a celebratory event & a significant part of the role will be the organisation of this event. Time commitment of 8 months, 21 hours per week. BUT Essential: Experience as a volunteer; desire to work in conservation or community engagement; ability to communicate with wide range of people; efficient & organised; flexibility to work weekends & evenings; ability to work in a team & on own initiative; full driving licence; IT competence; Interest in natural heritage including heritage skills. Desirable experience & skills - see role description ASK Role Description <http://c-js.co.uk/166qQNW> Chat: Jez Elkin (Volunteer Engagement Officer) 01865 409413 [volunteering@earthtrust.org.uk](mailto:volunteering@earthtrust.org.uk)

#### Unique Wildlife Training Opportunity the Golden Ticket 2015

As part of The Species Recovery Trust's commitment to fostering the next generation of aspiring conservationists, they are offering one individual a free place on ten of our training courses, normally worth £750. Courses teach a wide range of ecological skills, mainly plant and habitat survey, but also cover a range of mammals and insects. <http://c-js.co.uk/1tM4MD6>

the  
species  
recovery  
trust

**We work at weekends** on a wide variety of sites. Spring and summer are for construction of paths, boardwalks and fences, while autumn is the time for pond maintenance. Winter tasks include coppicing, hedgelaying and scrub-bashing, usually with a roaring bonfire. Phone 023 9232 5570 or see [www.hcv.org.uk](http://www.hcv.org.uk)

#### **Volunteer Recruitment Open Days**

Wednesday 25th February, Thursday 12th March, Saturday 14th March

11:00am - 3:00pm. A chance to call in and find out more about how you can get involved. Roles available - Gardening, Rangers, Visitor Welcome, Retail, Catering, Marketing, Administration. National Trust, New Inn Farm, Stowe, Buckingham, MK18 5EQ. 01280 825020, [richard.skilbeck@nationaltrust.org.uk](mailto:richard.skilbeck@nationaltrust.org.uk)

#### **Nature's Gym Conservation Richmond**

All are welcome to volunteer at our conservation sessions on local nature reserves in Richmond. Please contact 07825 860459 or visit <http://naturesgymrichmond.glendalelocal.co.uk/>

**The Group was formed in 1985** - 30 years ago. We undertake practical conservation work around Reigate; coppicing and woodland management, tree planting, wetland and pond conservation, heather restoration. We work with local and parish councils, Surrey Wildlife Trust and local companies. All details are on our website: [www.racv.org.uk](http://www.racv.org.uk)

**EcoACTIVE is an environmental education** charity in Hackney, we are recruiting volunteers to support in delivering workshops in schools and in community settings. For more information please contact [beejalparekh@ecoactive.org.uk](mailto:beejalparekh@ecoactive.org.uk) [www.ecoactive.org.uk](http://www.ecoactive.org.uk)

**A variety of conservation projects** are available across Hampshire, including woodland management, heathland management, hedge laying and park regeneration. Details can be found at [www.tcv.org.uk/southeast](http://www.tcv.org.uk/southeast) or contact [hampshire-bat@tcv.org.uk](mailto:hampshire-bat@tcv.org.uk) or 02380 402 593 for details.

**Horticultural and wildlife monitoring volunteer** opportunities available in this recently restored Regency urban park, for example, kitchen garden, Regency flowerbeds, native shrubs, meadow management, pond wardens, butterfly/moth/bird/bat surveys, and much more. Contact: Emma Allen, Walpole Park Manager, Ealing Council - Tel: 020 88257444 or Email: [allene@ealing.gov.uk](mailto:allene@ealing.gov.uk)

**The Environment Trust** is an established provider of nature conservation volunteering in southwest London. We operate in the London boroughs of Richmond, Kingston and Hounslow, and work to improve parks and green spaces for people and wildlife. Visit our website at [www.environmenttrust.co.uk](http://www.environmenttrust.co.uk) for more details.

**Volunteers needed for woodland management.** No experience necessary. Ramalley Copse, Eastleigh, 19/02/2015 Hall Lands Copse, Fair Oak, 19/03/2015 Contact [eastleigh-projects@tcv.org.uk](mailto:eastleigh-projects@tcv.org.uk) or 02380 402593 for details. [www.tcv.org.uk/southeast](http://www.tcv.org.uk/southeast)

**The Thanet Coast offers free** training and support for volunteer 'Coastal Wardens' to help look after sections of coastline and monitor activities, wildlife or join practical tasks - from non-native species control, beach cleans, school fieldtrips to helping run educational 'Seashore Safaris'. Further information: [www.thanetcoast.org.uk](http://www.thanetcoast.org.uk) or contact us at: [thanet.coast@thanet.gov.uk](mailto:thanet.coast@thanet.gov.uk)

**'Teaming-With-Life' Nature Conservation** Volunteer programme. Many Volunteers needed - short-term, long-term, practical, 'armchair' - something for everyone. Boost our wonderful but declining wildlife - join us at Anne Carpmael Charitable Trust, Withymead Nature Reserve, Goring-on-Thames RG8 0HS Tel: 01491 872265 Email [info@withymead.org](mailto:info@withymead.org) Volunteer Page [www.withymead.org](http://www.withymead.org)

**ARC is a landscape-scale project** funded by the Heritage Lottery Fund to improve the rivers Arun and Rother for wildlife and people. Please visit our website for further details

<http://arunwesternstreams.org.uk/projects/arc> Volunteer opportunities include: removing invasive plants, river clean ups, tree planting, water vole and dragonfly surveying and much more!

#### **Volunteer as a Wildlife Rescuer!**

You need your own transport, be over 21, reasonably fit and willing to catch and transport injured large wildlife (with full training and equipment provided). Rescuers needed within a 45 minute driving distance of Tiggywinkles Wildlife Hospital in Haddenham, HP17 8AF. See [www.tiggywinkles.com](http://www.tiggywinkles.com) for full details.

**SparkIT seeks volunteers** to assist in our delivery of computer training and job search assistance. Applicants should have excellent ICT skills; good knowledge of the internet and MS office is essential, and additional ICT skills are desirable. Volunteers must be patient and tolerant, with excellent customer service skills. Email [Jessica.Peters@Groundwork.org.uk](mailto:Jessica.Peters@Groundwork.org.uk)

**Are you interested in making** a difference and helping to conserve and restore your local meadows? If so, the Save Our Magnificent Meadows project in the Cotswolds AONB needs your help! We are looking to recruit volunteers to help with practical conservation, species surveys and events. Contact: 01451 862 038 or [katherine.holmes@cotswoldsaonb.org.uk](mailto:katherine.holmes@cotswoldsaonb.org.uk)

**Looking to gain experience**, join a friendly team or give something back then Gatton Park is for you! Be part of this historic park designed by 'Capability' Brown. Roles available include: park maintenance, gardening, helping with school visits, office work and fundraising. Contact us: [volunteering@gatton-park.org.uk](mailto:volunteering@gatton-park.org.uk) or 01737 649 068 [www.gattonpark.com](http://www.gattonpark.com)

**Join us for a winter workout** of scrub clearing, coppicing or even helping with our livestock! Downlands Partnership provides a wide range of practical conservation voluntary opportunities across NE Surrey and in to Croydon and Sutton. Find out more at [www.downlandsproject.org.uk](http://www.downlandsproject.org.uk) or call 01883 341140. See you soon!

**Help Make A Difference To Our Beautiful Rivers**

Wiltshire and Hampshire and Isle of Wight Wildlife trust, Source to Sea Non Native Invasive Species Project are looking for Volunteers to continue the battle against Himalayan balsam. We work on the Hampshire Avon and its tributaries in Wiltshire and Hampshire. Volunteers are a vital part of the eradication of Himalayan balsam, without them we would not be able to do the great work that we have been doing over the past three years.

If you are interested please contact: E.Mail: [sourcetosea@wiltshirewildlife.org](mailto:sourcetosea@wiltshirewildlife.org) or tel: 01380 736066



**Twice a week during the week and once a month at weekends** Conservation Task Volunteer must register before the end of March Various sites within Lee Valley Regional Park, Lee Valley Regional Park Authority

Contact: [volunteers@leevalleypark.org.uk](mailto:volunteers@leevalleypark.org.uk), <http://c-js.co.uk/1DK0EHI>

To assist at conservation tasks, to benefit the conservation, environment, flora and fauna, and visitors to Lee Valley Park. Carry out management of the Lee Valley Park. To undertake Management Plan and Biodiversity Action Plan driven tasks and activities to benefit conservation, the environment, fauna and flora and visitors in the Lee Valley Park.

**Every Wednesday & Thursday** Conservation Projects

Dartford, North West Kent Countryside Partnership Contact: 01322 294727, [info@nwkcpc.org](mailto:info@nwkcpc.org)

We work on conservation projects in the boroughs of Bexley, Dartford, Sevenoaks and Gravesham. Projects range from river restoration to coppicing, creating nature areas in schools and many others.

**Every Friday** Conservation Project Volunteering

Brighton, Sussex, Special Branch Tree Nursery, Stanmer Organics Contact: [specialbranchtrees.org.uk](http://specialbranchtrees.org.uk)

Help run our conservation project that collects, raises and sells trees and shrubs from locally sourced seeds. Learn organic tree nursery practice, transplanting, pruning, composting and managing our ponds, meadow, orchard and hedgerows. No experience necessary. A passion for nature and countryside helps.

**Regular volunteer conservation work parties**

First Saturday of the month Bocking Blackwater LNR, Braintree

Third Saturday of the month Hoppit Mead LNR, Braintree

Every 2 weeks, contact for details Halstead Conservation Group, Braintree, Braintree District Council

Contact: Amanda Turburville, Community Landscape Officer [amatu@braintree.gov.uk](mailto:amatu@braintree.gov.uk)

**Contact for details** Woodland working party - Heartwood

Heartwood, St Albans, Hertfordshire, The Woodland Trust Contact: [volunteering@woodlandtrust.org.uk](mailto:volunteering@woodlandtrust.org.uk), <http://c-js.co.uk/1IGPhjs>

The group help to plant trees throughout the winter and take part in general maintenance throughout summer. Usually start 10am and finish at 3pm but can work part of the day. We'll provide tools and equipment, just bring along lunch and a drink and wear boots and a waterproof jacket.

**Every Thursday** Green Thursday Conservation volunteers

Meet at Wycombe Rye Lido car park, Chilterns, Chiltern Rangers Contact: 01494 474486, [www.chilternrangers.co.uk](http://www.chilternrangers.co.uk)

10am. Half-day session where you will take part in the management and improvement of the environment. The tasks are varied and can be anything from creating footpaths, cutting down small trees, pond management to bonfires. During the session you will have the opportunity to learn from the Rangers about the local birds, butterflies and plants.

**Each site has a regular work day** Local Volunteer Conservation Teams

Shepway & Dover district in East Kent, White Cliffs Countryside Partnership Contact: Sue Bradford 01304 241806, [mail@whitecliffscountryside.org.uk](mailto:mail@whitecliffscountryside.org.uk)

Volunteers needed working on a variety of sites, including chalk grassland, shingle, sand dunes doing practical conservation - scrub clearing, step and fence repairs, footpath clearing and vegetation control. No experience necessary, but an interest in the outdoors would be good.

**First Saturday and Third Wednesday every month** Work parties

Ewelme Watercress Beds, Chiltern Society Contact: Tom Stevenson [thomas.stevenson@ntlworld.com](mailto:thomas.stevenson@ntlworld.com)

From 0930 to help maintain this iconic site for its historical and nature conservation importance. Also wildlife surveying opportunities.

**Can toad patrols make a difference?**

(Feedback from Steve Rogers who acts as coordinator for the Osmotherley Toad Rescue on behalf of the charity Froglife's "Toads on Roads" project.)

The short answer to a question about the impact of toad patrols on their population is that conclusive evidence cannot be drawn, one way or the other, from the available data. There are too many other variables (see below) to permit this. We did have a couple of significant increases in toad numbers for the pairs of years 2002-2003 (when we started patrols), 2004-2005 and 2009-2010 but whether these were due

to our patrolling I cannot say. Figure 1 is a summary of the numbers for each year. The site is currently in Froglife's top ten breeding sites in the UK and may have been top five in the early 2000s.

Summary of Annual Toad Patrol Results at Cod Beck Reservoir, Osmotherley						
Year	Toads rescued	Toads dead	% Mortality	Frogs rescued	Newts rescued	Notes
2000						Informal patrols rescued a few hundred toads
2001						Foot and Mouth caused closure of road and access to Moor/reservoir
2002	5453	397	7.3%	120	13	First year of organised patrols
2003	6918	646	9.3%	335	30	Large numbers of frogs
2004	5313	478	9.0%	256	15	Large fire on moorland - toads found burnt.
2005	7325	369	5.0%	64	131	Large numbers of newts.
2006	4350	481	11.1%	29	75	1 adder also found killed
2007	4565	698	15.3%	14	66	Toads seen moving in daylight
2008	3248	361	11.1%	93	36	1 adder also found killed
2009	2569	697	27.1%	26	15	Claudia Lawrence search operation killed 349 toads on peak night of the season. Lot of trouble with youths in 4x4.
2010	4796	461	9.6%	35	175	2 adders also found killed. Large numbers of newts.
2011	1919	631	32.9%	28	15	Very few volunteers. Toads seen moving in daylight. Reservoir drained for maintenance
2012	945	649	68.7%	10	2	Very few volunteers. Toads seen moving in daylight
2013	1916	263	13.7%	25	27	Very cold until mid-April. Very few volunteers. Season concentrated into a couple of weeks.
2014	2335	185	7.9%	71	19	Recruitment meeting held mid-Feb. Chris Lowe moved away. Mild winter caused early frog movement, but cool, dry nights made it a slow season.
<b>Averages</b>	<b>3973</b>	<b>486</b>	<b>17.5%</b>	<b>85</b>	<b>48</b>	

I will state, at the outset, that it is difficult to see how toad patrols could conceivably damage toad breeding success. We believe that toads migrate quite large distances, maybe over several days, across the Moors from their summer residences/hibernation sites (indeed we patrol only the road side of the reservoir and it is quite possible that similar numbers come off the Moor or out of the woods on the non-road side). We are merely helping them to move the final, hazardous metres to enter (or exit) the water. Furthermore, we are helping to bring males and females into contact ready to breed by collecting them in numbers in a bucket.

One thing is clear is that frog numbers have declined very significantly, possibly due to disease - "red leg" (*Bacillus hydrophilus fuscus*) and Chytrid fungus (*Batrachochytrium*) - though we have not seen direct evidence of either, except possibly one or two specimens. However, disease is not entirely certain as the cause of the decline since frog movements often occur before we manage to get patrols organised (on horrible cold, wet nights in late February when even I find it difficult to be enthusiastic!)

Numbers of newts (which we believe to be Palmate) have fluctuated greatly and newts may also have been affected more recently by Chytrid (though no evidence seen by ourselves).

The trends in toad numbers are difficult to assess because of the multiple variables involved. If I had to guess, I would say that order of importance of such factors for any given year is as follows:

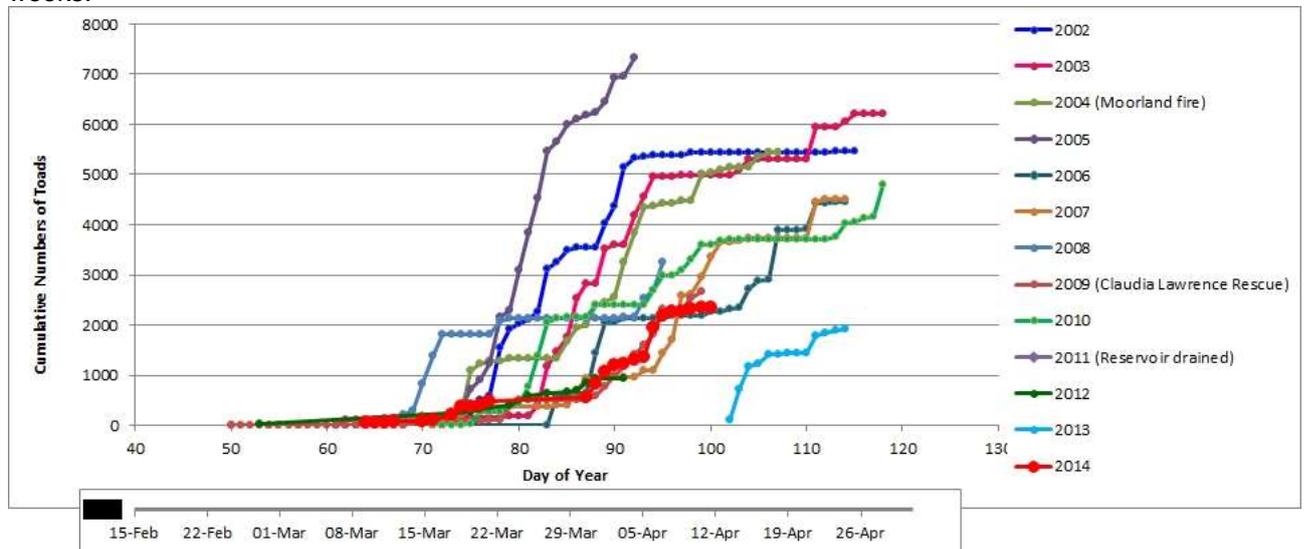
### 1. Weather

We have experienced a series of very cold, often dry spring conditions. Toads generally do not move if the temperature is below about 8 C (though if it has been warm during the day they may move briefly at dusk with the temperature as low as 4 or 5 C). During a "normal" spring this threshold is reached around mid-March. What has happened in several years is that migration has begun in a brief period during mid-March but then the weather has turned colder for several weeks and stopped any movement. This makes it very



A bucket of toads rescued (with the odd frog)  
(Steve Rogers)

difficult to forecast when it will be worth patrolling and, indeed, to keep volunteers motivated. Extreme cold conditions prevailed in 2013 when temperatures did not become suitable for migration until mid-April. Figure 2 is a graph showing how toad numbers have accumulated over each year that we have patrolled. A further feature worth noting is that, when toad migration has been inhibited by low temperatures for several weeks, movements also occur during daylight hours when it has been warmer. Of course, with higher traffic volumes during the day the numbers of casualties are greatly increased (e.g. 2007, 2011 and 2012). Our best year was 2005 when we had a consistently mild spring and all movements took place over a couple of weeks.



## 2. Diligence of Patrols

During the first few years we had very adequate numbers of volunteers and patrols were admirably thorough (the learning curve for patrollers is steep but quite easy providing the weather plays ball). As years have gone by the numbers of volunteers decreased to a very few individuals until last year when I finally got around to instituting a publicity/recruitment drive. I am very grateful for the new volunteers last year who came exclusively through NYMNPA contact. These new volunteers were extremely diligent and we had our lowest mortality rate since the heydays of 2005 (see table). It remains to be seen if we have adequate numbers of volunteers for 2015.

## 3. Other one-off factors

There have been a number of events during individual years which I think have had significant impact on toad populations:

2001 - Foot and Mouth disease led to complete closure of the road during the migration period. Obviously good for toads and may explain why the start of our formal patrols in 2002 found large numbers.

2004 - A large fire burnt the National Trust moorland (West side of the road) on 29th March. We found a number of incinerated toads and injured animals and this may explain the drop in numbers compared with the previous year, though the following year (2005) was our all-time peak (7,325 toads).

2009 - A major rescue operation occurred on 5 April which was mild and wet and was the most significant toad movement for that year (we can get up to 1000 toads recorded on such a night). This was the night that Claudia Lawrence had been reportedly seen on the local moorland following her disappearance from

York. Many rescue vehicles arrived early in the toad patrol to park at Sheepwash and I had to abandon as it was not safe. The following morning I removed 349 toad corpses from the toad surface and the mortality rate for that year was much higher than usual. Unfortunately, poor Claudia Lawrence is still missing.



Cod Beck Reservoir (Steve Rogers)

2011 - Yorkshire Water drained the breeding site (Cod Beck reservoir) in order to carry out maintenance work on the dam. Water levels were several metres lower than normal and I believe this greatly affected breeding success (toads breed in deep water). The surface of the reservoir was reduced to perhaps 1/3 or 1/4 of its norm. The following year was the absolute nadir in toad numbers being a factor of 2 lower than any other year. Numbers have not recovered to pre-2011

levels since. I dread the rumours that Yorkshire Water wish to dispose of the property, draining the reservoir in order to make this more attractive.

I have tried to be objective in my analysis since the data does not really permit me to carry out any proper statistical studies.

Regarding new volunteers, I prefer to have them come from within a reasonable travelling distance. The reason is that we cannot predict accurately, until maybe the day before or even on the day, whether it will be worth a volunteer turning out in the evening. I'd hate to drag someone from 50 miles away to find no toads appear. We do have regular volunteers from Darlington and Guisborough areas and I think that probably represents a reasonable limit. But, of course, it is up to the individual and it's usually a nice place to spend a couple of hours in the dusk.

If you would like to volunteer to help with the Osmotherley Toad Patrol then please come to a pre-season meeting at the Queen Catherine pub in Osmotherley at 7:30pm on Wednesday 18 February. More information will be given out, including a form that gives volunteers free insurance (thanks to Froglife) whilst carrying out patrols. If you are interested but can't make the meeting please email Steve Rogers at [osytoads@gmail.com](mailto:osytoads@gmail.com), preferably before the end of February.

Alternatively, you can show your interest by going to this website <http://www.froglife.org/what-we-do/toads-on-roads/tormap/> and entering Osmotherley in the box marked "My Location". This will take you to map of the local area around the toad patrol plus a link to offer to help. There is a lot more information about Froglife's "Toads on Roads" project here - <http://www.froglife.org/what-we-do/toads-on-roads/>.

### South West:

**Somerset Environmental Records Centre** manages information relating to biodiversity and geology in the county of Somerset. Whether volunteers are interested in helping with a short-term project or can make a long-term commitment we can put their skills to good use and help them to develop new ones. More information : <http://c-js.co.uk/1zIQIx0> email: [info@somerc.com](mailto:info@somerc.com)

#### Volunteer as an Education Ranger at Arlington Court.

We're looking for people to help our Rangers in the set-up and delivery of outdoor education sessions to school groups throughout the year. For more details call the Rangers on 01271 851118 or visit our website: [nationaltrust.org.uk/arlington-court](http://nationaltrust.org.uk/arlington-court)

#### Volunteer with the Rangers at Arlington Court.

We're looking for people to help with the care and maintenance of our beautiful estate, rich in flora and fauna. For more details call the Rangers on 01271 851118 or visit our website: [nationaltrust.org.uk/arlington-court](http://nationaltrust.org.uk/arlington-court)

#### Volunteer in the stables at Arlington Court.

We're looking for people to help with the care of the ponies and engaging with the public through talks and demos. For more details call the Equine Ranger on 01271 851118 or visit our website: [nationaltrust.org.uk/arlington-court](http://nationaltrust.org.uk/arlington-court)

#### Every Tuesday, Wednesday and alternate Saturdays

Midweek Group and Weekend Group

Bristol, Bath and South Gloucester, The Conservation Volunteers Avon Contact: Claire Dinsdale 07739 447995, [c.dinsdale@tcv.org.uk](mailto:c.dinsdale@tcv.org.uk) Work on a whole variety of tasks.

#### First Saturday of every month Practical Workday

Bradley Stoke, North Bristol, Three Brooks Nature Conservation Group Contact: [info@three-brooks.info](mailto:info@three-brooks.info), [www.three-brooks.info](http://www.three-brooks.info) or find us on Facebook.

We are a friendly group of conservation volunteers. We meet for practical work on our local nature reserve.

REF 430-FOCUS-27/2 JOB **RESIDENTIAL VOLUNTEER EDUCATION RANGER**  
 BE4 26/2/15 IV to be arranged soon after LOC POLTESCO, THE LIZARD, CORNWALL  
 PAY Shared accommodation, out of pocket expenses, training FOR NATIONAL TRUST  
 DES The Wild Lizard Project is now is a partnership between the National Trust, Natural England, the Helford Marine Conservation Group & Cornwall Wildlife Trust. The project is now in its second year & delivers environmental learning through school visits & public events. The role involves working alongside the Wild Lizard Ranger developing & delivering a wide range of outdoor experiences gaining experience in all aspects of environmental education. It would suit people who are interested in pursuing a career in the conservation of the natural environment & in making this work accessible & engaging to people of all ages & backgrounds. Minimum 30 hours per week for 6 months (by negotiation). BUT Passion for learning & an eagerness to inspire others to discover, creating positive experiences in the outdoors; excellent communication skills, enthusiastic & engaging; strong organisational skills; enjoy working & in a team but also self-motivated & keen to achieve results; ideally some experience of nature conservation & or within education; enjoy problem solving & thinking creatively on your feet; good IT & WP skills; full clean driving licence an advantage. Subject to Enhanced DBS disclosure. ASK Claire Scott, Wild Lizard Education Ranger, [claire.scott@nationaltrust.org.uk](mailto:claire.scott@nationaltrust.org.uk)

REF 431-FOCUSR-20/2 JOB **VOLUNTARY MEMBER**  
 BE4 20/2/15 LOC DEVON  
 PAY Travel expenses FOR DEVON COUNTRYSIDE ACCESS FORUM  
 DES The DCAF is a statutory local access forum under the CRoW Act 2000. It gives independent advice on improving access to land & public enjoyment. The Forum has 15 members representing land managers, access users &

other relevant areas of expertise. Time commitment is 3 public meetings a year plus a training day, occasional working groups & dealing with some emails between meetings. BUT If you have an interest in outdoor recreation & live in Devon you could be just the person we are looking for. No formal qualifications are required.

ASK [www.devon.gov.uk/dcaf](http://www.devon.gov.uk/dcaf) [devoncaf@devon.gov.uk](mailto:devoncaf@devon.gov.uk)

REF 432-FOCUS-27/2 JOB **WILDLIFE RANGER – RESIDENTIAL VOLUNTEER**  
 BE4 25/2/15 IV early March LOC THE LIZARD, CORNWALL  
 PAY Training & resources\* Expenses FOR NATIONAL TRUST

DES 30 hours per week, by negotiation. The Lizard Peninsula is an extremely important & diverse wildlife area, with a wide variety of plant, animal & bird species, some of which are exclusive to the Lizard's warm climate & unusual geology. This is a great opportunity to work with a dynamic team & develop new skills & experience in wildlife conservation. The focus of the role will be on inspiring visitors at the wildlife watchpoint & helping with the chough nest protection programme. The role will also involve helping co-ordinate wildlife sighting records. Working with volunteers & visitors at the watchpoint means being friendly & informative & sharing your enthusiasm with a wide range of people. \*Full resources & training provided. To further support your professional development you will be allocated a personal training budget. BUT Previous experience of working with volunteers preferred & a good knowledge of natural history will be vital. Flexibility essential as some weekend, evening & bank holiday volunteering may be required. Driving licence essential, own vehicle helpful. Good IT, word processing & web based skills. Good wildlife identification skills, with a particular interest in learning more about coastal & marine wildlife. ASK Catherine Lee, Project Co-ordinator, [catherine.lee@nationaltrust.org.uk](mailto:catherine.lee@nationaltrust.org.uk) 01326 291174 <http://c-js.co.uk/1CGSyNM>

REF 433-FOCUS-13/3 JOB **OFFICE-BASED VOLUNTEERS**  
 BE4 N / A LOC BRISTOL, YATTON & HOME BASED  
 PAY Training FOR BRISTOL REGIONAL ENVIRONMENTAL RECORDS CENTRE (BRERC)

DES / BUT BRERC collects wildlife & habitat information from a wide variety of sources & feeds it into a national database organised by the National Biodiversity Network. This database contains over 100 million records & is used by researchers & members of the public to monitor how wildlife populations & habitats change over time. Processing all this information is a colossal undertaking, so why not make a huge difference to wildlife research by joining our dedicated team of office—based volunteers. Whether you want to improve your office skills, increase your knowledge of local wildlife, or just meet up with like-minded individuals, your help is vital. We urgently need keen volunteers to fill a variety of roles, so whatever your level of ability there's bound to be something for you. Training provided where necessary. The amount of time commitment varies from just a few hours a month to several days per week. ASK [www.brerc.org.uk](http://www.brerc.org.uk)  
 Chat: Daniel Marshall, 0117 9349833 [daniel.marshall@brerc.org.uk](mailto:daniel.marshall@brerc.org.uk)

REF 435-FOCUSR-13/3 JOB **DISCOVERY & LEARNING VOLUNTEERS**  
 BE4 N / A LOC PLYMOUTH  
 PAY Training provided FOR NATIONAL MARINE AQUARIUM

DES Discovery & Learning volunteers are part of our fantastic Host team. Volunteers interact with, engage & inspire our visitors about the Aquarium animals & marine conservation. These interactions take many forms including formal chats, busking activities & mini shows. Being a Discovery & Learning volunteer is great for improving communication skills & gaining confidence. Volunteers gain invaluable experience in formal & informal education & public communication. It is also great fun & an opportunity to be part of a team. Other opportunities often arise including working with our visitors in our Creative Centre (assisting with craft activities during weekends & holidays), being involved in tours & birthday parties & assisting in Members Club events such as rockpooling, fish dissections. You may also get to work offsite representing the National Marine Aquarium at shows & events around Plymouth. Volunteers can also get involved in formal education including tours, art & science workshops for school groups. 1 day a week, 10am – 4pm. BUT Strong communication skills & enjoy talking. Interest in the marine environment but prior knowledge is not essential. Need to be reliable & dedicated. ASK [volunteer@national-aquarium.co.uk](mailto:volunteer@national-aquarium.co.uk)

REF 436-FOCUS-13/2 JOB **VOLUNTEER COUNTY WILDLIFE SITE TRAINEES**  
 BE4 16/2/15 LOC EXETER  
 PAY Travel expenses, training opportunities FOR DEVON BIODIVERSITY RECORD CENTRE (DBRC)

DES 6-12 months. These placements will provide motivated individuals with an opportunity to gain experience in habitat survey, botanical ID, landowner liaison, ecological report writing, data management & GIS (MapInfo). There will also be a two week mid-year placement with EAD ecological consultants, shadowing staff & experiencing a number of protected species surveys & associated elements. The trainee placements will be centred around DBRC's County Wildlife Site (CWS) monitoring project. There are approx. 2,200 CWS in Devon supporting an array of habitats & species. BUT Good interpersonal skills – ability to engage & enthuse farmers, landowners & the general public; some prior knowledge of habitats, habitat management & species ID; good organisational, & written & spoken communication skills; full driving licence; computer literate, able to acquire new skills quickly; familiar with word processing & spreadsheets; able to follow & interpret protocols; happy to work alone, sometimes in remote areas, following health & safety guidelines for lone working; self-motivated, able to work effectively within a team structure & on own initiative. ASK CV & covering letter showing why you have the aptitude for this role to Fiona Freshney, [ffreshney@devonwildlifetrust.org](mailto:ffreshney@devonwildlifetrust.org) or Devon Wildlife Trust, Crickepit Mill, Commercial Road, Exeter EX2 4AB

REF 437-FOCUS-24/7 JOB **VOLUNTARY BIRD OF PREY HUSBANDRY ASSISTANT**  
 BE4 N / A LOC DEVON  
 PAY Training provided FOR THE DEVON BIRD OF PREY CENTRE

DES A unique opportunity to join a dedicated team ensuring the highest level of welfare for a varied selection of birds of prey. Duties will include cleaning, food preparation, feeding & progression towards handling & assisting with displays for suitable applicants. Minimum 1 day a week depending on individuals availability. BUT No previous experience with birds of prey necessary as full training will be given, must be able to work as part of a team. The position includes dealing

with the general public so communication skills are important. All applicants would need to have an interview prior to an initial induction day. ASK Karen, 07801325070 or karen@devonbirdofprey.co.uk

REF 434-FOCUS-OK7 JOB **WILDLIFE ADMISSIONS RECEPTIONIST**  
 BE4 N / A LOC HIGHBRIDGE TA9 3PZ  
 PAY All training provided FOR SECRET WORLD WILDLIFE RESCUE  
 DES Answering phone calls, calling response drivers, accepting casualties into our centre. 4 hours or more a week, every week. BUT A love of wildlife & willing to learn. ASK info@secretworld.org

REF 438-FOCUS-13/3 JOB **DORSET RESERVES ASSISTANT**  
 BE4 N / A LOC ARNE, nr WAREHAM  
 PAY Training & out-of-pocket expenses FOR RSPB  
 DES We need committed, long term volunteers to assist with habitat & species management, ecological surveys & visitor engagement on our reserves. You will be working as part of the estates team to help deliver the reserves management plan, which is designed to protect the incredible wildlife we have here in Dorset. You will be based at Arne, but will work across all 8 of the Dorset reserves, including those not open to the public. 3-5 days per week. Wide range of training opportunities & the chance to gain professional qualifications. BUT Enthusiastic, able to work as part of a team & have an interest in conservation & natural history. Willingness to work outside & ability to walk at least 3 miles in a day essential. Full driving licence an advantage. ASK dorset.volunteering@rspb.org.uk

REF 439-FOCUSR-13/3 JOB **PIN BADGE FUNDRAISER – AREA CO-ORDINATOR x 2**  
 BE4 N / A LOC BOURNEMOUTH & PLYMOUTH  
 PAY Expenses & training, access to e-learning portal FOR RSPB  
 DES To set up & support a team of volunteers who look after pin badge & collection boxes in your local area. You will be responsible for managing & supporting a team of local volunteers, providing appropriate support & resources & ensuring they have all they need to look after their pin badge boxes / collecting boxes & maximise income from these for the RSPB. We need volunteers to promote these schemes to people & enlist the help & support of new volunteers. You will have the chance to meet like-minded people & chat to them about the RSPB & its work. You will get the opportunity to develop your management & leadership skills through leading your team. Time: flexible, approximately 20 hours a month. BUT Good motivator, friendly & outgoing & enjoy meeting people, in short you will be happy managing & supporting other people in their volunteering role with the RSPB. You will also have a high level of motivation, good communication & interpersonal skills, basic computer skills (including a knowledge of Microsoft) & an ability to work on own initiative. ASK richardw.evans@rspb.org.uk

REF 440-FOCUS13/3 JOB **PIN BADGE FUNDRAISER – BOX MINDER**  
 BE4 N / A LOC SOUTH WEST AREA  
 PAY Expenses & training, access to e-learning portal FOR RSPB  
 DES Do you have a couple of hours to spare every month? By placing & visiting pin badge boxes in shops & busy locations near you, you can raise a potential £1,000 every year for the RSPB! If you can help we would love to hear from you. It's an easy way to raise valuable funds to assist the RSPB's nature & wildlife conservation work in the South West. This is an enjoyable opportunity to get out & about in your local area to meet people & chat to them about the RSPB & its work. Time: year round, visiting the outlet & monitoring income every month. The money will need counting & banking at any post office or PayPoint location using a card we provide. BUT Friendly & personable approach, a high level of motivation, good communication skills & an ability to work on own initiative. We use a web based system to keep track of all our boxes & their income, so you will need access to a computer. The system is very easy to use! Knowledge of shops, businesses & tourist attractions near you will be helpful. ASK richardw.evans@rspb.org.uk

### International:

REF F441-FOCUS-6/3 JOB **HELP ON CAMP-SITE IN BEAUTIFUL NORTHWESTERN SPAIN**  
 BE4 N / A LOC INFUESTO, ASTURIAS, SPAIN  
 PAY Board & lodging FOR FONTEBONA  
 DES Fontebona is a smallholding in beautiful Asturias. In summer we run a little camp-site for tranquillity seekers & nature lovers. In the other seasons we have time for making cider & other home-made products. Winter is mainly reserved for forestry. Time: 25 to 30 hours a week. BUT Fontebona is looking for helpers with working experience in forestry or horticulture. Also (technical) odd-job (wo)men are very welcome. ASK Don't hesitate to ask for more information through email: helpers@fontebona.es

REF F442-FOCUS-27/2 JOB **VOLUNTEER CO-ORDINATOR ASSISTANT**  
 BE4 1/3/15 LOC CENTRAL AMERICA  
 PAY Free board & lodging FOR VOLUNTEER LATIN AMERICA  
 DES / BUT 3 months. The Hawksbill Turtle Project is looking for four volunteer co-ordinator assistants to help manage a hawksbill sea turtle volunteer programme & community development efforts. The responsibilities generally entail co-ordinating the work of project volunteers, facilitating their involvement in the community, & serving as the vital link between local programme staff / collaborators & volunteers. ASK www.volunteerlatinamerica.com

REF FHOL-FOCUS-27/2 TITLE **URBAN HYAENA RESEARCH ASSISTANT - MALAWI**  
 DATE 28/2/15 BASE LILONGWE & LIWONDE NATIONAL PARK, MALAWI  
 COST £100 per week\* WITH CARNIVORE RESEARCH MALAWI  
 DES 3 month position commencing asap with a possible extension to 6 months. Unique & invaluable experience conducting research on an African carnivore species in beautiful Malawi. You will be trained in radio tracking animals, camera trapping, conducting large mammal transects & spotlighting. \* You will cover your own flights, visas, insurance, vaccinations & equipment costs. We are conducting behavioural ecology field research to assess the urban spotted

hyaena population in the capital city of Lilongwe, to inform human-wildlife conflict management. BUT Essential: Minimum BSc in ecology, conservation or similar field; 6+ months' experience of field research; excellent team-work skills, written & oral communication skills; clean driving licence; passion for conservation & wildlife; computer literacy: MS Office, including Access, Photoshop, ArcGIS; positive mental attitude, resilient, ability to muck in & get on with it; hard work ethic, flexible & conscientious approach; willing to track & observe hyaenas at night in the city. Desirable: experience of field research with carnivores preferably in Africa; good understanding of current concepts in African conservation & issues in environmental science, policy & management; experience of ArcGIS mapping, digitising & home range analysis. ASK <http://carnivoresearchmalawi.org/volunteer.html> & send application form to [volunteer@carnivoresearchmalawi.org](mailto:volunteer@carnivoresearchmalawi.org)

**Join our team in the 2015** loggerhead nesting season in Maio Island, from June to October 2015. We are recruiting Community Volunteers, Office Volunteers and Research Assistants. Further Info: <http://fmbnewsfromthefield.blogspot.com> or [maio.volunteers@gmail.com](mailto:maio.volunteers@gmail.com)

#### **Sea Turtle Conservation Project**

This project is looking for volunteers to assist with education and awareness activities, office tasks, and field work on nesting beaches (beach patrols, biological data collection, hatching events, etc). There is no cost to participate but volunteers need to cover their own living expenses. Visit: <http://www.volunteer4africa.org>

**International award winning volunteer travel** - [www.travel-peopleandplaces.co.uk](http://www.travel-peopleandplaces.co.uk) - matching your skills and experience to community need - work with, not instead of, local people - in Africa, Asia or Southern Americas. Contact [kate@travel-peopleandplaces.co.uk](mailto:kate@travel-peopleandplaces.co.uk) or call +441795 545718

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

The CJS Team would like to thank everyone who has contributed adverts, articles and information for this CJS Focus publication. Next edition will feature Marine & Coastal Environments, published 25/5/15

A4 sides this CJS Focus: 39    Adverts: 111    -    Details believed correct but given without prejudice, Ends.