



# Countryside Jobs Service

## Focus on Volunteering

In association with The Conservation Volunteers



15 February 2016

### Is speed volunteering the future?

It looks like there may be some great lessons to be learnt from London and the dating scene to help with the difficult task of recruiting and retaining volunteers. Boris Johnson, the Mayor for London, has launched a new app to encourage Londoners to put something back into their community through volunteering for short bursts of activity that can be slotted into their packed and otherwise pressurised lives. The app aims to do for charities what the concept of speed dating does for busy singletons.

Project leaders trying to track down volunteers have a tough job as the competing demands on a potential volunteer's time are immense. Work commitments, looking after children and just simply having other things to do with their spare time are among the top reasons given by people for not formally volunteering on a regular basis<sup>1</sup>. So to attract helpers, projects need to find ways of making volunteering opportunities slot in, somehow, into the busy schedules that are a common feature of everyday living.



**Speed volunteering team at Benhill Road in Lambeth creating a path in a local outdoor space for the community to enjoy (TCV)**

The new London app seeks to do just that. An easy to use system allows aspiring volunteers to type into their phones, tablets or laptops the day and time slot that they have available to do something and instantly up pop all the available opportunities in their area. There are tick-boxes that allow volunteers to narrow down the search and specify the sort of project that they would like to get involved in.

TCV Green Gyms<sup>2</sup> are one of the many volunteering projects in London that have taken advantage of this new "Speed-volunteering" app. By their very nature, Green Gyms are well suited to busy Londoners who nevertheless want to get outdoors, with other people and make improvements to their local environment whilst, at the same time, improving their personal levels of health and happiness. Sessions are available at sites around the capital where, after a proper warm

up and with plenty of support and training, volunteers take part in activities such as planting trees, creating paths and establishing wildlife ponds.

Richard Evans, Operations Leader at TCV for the Team London Speed Volunteering project has said "Within our organisation it has been good to challenge the traditional all day volunteering experience and prove that 2 hours can make a difference. We now have evidence that speed volunteering is making people feel closer to their communities as this is a very strong motivational factor for people to volunteer and show the wider impact it can have. There are also very high levels of volunteers who after taking part in the speed volunteering scheme, said they would volunteer again and recommend volunteering to their friends and families."

Speed volunteering has attracted a different type of volunteer to TCV. 74% are male and 57% are aged between 26 and 50. Also 20% of volunteers are from black, Asian and minority ethnic groups representing a greater level of diversity than are traditionally seen on these sorts of projects.

The team at TCV found that they needed a little more administrative support than they had expected, particularly when loading up details of opportunities up to the external website. Gathering photographs of volunteers for promotional use has also been a little bit of a challenge with staff seemingly keener to take pictures of the nice and neat improved green spaces rather than the volunteers themselves.



**The Action for Croydon Environment Team takes part in a speed volunteering session at Happy Valley Park (TCV)**

For TCV, an important outcome of their work is whether volunteers have improved their conservation skills and their confidence and self-esteem as a result of their speed-volunteering experience. In the final stages of the project 61% of participants rated their conservation skills at 6 or above (on a scale of 1-10) and a massive 91% rating their confidence and self-esteem at 6 or above. Importantly for the future success of projects like this, 93% of participants were likely to volunteer again in the future and the same percentage would recommend volunteering to a friend or family member. 73% also felt more connected with their local community as a result.

our year as the top city in Europe for volunteering, I urge Londoners to make it their New Year's Resolution to join our volunteering revolution. Team London has created an incredible volunteering legacy for the capital, and through this new, free app, it is now easier than ever to use a little of your spare time to make the city an even better place to live in."

Launching the new app, The Mayor of London, Boris Johnson, said: "As we start

Initiatives like this have led to London being crowned European Volunteering Capital 2016, following a successful bid led by Team London and Greater London Volunteering. Up against 10 other cities, London has been recognised for its innovative programmes and making the most of the volunteering legacy created by the 2012 Olympic and Paralympic Games. Team London claims to have mobilised over 120,000 active volunteers, including over 60,000 young people whilst supporting nearly 1,600 charities.

It's not just Londoners who are busy. Up and down the country, people are finding it hard to make time for volunteering. Charities and other volunteers should think about how technology and flexibility can create new opportunities for creating positive changes. Craig Lister, TCV's Green Gym Managing Director said, "Green Gyms are the perfect way for busy people everywhere to improve their health whilst putting something back into their local neighbourhood. Through the new London speed volunteering app, we have been able to get our volunteering opportunities in front of more Londoners in a way that works for them and their complicated diaries and help us to deliver healthier, happier communities for everyone."



**A volunteer tending to tomatoes at the Haringey Green Gym allotment (TCV)**

Check out <http://www.tcv.org.uk/volunteering> to find the where you can volunteer locally. To find out more contact: [Anna.Roberts@tcv.org.uk](mailto:Anna.Roberts@tcv.org.uk) and 01302 388 883.

#### Links & references

- 1 UK Civil Society Almanac 2015 / Motivations and barriers to volunteering, NCVO <http://c-js.co.uk/1K9Q6q6>
- 2 <http://www.tcv.org.uk/greengym>

**National:**

REF 457-FOCUS-OK8 JOB **WALK LEADER OPPORTUNITIES**  
 BE4 N / A LOC UK  
 PAY Accom, travelling expenses & training FOR HF HOLIDAYS  
 DES HF Holidays Ltd is a leading tour operator specialising in walking, cycling & leisure activities holidays all over the world. We have 20 UK country houses & work with carefully chosen partner hotels in Europe & worldwide. We are a co-operative society & welcome over 50,000 guests on our holidays each year. We have opportunities for volunteer walk leaders in 20 UK locations & more than 60 destinations overseas. Leaders work together in a team to make the holiday successful & are resident for the duration of the holiday. They spend most of the time with our guests from greeting them on arrival to sharing meals, guiding walks & saying goodbye at the end! We offer: full board accommodation; travelling expenses; ongoing training opportunities; logbook experience; opportunity to improve leadership skills. BUT If you're an experienced, sociable walker & would like to share your love of the countryside with small groups of walkers on holiday, why not apply to join the team? ASK <https://www.hfholidays.co.uk/our-community/become-leader> or call Gillian Mininch, Walking Leader Recruitment & Training Manager, 01768 890091.

REF HOL-FOCUS-OK8 TITLE **SUMMER CANAL RESTORATION VOLUNTEERS**  
 DATE June, July, August, September 2016 BASE ENGLAND & WALES  
 COST £63 WITH WATERWAY RECOVERY GROUP  
 DES Canal camps offer a unique opportunity to volunteer & learn new skills, whilst helping restore some of the country's best-loved waterways. We have 35 holidays on 16 sites, offering volunteers the chance to restore a lock on the Grantham Canal or build a bridge on the Wey & Arun Canal. BUT No experience necessary but volunteers must be over 18. ASK [www.wrg.org.uk](http://www.wrg.org.uk) or contact Jenny, 01494 783453 ext 604 or email [enquiries@wrg.org.uk](mailto:enquiries@wrg.org.uk)

REF 458-FOCUS-18/3 **Schools on Reserves Learning Assistants** RSPB  
 Various UK reserves  
 Do you remember seeing your first Ladybird? Share in the excitement as a volunteer by helping us to deliver our schools on reserves programme to visiting schools where typical activities range from hands on exploration of meadows, woods and ponds to playing environmental games.  
 Our Schools on Reserves programme aims to give schoolchildren the chance to experience nature first-hand and by leading a group you can be part of that exciting journey of discovery! We are looking for people to assist our Learning Officer with making sure the children get the most out of their visit.  
 You will have an opportunity to make a real difference enriching the lives of youngsters and inspiring them to care and learn more about the natural world with the RSPB and you'll be part of a small friendly team of staff and volunteers and have the opportunity to make new friends. We'll give you training and experience to build your confidence in helping children have wonderful hands-on experiences with nature.  
 We have volunteer Learning Assistant and Learning Support roles available on various UK reserves. To find out more visit our website at: [www.rspb.org.uk/joinandhelp/volunteering/](http://www.rspb.org.uk/joinandhelp/volunteering/) or contact [rhoda.ludford@rspb.org.uk](mailto:rhoda.ludford@rspb.org.uk)

**Fidra - The Great Nurdle Hunt**

Lost: millions of nurdles. Have you seen them on a beach near you?  
 Nurdles are small plastic pellets used by industry to make nearly all our plastic products. Accidental spills result in large numbers being washed out to sea. Mistaken for food, animals eat them and the toxins coating them. The Great Nurdle Hunt is working to help prevent this. By carrying out a simple survey on your local beach you can help us identify where nurdles are being washed up. Tips on how to hunt and where to send your data can be found at [www.nurdlehunt.org.uk](http://www.nurdlehunt.org.uk)

**Sea Watch Foundation is always** looking for new observers to collect data on whales & dolphins around the UK. No experience necessary! Contact [kathy.james@seawatchfoundaton.org.uk](mailto:kathy.james@seawatchfoundaton.org.uk) or see [www.seawatchfoundation.org.uk](http://www.seawatchfoundation.org.uk) for more info!  
 Report your sightings at [www.seawatchfoundation.org.uk/sightingsform/](http://www.seawatchfoundation.org.uk/sightingsform/)

**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, and we run training workshops. [www.bats.org.uk/pages/nbmp.html](http://www.bats.org.uk/pages/nbmp.html), email [nbmp@bats.org.uk](mailto:nbmp@bats.org.uk).

**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. Visit [www.trackatree.org.uk](http://www.trackatree.org.uk)

**VINE is a forum for nature conservationists**, land managers and all who care about nature. We believe a wider discussion of ethics and values in nature conservation will help conservationists to be more creative and effective. We also celebrate the natural environment for its own intrinsic value. [www.vineproject.org.uk](http://www.vineproject.org.uk)

**Work Experience Week dates announced!**

Fair Train is pleased to announce that this year's Work Experience Week will take place from 10th-14th October. As the Group Training Association for the voluntary sector, Fair Train supports charities to support and expand their workforce through work experience and volunteering. Work Experience Week is dedicated to raising awareness of the benefits of high quality work experience, and a fantastic opportunity for wildlife and conservation charities to showcase their volunteer programmes. Last year's campaign was well supported by a range of charities including the Wildlife Trusts – read our case study at <http://c-js.co.uk/1mobRqD> from the week and find out more at [www.fairtrain.org/weweek](http://www.fairtrain.org/weweek).



**Butterfly Conservation requires volunteers** to take part in the Wider Countryside Butterfly Survey (WCBS). The WCBS requires a minimum of two visits to a randomly allocated 1km square to monitor common and widespread butterflies in the general countryside. For further details contact Zoë Randle via [survey@butterfly-conservation.org](mailto:survey@butterfly-conservation.org) or visit [www.ukbms.org/wcbs.aspx](http://www.ukbms.org/wcbs.aspx)

## Speed Volunteering helps busy Londoners get outside and volunteer

To make it easier for busy Londoners, Team London has developed 'speed volunteering', offering opportunities to volunteer that are one-off, take fewer than six hours to complete and can be arranged at short notice when the mood to 'do something great for your city' strikes.



According to an independent survey, 60 per cent of potential volunteers are deterred from volunteering because of time limitations due to work commitments, home and family responsibilities and studying. As a result, London's small charities and organisations were missing out on the expertise and knowledge of London's professional and student networks; those with the potential to have a real impact on organisations with significant skills gaps due to small teams.



**The Conservation Volunteers in Tottenham** (Reid Aiton)

As a result of Team London's speed volunteering website and the launch of the UK's first speed volunteering app, these previously hard to reach individuals are able to find volunteering opportunities based on their location, interests and availability. It is this innovative approach to raising the profile of volunteering that was recognised by The European Volunteering Centre and contributed to London being named 'European Volunteering Capital 2016'.

Charities and organisations have welcomed this development as they can now access thousands of potential

volunteers to help out at short notice on much-needed projects. This has had a significant impact on environmental and conservation projects, which often require hands-on help at short-notice.

Jonathan Dean, Senior Community Engagement Coordinator at Trees for Cities, says that the speed volunteering platform has allowed the conservation charity to tap into a whole new community of volunteers: "The ability to offer opportunities at short 1-2 hour time slots throughout the week and weekend is really useful for us, and it's now really easy for us to match volunteers to the opportunity that they apply for. We've had some fantastic volunteers support our mid-week sessions which has really helped our programmes!"

Hackney-based community garden project, Cordwainers Grow, has also noticed the benefits of having access to newly engaged volunteers, who are happy to help for short bursts, due to Team London's speed volunteering initiative, Kate Poland Co-Director of Cordwainers Grow said: "Our small community garden is maintained entirely by volunteers. We run it with enthusiasm and a belief in the power of gardening to bring people together – as well as improving the environment, of course. We have learnt that amongst our gardeners we have a variety of skills – composting, seed-sowing, planning, raising veg, PR, samosa-making, taking photos, organising things – but most people have other things to do – other lives – and sometimes we need help to help get things done.



**Cordwainers Grow, Hackney** (Cordwainers Grow)

Speed volunteering is a great way to get those things done. It's like a caffeine boost. We can identify something that needs labour or particular skills, put the task on the Team London website - and the volunteers keep coming. We always make sure we have food and tea (often herbs grown in the garden) as eating or drinking tea together is a big part of volunteering - it's as much about getting to know new people as getting things done. We have now expanded beyond the garden

to run community workshops and help with other gardening projects, so we get speed volunteers involved with herbal, natural dye or even string-making workshops as well as helping plant up new growing spaces. We have a wide range of opportunities for volunteers - not all of it is to do with gardening. It can be posting photos or blogs on social media, taking photos of a workshop, helping with admin or our website or giving us advice about marketing. Everything helps."

Visit Team London's speed volunteering website or download the app to find out about environmental and conservation projects in your area: Visit <https://speedvolunteer.london.gov.uk/> or search 'Team London' in the apple app store.

### Scotland:

REF 459-FOCUS-18/3 JOB **VOLUNTEER ASSISTANT RANGER**  
 BE4 21/3/16 IV 30/3/16 LOC MULL & IONA RANGER SERVICE, WEST SCOTLAND  
 PAY Accommodation & travel costs & in house training FOR NATIONAL TRUST FOR SCOTLAND  
 DES 10 weeks full time. The role involves assisting with varied tasks over a number of island sites, incl wildlife survey work, delivery of education projects & public events programme, providing info to visitors, practical maintenance tasks. BUT Enthusiasm for wildlife & the great outdoors. Some knowledge / experience in the rel field. Flexibility good communication skills, ability to work under own initiative & a desire to learn essential. You will need to be willing & able to work inside or outside in all weathers, incl some lone working in rugged coastal terrain. Some weekend/evening hours will be required. ASK/Chat Emily Wilkins ewilkins@nts.org.uk, 01681 700659, 07717 581405, for more details & an application form (no CVs please).

REF 460-FOCUSR-13/5 JOB **BOARD MEMBER – MARKETING STRATEGIST**  
 BE4 ? LOC KINGHORN, FIFE  
 PAY 0 FOR THE ECOLOGY CENTRE  
 DES 8 hours per month incl a Board meeting every 6 weeks in the evening. We are looking for an individual with experience of strategic marketing to join our Board, in order to advise us on our long term marketing plans & help us address the sustainability of the org. BUT Flexible in their approach, have an understanding of our sector and have an interest in the work of The Ecology Centre. ASK Julie Samuel julie@theecologycentre.org 01592 891567 for a chat. [www.theecologycentre.org](http://www.theecologycentre.org)

REF 461-FOCUSR-OK8 JOB **BLUE GYM VOLUNTEER**  
 BE4 N / A LOC FINDHORN, MORAY  
 PAY Training FOR WILD THINGS!  
 DES Helping to restore native wildflowers by controlling invasive plants such as Himalayan balsam, giant hogweed & Japanese knotweed. Wild things! will provide all necessary training, equipment & protective clothing. Starting on Saturday 12 March & running every Saturday throughout the summer (10am – 3pm). Training in organic invasive plant control, potential for City & Guilds training in pesticide use. BUT Aged over 16, with a basic level of fitness & ability to walk on uneven surfaces. In order to be considered for pesticide training, volunteers must first show a commitment to the project. ASK enquiries@wild-things.org.uk

REF 462-FOCUS-OK8 JOB **VOLUNTEER OFFICER**  
 BE4 ONGOING LOC EDINBURGH  
 PAY Practical skills & experience FOR THE CONSERVATION VOLUNTEERS  
 DES Are you looking to gain skills & experience working in the environment & conservation sector? TCV is looking for enthusiastic Volunteer Officers to help lead & deliver projects with our midweek group of volunteers. You would be given a fantastic opportunity to develop & gain practical skills & experience delivering conservation projects, learn how to lead groups of volunteers & gain new ones! We are currently looking for individuals who can commit on a regular or semi-regular basis for at least 3 months. Please get in touch to discuss the role & if you would like to become a key member of our TCV team! BUT The confidence to help lead groups of volunteers to do practical conservation work. Passionate about the outdoors & working with people. Enthusiastic, friendly & reliable. Able to carry out various practical tasks in a variety of locations & habitats. ASK David Meechan, d.meechan@tcv.org.uk 0131 664 6170.

REF 463-FOCUSR-29/7 JOB **VOLUNTEER RANGER**  
 BE4 N / A LOC ABERDEEN CITY  
 PAY Training FOR ABERDEEN CITY COUNCIL RANGER SERVICE  
 DES We are currently looking to expand on our highly successful volunteer ranger programme by recruiting a number of committed & enthusiastic individuals to assist the Ranger Service in the management of a variety of sites around the city. The work involved is varied &, where possible, tailored to the volunteer's interests. This would be a perfect opportunity for people wanting to develop their CV, wanting to get out & learn more about the landscape & wildlife of their local area or even just people wanting to get out & enjoy some practical work in an interesting setting. However do be aware that often you will be outside doing physical work for most of the day so a reasonable level of fitness is needed. One to two days a week depending on your availability. BUT Reasonably fit & able to work in a variety of conditions. Enthusiastic & committed to improving the landscape around you. No special skills required as training given for each specific task. ASK lochinch@aberdeencity.gov.uk 01224 326429.

REF 464-FOCUS-OK4 JOB **VOLUNTEER OFFICER**  
 BE4 N / A LOC MUNLOCHY  
 PAY Training FOR THE CONSERVATION VOLUNTEERS  
 DES We are looking for Volunteer Officers to plan, lead & deliver projects & help us to expand to take on new projects. We currently run regular projects 5 days a week, taking groups of volunteers to sites in & around the Highlands

to work on improving green spaces. We continue to develop new projects all the time. There is scope for you to develop your own role by getting involved in the project development & grant application process. Time: 1 to 5 days per week for around 6 months, but this is flexible. These roles will provide practical experience in environmental conservation, community development & volunteer management. We also provide training courses in areas such as project leadership, risk assessment for practical projects, & first aid. If you have held a driving licence for over 2 years & are over 21 then we can also train you to become a minibus driver. Many of our volunteer leaders go on to find employment in the environment / charity sector after their time with TCV. BUT At TCV a love of the environment & the enthusiasm to engage & support volunteers is all you need. ASK TCV, Littleburn Road, Munloch IV8 8NN 01463 811967 f.dutoit@tcv.org.uk

REF 465-FOCUS-19/2 LOC HANDA ISLAND, SUTHERLAND  
BE4 22/2/16 IV Early March FOR SCOTTISH WILDLIFE TRUST

Handa island is a spectacular & unforgettable place to visit, volunteer & live. The successful applicants will be exceptionally committed volunteers and form an integral part of the close knit-reserve team of one Ranger & two or more assistants, spending at least 16 weeks managing the reserve for over 75,000 breeding seabirds & 6,500 annual visitors.

JOB

**Volunteer Assistant Ranger Seabird Monitoring** with a particular focus on seabird monitoring.

DES

Assist with all aspects of day-to-day management of the island,

**Volunteer Assistant Ranger Spring Practical** with a particular focus on practical work.

Assist with all aspects of day-to-day management of the island,

**Volunteer Assistant Ranger Summer Practical** with a particular focus on practical work.

Assist with all aspects of day-to-day management of the island,

**Volunteer Information Assistant**

Be the main public face of the Trust during peak visitor season in the summer months. All: PAY Accommodation on Handa provided BUT You should be willing to work hard, sometimes involving extra hours. You should have the ability to thrive in a communal environment, be self motivated, have good communication skills & have a love of the outdoors, whatever the weather! ASK See Volunteering on Handa page on [www.scottishwildlifetrust.org.uk](http://www.scottishwildlifetrust.org.uk)

**First Saturday of the month** Conservation Volunteer morning

Kinghorn Loch, Fife, The Ecology Centre Contact: 01592 891567

10am – 12.30pm. Help with a variety of tasks from creating new habitats, paths or structures to gardening. Come along once or every month it's up to you.

**Every Tuesday, Wednesday & Thursday** CLEAR Buckhaven

CLEAR Volunteer Hub, 36 College St, KY8 1JY Contact: 01592 713078

Outdoor voluntary environmental and growing volunteering actions organised starting at 10am. It varies seasonally including treeplanting, community growing, woodland & orchard maintenance, harvesting and much more. All welcome.

**Every Monday, Tuesday & Wednesday** Mid-Week Conservation Volunteer

Stirling, The Conservation Volunteers Contact: Rosie Walker 01786 479697, [rosie.walker@tcv.org.uk](mailto:rosie.walker@tcv.org.uk), <http://blogs.tcv.org.uk/tcv-scotland/tag/stirling/>

Help us with our valuable and exciting conservation work. We can offer a great opportunity to gain practical conservation experience & work alongside a fantastic group of volunteers and project officers! We provide all travel to and from worksites, health and safety instruction and supervisions as well as all tools, no previous experience necessary.

**Get Walking Lanarkshire** - Leading a short, weekly health walk in your local community to encourage the least active individuals to become a little more active. 1 hour per week. Volunteer must simply be friendly & reliable & happy to engage with & encourage local people into some safe & gentle movement. Contact for more details: Health Walks Co-ordinator, 01236 780636 (office) 07903 358424 (mobile).

**You'll have the chance to help** with the conservation of unique landscapes by spending a week working in some of Scotland's most remarkable places. If you're passionate about conservation, getting outdoors or simply enjoy getting your hands dirty head to [www.thistlecamps.org.uk](http://www.thistlecamps.org.uk) or call 0131 4580370 for more info!

**Join a Cetacean Research Survey** and contribute to a better understanding of the numerous marine mega-fauna species found in the biodiverse waters of the Hebrides. Live-aboard Hebridean Whale & Dolphin Trust's research yacht Silurian, exploring the stunning area whilst collecting valuable acoustic and visual data. For more info, visit [www.hwtdt.org](http://www.hwtdt.org)

**Volunteer in the beautiful surroundings** of the Kyles of Bute in Tighnabruaich, Argyll. Friday 1st to Sunday 3rd April - Native tree planting weekend. Volunteer Fridays from 8th April - path maintenance and conservation work. Please contact Sara on 01700 811159, [sara@kilfinancommunityforest.com](mailto:sara@kilfinancommunityforest.com) [www.kilfinancommunityforest.com](http://www.kilfinancommunityforest.com)

**Fair Isle Bird Observatory is located** on Britain's remotest inhabited island and offers a wide range of voluntary roles from March to November in an unforgettable setting. Birders and ringers are welcome, but those with little or no conservation experience may also find something for them. See [www.fairislebirdobs.co.uk/opportunities.html](http://www.fairislebirdobs.co.uk/opportunities.html)

**Join HOTGLPS for a range** of volunteering activities & training events including practical conservation, wildlife surveying, photography, habitat management, heritage skills and many more. You don't need any experience, just a passion for your landscape and environment! Contact Laura on 02820 752100, email [laura@lps.ccght.org](mailto:laura@lps.ccght.org) or visit our website [www.heartoftheglens.org](http://www.heartoftheglens.org)

**Are you an enthusiastic person** looking to get involved in conservation work across Stirling? TCV can offer a great opportunity to gain practical conservation experience, learn about the beautiful species in our area, visit some amazing sites and working in a fantastic volunteer team! Interested? Get in touch: rosie.walker@tcv.org.uk, 01786 479697

**the National Trust for Scotland** are always on the lookout for enthusiastic volunteers to join their Conservation Volunteer Groups based in Edinburgh, Glasgow, Perth, Aberdeen and Inverness. If you're over 18, reasonably fit and you don't mind getting your hands dirty in the great outdoors, please check out our link [www.nts.org.uk/Volunteering/Outdoor](http://www.nts.org.uk/Volunteering/Outdoor) for details.

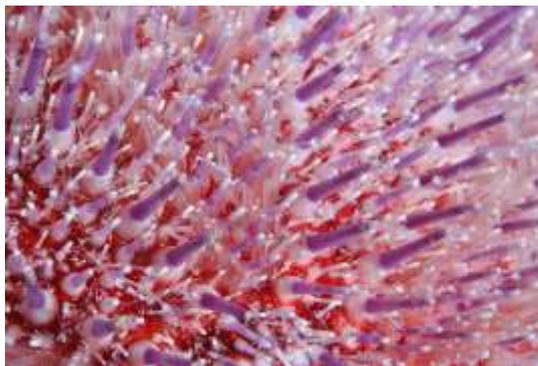
**Would you like to be a part** of the UK's biggest coastal citizen science project? Capturing our Coast is seeking volunteers across Scotland to survey crabs, anemones and barnacles across your local shoreline. Training, social events and free equipment, plus contribute to conservation in your area. Email [cocoast@sams.ac.uk](mailto:cocoast@sams.ac.uk) for info.

**Little Assynt Tree Nursery**, near Lochinver produces native trees grown from seed collected in local woodlands, preserving the genetic stock of local trees for gardens and woodland schemes. Volunteers are welcome to help with tree propagation and the varied work of the nursery. Contact Nick on 01571 872010 or [ncloney@coigach-assynt.org](mailto:ncloney@coigach-assynt.org)

## Citizen scientists sought to help survey storm-lashed Scottish coastline



Scottish marine experts are appealing for an army of 'citizen scientists' to help measure the potentially disastrous effects of this winter's severe storms on the nation's coastal creatures. Heavier rainfall and rough seas, key indicators of climate change, may have severely affected some of Scotland's best known animals and plants on the rocky coast.



The European edible sea urchin, *Echinus esculentus*, is a key indicator species that marine scientists in Oban are keen to trace (Keith Hiscock)

Now scientists at the Oban-based Scottish Association for Marine Science (SAMS) want to train volunteers in monitoring and sampling coastal areas as part of Capturing Our Coast (CoCoast), the world's largest ever coastal citizen marine science project.

CoCoast aims to train more than 3,000 citizen scientists from across the UK to help collect data around key species such as mussels, wading birds and hermit crabs. The results of the data collected will help inform future policy in conservation and marine protection and potentially give a better overall picture into how our climate is changing.

SAMS is the only Scottish-based partner in the £1.7m project, which is funded by the Heritage Lottery Fund and led by Newcastle University. SAMS ecologist Professor Michael Burrows said: "Over the past few winters we have

seen increasingly severe and frequent storms that are likely to be associated with rapid climate change. Alongside warming temperatures and ocean acidification, documenting how these changes are affecting our coastal habitats will be key evidence for influencing policy in the near future. Vulnerable rocky shoreline species can't escape the weather, and the storms we have seen the last two winters are likely to become more frequent, with greater damaging effects. As scientists, we can't be everywhere but people can tell us what's going on in their own back yard and we can collectively gather the evidence to fit into the wider picture."

Those interested in becoming a CoCoast citizen scientist can register at [www.capturingourcoast.co.uk](http://www.capturingourcoast.co.uk) to attend training courses around the country where they will learn what to look out for and how to record important data.

Scientists are particularly keen to know how climate change is affecting coastal species that are not often recorded, particularly in remote parts of the country. Increasing ocean temperatures and more acidic seas could affect economically-important species like mussels and oysters, which



Dr Hannah Grist, CoCoast project officer for Scotland, surveys the shoreline at SAMS, near Oban (SAMS)

would have a knock-on effect for iconic Scottish coastal birds, such as Eider ducks, that feed on them.

Dr Hannah Grist, the SAMS-based CoCoast project officer for Scotland, said: "The beauty of this project is that people with no, or little, scientific background can work alongside academics to provide extremely important data for environmentalists and governments, and ultimately play a part in how their local coastline is managed and protected."

For those who are unable to get to the coast, there are other CoCoast projects that require help from budding citizen scientists. See the website for more details.

### Wales:

**Every Friday** Lapwing Champions practical conservation volunteering  
Meet at Parc Slip Visitor Centre, Wildlife Trust of South & West Wales Contact: 01656 724100  
10am until 12:30pm. Join the Lapwing Champions for practical conservation volunteering where we'll be improving the habitat for Lapwing. Please wear waterproofs and wellies, we will provide tools and biscuits!

**Twice a month** Cefn Ila Working Party  
Cefn Ila, Woodland Trust Contact: volunteering@woodlandtrust.org.uk  
We are uncovering original features in the grounds, cutting back invasive plants, restoring fences, creating paths and making benches. Cefn Ila is a diverse site with new woodland, ancient trees, a walled garden and orchard with heritage fruit trees.

**Keep Wales Tidy run working parties** throughout the year and tasks include litter picking, habitat management, footpath works, woodland management, Coastcare and many more. Anyone who would like to volunteer should contact KWT on 029 20256767 or south@keepwalestidy.org

REF 466-FOCUS-9/9 JOB **VOLUNTEER ASSISTANT**  
BE4 N / A LOC BARDSEY ISLAND  
PAY Under 25 can apply for funding\* FOR BARDSEY BIRD OBSERVATORY  
DES 4 to 6 weeks. Volunteer needed to assist with general running of the bird observatory on Bardsey. \*Funding available for over 25s <http://c-js.co.uk/1PPepFB> BUT Must have fun outgoing personality, be a good birder with proven field skills. ASK <http://c-js.co.uk/1PwIbJO> Send CV to: warden@bbfo.org.uk

REF 467-FOCUSR-11/3 JOB **VOLUNTEERS**  
BE4 ? LOC CARDIGAN, WEST WALES  
PAY 0 FOR NATUREWISE / FOREST GARDEN & ECO SHOP  
DES / BUT For our workdays & occasional or regular slots in the shop, help the Earth, make our communities more sustainable. Make new friends, support & training is part of the deal. We are a not for profit environmental, educational & fundraising local social enterprise that's committed to promoting sustainable living in Cardigan & surrounding areas. The shop has become an important drop-in for people interested in environmental issues. ASK Alpay Torgut, 01239 621039 / 07717 473435 [info@naturewise.org.uk](mailto:info@naturewise.org.uk) [www.naturewise.org.uk](http://www.naturewise.org.uk)

REF 468-FOCUS-26/2 JOB **TRAINEE WARDEN**  
BE4 29/2/16 LOC FLAT HOLM ISLAND 5 miles of the coast of Cardiff  
PAY Food, travel expenses allowance & training FOR FLAT HOLM PROJECT  
DES Min commitment of 4 months. 6 month season. Exceptional opportunity to work on a unique SSSI & LNR. Previous vols have been successful in attaining paid employment within the env sector. During the summer months tasks incl the maintenance of historic buildings, fencing & gates, dry stone walling, strimming pathways & wildlife monitoring. Vols are essential to assist with our daytrip visitors. Trips incl guided tours & talks. All vols live & work on the island in basic accom & are required to make their own arrangements during the regular periods off the island. BUT Applicants should be enthusiastic, dedicated & possess strong social skills. Must also be prepared to attend an informal IV session held on the island & may incl an overnight stay. ASK Stewart Gray [stewartgray@hotmail.co.uk](mailto:stewartgray@hotmail.co.uk) 07929 365077

REF 469-FOCUSR-OK8 JOB **DOLPHIN WATCH & BEACH RANGER**  
BE4 N / A LOC CEREDIGION – MWNT & PENBRYN  
PAY Training, travel expenses available FOR NATIONAL TRUST  
DES Monitoring our dolphins at Mwnt in July & August – Thursdays, Fridays or Saturdays. Time slots are 11-1, 1-3 & 3-5 & you can do as many slots on different days as you like. In addition, cleaning our beaches on the Ceredigion coast, checking ponies, chatting to visitors & reporting back on any issues. One day per week, self-led. Training in cetacean monitoring & beach cleaning. Other training given. BUT Someone who loves being outdoors & loves the coast.  
ASK [gwen.potter@nationaltrust.org.uk](mailto:gwen.potter@nationaltrust.org.uk)

REF 470-FOCUSR-OK8 JOB **HABITAT MANAGEMENT VOLUNTEER**  
BE4 N / A LOC SWANSEA & / or NEATH PORT TALBOT AREAS  
PAY Some training & some expenses FOR WILDLIFE TRUST SOUTH & WEST WALES  
DES Come along & make a difference at one of our regular volunteer work parties. The New Wild Woodlands Project is undertaking habitat management improvement work near you. Why not come & get experience at coppicing, non-native species control, meadow management & surveys. Time: anything from one day (9.00 – 14.30) whenever you can, up to 3 days a week Tue, Wed, Thu & 3<sup>rd</sup> Sun of the month. BUT No experience necessary, as all required training given. Just enthusiasm & a willingness to work outdoors! ASK Tara Daniels, 07855 009622 [t.daniels@welshwildlife.org](mailto:t.daniels@welshwildlife.org)

REF 471-FOCUS-OK8 JOB **VOLUNTEER RANGER**  
 BE4 31/7/16 LOC LLANERCHAERON & CEREDIGION  
 PAY Travel expenses & training. Accommodation for full time volunteers FOR NATIONAL TRUST  
 DES Getting your hands dirty with practical tasks such as scrub bashing, fencing, installing gates & balsam pulling. Increase your knowledge of National Trust sites in Ceredigion & their stories & wildlife so that you can bring them to life for visitors. Leading or assisting with activity sessions for small groups of visitors. Using & looking after resources & equipment used for wildlife survey; helping to improve the volunteer ranger experience by sharing your ideas & experience; becoming familiar with & then following the National Trust's H&S policy at all times. Maintaining good relationships with people who share the land. There may be other activities where we could use your help. Either full time or part time roles available. BUT Someone who loves nature, enjoys working outside & has an enthusiastic & friendly nature with a talent for communicating. ASK gwen.potter@nationaltrust.org.uk

REF 472-FOCUSR-3/6 JOB **VOLUNTEER NATURE RESERVE ASSISTANTS**  
 BE4 ONGOING LOC DENMARK FARM CONSERVATION CENTRE, CEREDIGION  
 PAY Training, tea & cakes\* FOR DENMARK FARM CONSERVATION CENTRE  
 DES Volunteer will help to look after our 40 acre nature reserve, maintaining the varied habitats & rich biodiversity at Denmark Farm Conservation Centre. This is an opportunity to meet like-minded people, gain new skills & make a positive difference. Tasks vary according to season & will involve a variety of habitat conservation activities such as bramble & blackthorn clearance, coppicing, path & gate maintenance as well as helping with our wildlife monitoring programme – everything from dormice & bats to moths & butterflies – you'll just need to bring lunch & outdoor gear. Volunteer days will usually run alternate Sats & Tues 10am – 4pm, or as much time as you can spare, 1 – 4 days a month. Dates can be seen on our website. \*Contribution towards travel expenses available. BUT No previous experience needed, all equipment is provided. Must enjoy working outdoors in all weathers. ASK volunteer@denmarkfarm.org.uk 01570 493358 www.denmarkfarm.org.uk/volunteering/

REF 473-FOCUS-11/3 JOB **APPRENTICESHIP**  
 BE4 14/3/16 LOC MACHYNLLETH, MID WALES  
 PAY Accommodation, food & training FOR BLAENEINION  
 DES Apprenticeship on 75 acre conservation site with organic food production. 4 month post mid April to mid July, 8 hours per day / 5 days per week. Couples considered. Wide ranging post to include all aspects of vegetable growing, feeding livestock, help with B&B business, cleaning, coppicing, bees, grounds maintenance & everything really! Training in vegetable production, box schemes, conservation, hospitality, small scale animal care, bee keeping & permaculture. BUT Couple or individual deeply passionate about conscious land husbandry, community & who likes people! Interpersonal skills, some experience of growing, physically fit & very flexible. Must be happy to work unsupervised at times, cater for themselves & have a sense of humour. Own transport an advantage. Honesty a must. ASK Sharon Girardi, info@blaeneinion.co.uk or via the (bit outdated!) website www.blaeneinion.co.uk 01654 781215.

REF 474-FOCUS-OK8 JOB **WEBSITE EDITOR (INTERNSHIP)**  
 BE4 N / A LOC CARDIFF  
 PAY Travel expenses FOR WILDLIFE TRUSTS WALES  
 DES 6 month placement (flexible). We are searching for a website editor to support the creation of our Welsh language website. The website editor will: draft content & check the images, text & other media published on the website; edit & proof read text produced by colleagues; organise the translation of text & upload it to the new Welsh language version of the website. Train staff on how to produce & edit content. Attend content planning & commissioning meetings with Wildlife Trust staff. Receive training on our house style, content management systems & policies & procedures. Mainly office based but may involve some out-of-office work & travel to meet staff at Wildlife Trusts across Wales. BUT Welsh speaker with good writing skills, an excellent standard of spelling, & the ability to work within a small, multi-disciplinary team. ASK Sarah Philpott, 029 20480070 07896 309967 sphilpott@wtwales.org

### Northern Ireland:

REF 475-FOCUS-26/2 JOB **RESIDENTIAL VOLUNTEER RANGER**  
 BE4 26/2/16, contacting early Mar LOC Strangford Lough & Ards Peninsula, Co. Down  
 PAY Accom, practical training FOR NATIONAL TRUST  
 DES Full time, 5 days per week with occasional weekend work for 3 to 12 months. Our job is tied with the seasons. In summer we do a lot of grass cutting, weeding & car park maintenance. In autumn we deal with some invasive species. Winter is about tree planting, scrub removal & hedgerow laying. In between there are a lot of bird & seal surveys, work on boats (incl moving livestock on/out of islands) & general maintenance tasks. All year round we organise various events for the public & vols. We are out in all weathers. Samples of what we do can be found at www.facebook.com/ntstrangford BUT You'll need enthusiasm for outdoor work, willing to learn & carry out tasks in challenging locations & weather conditions. Ideally have a driving licence, at least moderately fit & keen to work on boats. ASK tomasz.ciesielski@nationaltrust.org.uk send CV & reference letter from last employer, placement manager etc. Quote 'Residential Volunteer'

REF 476-FOCUSR-18/3 JOB **RECEPTION / ADMINISTRATION**  
 BE4 ONGOING LOC BEECH HOUSE, RAVENHILL ROAD, BELFAST  
 PAY Expenses, full induction & training FOR THE CONSERVATION VOLUNTEERS  
 DES TCV works across the UK to create healthier & happier communities for everyone where our activities have a lasting impact on people's health prospects & outdoor spaces. At our Belfast office we are offering a variety of volunteer reception & administration roles, based at our busy reception office, working as part of a team to support the smooth day to day operations of TCV. You will be the first point of contact for enquiries by phone, email & members of the public calling to the office. The roles may require a combination of: dealing with deliveries & registered post, photocopying, scanning, filing, stock-take & ordering, information input into database, training course promotion & bookings, event

preparation & PR, & helping out other staff members with information they may require. You will receive a full induction, training & regular reviews to ensure you are getting the most out of your volunteering experience with us. Minimum 4 hours per week. Flexible depending on availability. BUT Reception / office work / administration / good communication skills. Ability to work as part of a team. Good level of accuracy. ASK Kate Holohan, k.holohan@tcv.org.uk

REF	477-FOCUS-1/4	JOB	<b>CONSERVATION RANGER</b>
BE4	31/3/16	LOC	CROM ESTATE, NEWTOWNBUTLER, CO FERMANAGH
PAY	Training on necessary equipment	FOR	NATIONAL TRUST
DES	To support the Ranger team at Crom Estate. Variety of duties, maintenance on the estate, visitor engagement & events. 37.5 hpw, 3 months minimum, 12 month maximum. BUT Driving licence required. ASK Gemma Elliott gemma.elliott@nationaltrust.org.uk		

## Volunteer Driven Success at Rutland Water

Rutland Water is a reservoir nestled in the small county of Rutland in the East Midlands. Built in the 1970s by Anglian Water, there are 26 miles of shoreline, including a peninsula on the western side, and 9 miles of this is managed as a nature reserve in a unique partnership between Anglian Water and the Leicestershire and Rutland Wildlife Trust.

Over the years the management of the reserve has grown, with new features being added all the time and we are now at the point where we have 8 lagoons and nearly 30 birdwatching hides, as well as 2 visitor centres and a newly built, HLF funded volunteer training centre. Running a reserve of this size is, as you would imagine, impossible without a vast team of volunteers who now number more than 450. Volunteers here work in a variety of roles including habitat management, osprey monitoring, wildlife recording, visitor experience and much more! We also have the annual Birdfair which could not be run without the near 300 volunteers that join us on the weekend (and for the many weeks of preparation/dismantling!).



**Two of our Volunteer Trainee Reserve Officers enjoying the sun while wardening at Birdfair 2015** (Eric Renno)

Managing such a huge team can be a struggle at times and keeping the volunteers satisfied and happy is vital. It is something we have put many years of work in to, and are forever improving. A couple of years ago we built a WordPress website, specifically for volunteers. This is a private website that doesn't come up in search engines and requires a login. The website is vital in our day to day running of the volunteer programme. It is full of interesting stories and news updates on the goings-on at the reserve but it is also an important tool when communicating practical information such as rotas, health and safety information and dates. We also have a large createsend email database where we can send emails out to the appropriate volunteers, often linking them back to information on the website. This has been incredibly useful in getting the volunteers adapted to logging in to the website regularly, and we are now at the point where less than 10 volunteers require documents to be posted.

Rewarding our volunteers and recognising their hard work is important and we go out of our way every day to make the reserve a friendly, welcoming place. This can be anything from providing homemade soup after a challenging work party to the constant supply of tea. We try to make it as simple as possible for the volunteers to reach us, either by telephone and email, or through dedicated 'drop in' hours when we can guarantee we will be in the office if they want to pop down in person.



**A team of volunteers head off for a guided walk on the reserve with staff in December 2015** (Sarah Proud)



**Steve, one of our expert volunteers, leading a Dragonfly and Damselfly walk on Wild Rutland Day** (Eric Renno)

For many years now we have had annual end of season or Christmas parties for each group. For example, when the ospreys migrate for the winter in September, we host a party for the monitoring volunteers who then finish until March. We get a fish and chip van to come to the visitor centre and pay for their meal (£5 a head). We provide entertainment, usually in the form of the staff making fools of themselves, which they thoroughly enjoy! It is a great way to round off the season and leaves them satisfied and valued during their break.

Throughout the year we provide events specifically for volunteers, a practice that has really taken off since the completion of our Volunteer Training Centre in July 2015. These events include walks, talks, workshops and catch ups, and can often be done for just the cost of the staff member's time. If there is a budget, however, there's one thing I've learnt, to provide hot drinks, biscuits and cake wherever possible! It always puts a smile on to everyone's faces. These type of events not only make the volunteers feel valued but also improve their knowledge, which in the long term can only help us more. We have also found that eventually you end up with some very experienced and enthusiastic volunteers, who in turn are happy to train others. In 2016 we have 13 events scheduled already that are led by volunteers, for volunteers. A costless, effective approach!

The most expensive event for us

throughout the year is the Christmas Lunch at approximately £7 per head. We limit the numbers to how many we can fit seated in our biggest room, about 80, and then give tickets on a first come first served basis which works well. Christmas always proves the perfect opportunity to really lay the thank yous on thick and it can be great fun in the office when it comes time to collate the volunteer photos (take lots!) from throughout the year into a video summary of what they've been up to. This is shown at the Christmas party but also shared on social media, with the added benefit of a bit of advertising to help with volunteer recruitment the following year.

In my role at the reserve as the dedicated Volunteer Coordinator I can put a lot of time into our particularly large reward and recognition programme. On a smaller scale some basic events such as a guided walk or a 'cuppa, cake and catchup' event are simple and either free or done for the cost of tea and cake, well worth the difference it can make to volunteer attitudes.

Sarah Proud, Volunteer Coordinator, 01572 720049, [volunteering@rutlandwater.org.uk](mailto:volunteering@rutlandwater.org.uk)

Visit our website: [www.rutlandwater.org.uk/wildlives](http://www.rutlandwater.org.uk/wildlives)

View our 2015 volunteer video <https://www.youtube.com/watch?v=zoVFqY3pMcs>



**Getting stuck in...the volunteers enjoy a well-earned Christmas lunch, waited on by the staff of course!** (Tim Appleton)

### Anglia:

REF 478-FOCUSR-27/5

JOB **LITTLE TERN VOLUNTEER**

BE4 ONGOING

LOC GREAT YARMOUTH, WINTERTON ON SEA or ECCLES ON SEA

PAY Full training & agreed upon travel expenses FOR RSPB

DES The project runs from May until mid August each year. In 2016, it will be celebrating its 30<sup>th</sup> anniversary. The little tern is one of the UK's rarest seabirds & has suffered chronic declines over the past 25 years. Norfolk is a stronghold for little terns, holding 30% of the UK's breeding population. The wide beaches are perfect for the little terns but are also very popular with tourists & locals alike, & this puts huge pressure on the easily disturbed birds. This is where we need your help to continue to protect this species & raise awareness with the public about the project & how everyone can do their bit to help protect these important colonies. From taking part in bird surveys & predator monitoring, to manning the new Geodome & talking to the public about the importance of the project & what they can do to help prevent disturbance to the nests. Minimum half a day per week / one day per fortnight May – Sept. Staff provide on going support throughout the season. BUT Fairly physically fit & comfortable working outside in all weather conditions. Confident speaker & prepared to learn some of the natural history of the little tern. ASK Daniel Hercocock, 01493 700645, [daniel.hercocock@rspb.org.uk](mailto:daniel.hercocock@rspb.org.uk) [www.rspb.org.uk/volunteering](http://www.rspb.org.uk/volunteering)

REF 479-FOCUS-1/4 JOB **ENVIRONMENTAL EDUCATION ASSISTANT – Long term placement**  
 BE4 31/3/16 LOC One of 5 education centres in SUFFOLK  
 PAY Training FOR SUFFOLK WILDLIFE TRUST

DES / BUT 3-6 month placement for 3 days a week minimum, ideally between April – October, our busiest season in Education. This is a great opportunity to work alongside our friendly education team with their busy schedule of events, school visits & outreach community & school work. You will be working with all age groups & no two days will be the same! You will also have the opportunity to get involved in family events & activity days. Training will mainly be on the job under the guidance of the education officer. You will have the opportunity to take part in the outdoor learning training we offer teachers & practitioners as well as a variety of our wildlearning adult courses & an appropriate external course to further your career. You will gain valuable experience teaching within a conservation organisation & learn a lot about the reserve & education centre. ASK Judy Powell, 01473 890089 <http://bit.ly/MqF7Lu>

REF 480-FOCUSR-OK8 JOB **EDUCATION & EVENTS VOLUNTEER**  
 BE4 N / A LOC BRADFIELD WOODS, BURY ST EDMUNDS, SUFFOLK  
 PAY Training will be given FOR SUFFOLK WILDLIFE TRUST  
 DES To assist the woodlands education ranger with school & group visits & events. BUT No experience necessary. Enthusiasm & love of the outdoors essential. ASK Joanne Atkins, 01449 737996 [bradfield.education@suffolkwildlifetrust.org](mailto:bradfield.education@suffolkwildlifetrust.org)

REF 481-FOCUS-OK8 JOB **VISITOR CENTRE VOLUNTEERS**  
 BE4 ? LOC Various, see below  
 PAY Travel expenses FOR NORFOLK WILDLIFE CENTRE  
 DES To welcome visitors to the centre, providing excellent visitor care. Helping with all centre duties including sales, promoting membership & boat trips (at some centres) BUT Friendly & enthusiastic & welcoming personality. Customer services skills & confidence. Love of wildlife & wild places. Numerate, reliable time keeper and able to work as part of team & on own initiative. Able to multi-task. Centres host frequent school parties, child friendly approach essential.  
 LOC DES / BUT  
**Hickling Broad Visitor Centre** 1 day per week or provide cover on more flexible basis. Open 10- 5 daily Easter - October.

**NWT Holme Dunes** The Centre is at the end of a mile long gravel track & is part of warden's accom. No public transport. Half day per week preferred. Open 10-5 daily Easter - October, option to work weekends during winter.  
**NWT Ranworth Broad, both Centres.** No running water on site. First aid qual advantage, training can be given. Regular half / full day per week / fortnight. Open daily 10-5 April - Sept plus weekend & school holidays in October.  
**NWT Weeting Heath** Part of Wings over the Brecks project. Live video footage of stone curlews. Help to promote the work of project partners, RSPB & Forestry Commission. Open daily 9.30-4.30 march to August, flexible would prefer half day per week. ALL: ASK <http://c-js.co.uk/1xhHX6P> [angelac@norfolkwildlifetrust.org.uk](mailto:angelac@norfolkwildlifetrust.org.uk)

REF 482-FOCUS-29/4 JOB **VISITOR ENGAGEMENT VOLUNTEER**  
 BE4 As soon as possible LOC NWT CLEY MARSHES  
 PAY Travel expenses FOR NORFOLK WILDLIFE TRUST  
 DES To actively engage with visitors to enhance their overall experience & enjoyment. Help with "Taster Sessions" aimed at new visitors or to introduce a new activity; can incl: bird watching, wildlife walks, pond dipping & sketching. Centre open daily 10-4, Nov- Feb, 10-5 Mar-Oct BUT Friendly & enthusiastic & welcoming personality. Customer services skills & confidence. Enthusiasm for wildlife & wild places. Able to lead small group events & knowledge of NWT work - training in both provided. Flexibility to work cross site on range of tasks; able to use initiative & to work as part of team or individually. Child friendly approach required. ASK <http://c-js.co.uk/1xhHX6P> [angelac@norfolkwildlifetrust.org.uk](mailto:angelac@norfolkwildlifetrust.org.uk)

REF 483-FOCUS-29/4 JOB **COMMUNICATIONS VOLUNTEER**  
 BE4 As soon as possible LOC NORWICH  
 PAY 0 FOR NORFOLK WILDLIFE TRUST  
 DES Helping support our busy PR & Communications department with general admin duties & website updates. Possibly incl copy-writing. Flexible commitment, minimum of half day. BUT Admin skills; excellent standard of written English; computer incl internet. ASK <http://c-js.co.uk/1xhHX6P> [angelac@norfolkwildlifetrust.org.uk](mailto:angelac@norfolkwildlifetrust.org.uk)

REF 484-FOCUS-29/4 JOB **EVENT SUPPORT VOLUNTEER**  
 BE4 As soon as possible LOC ACROSS NORFOLK  
 PAY Travel expenses & full training FOR NORFOLK WILDLIFE TRUST  
 DES We want to spread the word about the great work we do & need help to get to all the events that we are invited to throughout Norfolk. This role is very flexible as you will have the option of which events to attend which can be in various locations & on various dates incl weekends. BUT Good organisational & time management skills. Enthusiasm & passion for wildlife, conservation & work of the Trust. Confidence & excellent communication & advocacy skills. Own transport essential. First aid qual advantage ASK <http://c-js.co.uk/1xhHX6P> [angelac@norfolkwildlifetrust.org.uk](mailto:angelac@norfolkwildlifetrust.org.uk)

REF 485-FOCUS-1/4 JOB **VOLUNTEER ASSISTANT LEARNING & ENGAGEMENT OFFICER**  
 BE4 4/4/16 LOC BRANCASTER ACTIVITY CENTRE, KING'S LYNN, NORFOLK  
 PAY Accom with Wi-Fi & utilities, internal & external training FOR NATIONAL TRUST  
 DES 6 month residential placement ideal for anyone looking to gain experience & a respected reference in outdoor education & public engagement. Working as an integral part of the learning team, you role will help shift perceptions, create life-long memories & enable children to connect with nature. During term time you will assist in the delivery of outdoor adventures & more formal environmental learning experiences to residential schools. Outside of our school bookings & during holidays you may work with the learning team to deliver a range of public engagement activities along the North Norfolk Coast. Also assist with day to day maintenance & safety procedural checks BUT Experience with, &

enjoy working with children & young people; energetic & motivated; good communication skills; enjoy being outdoors & have adventures in all weathers; passion for nature & the work of the National Trust; positive with a real sense of fun; ability to work independently & in a team; demonstrate initiative & confidence; don't mind getting hands (& possibly face, arms & legs) dirty. ASK Rob Jones, robert.jones@nationaltrust.org.uk 01485 210719  
www.nationaltrust.org.uk/brancaster

**Would you like to volunteer** in a beautiful setting giving you a chance to keep fit, socialise and build your CV? We have a wide variety of opportunities available that could be tailored to suit your needs from work experience to corporate conservation days. Contact David or Andrew visitor.services@neneparktrust.org.uk www.neneparktrust.org.uk

**Come and join the rangers** and fantastic team of volunteers at our beautiful country park. Tasks vary but include all aspects of practical conservation work, wildlife surveying and/or helping with school visits and public events. In house training will be provided. Contact Hinchingsbrooke Country Park on 01408 388666 or email HinchingsbrookeCountryPark@huntingdonshire.gov.uk

**We are seeking volunteers** between March and September to work at our Community Plant & Tree Nursery in Godmanchester, near Huntingdon to assist with all aspects of growing vegetables and fruit involving sowing, picking, washing, packing, marketing and selling the produce. Contact Ranger Kirsty Drew on 07810 637546 or kirstien.drew@huntingdonshire.gov.uk

**Join a friendly team working** on NNRs in Norfolk Broads. We offer variety of practical management tasks, species monitoring, public engagement and more. Full training and PPE provided. Suit those of a practical nature who are physically fit & can work outdoors in all weathers. No previous experience necessary. Contact: john.white@naturalengland.org.uk

**Every Friday until November 2017** Mid Norfolk Workout Group Volunteer  
Mid Norfolk, around Dereham & Fakenham, TCV Contact: Mark Webster 01603 274512 / 07843 069567, m.webster@tcv.org.uk, www.tcv.org.uk/norfolk  
The project will run a wide range of nature conservation activities, such as hedge planting, woodland management, identifying wildlife, restoring ponds and making benches. Sites will include Norfolk's largest ancient woodland and a countryside education centre. Free minibus from Norwich or Dereham town centre pick-up points. No experience, knowledge or skills required, full training will be given.

## The Benefits of Recruiting Retired People as Conservation Volunteers

by Jessica Whitehead, Volunteers Officer



I have volunteered for many different conservation organisations in the past and it has been my privilege to have worked alongside adults who were much older and wiser than me, most of whom were retired or semi-retired and had a lot of interesting knowledge to share.

At this time, Lee Valley Regional Park Authority has 641 volunteers registered on its database. 58% of these volunteers are aged 45 and over, and 12% aged 65 plus. Within the age range of 45 plus around 60% of volunteers are male to 40% female.



**Maurice Bond, Dawn Clayton (Casual Countryside Assistant) and Brenda Chanter**, Lee Valley Conservation Volunteers tree planting between Walthamstow Marsh and Leyton Marsh (Eamonn Lawlor, Ranger)

We do not track how many of these people are retired but we estimate that it is a reasonably high number and we can be certain that volunteering is an activity that attracts many people who want something to do once they have finished their working careers.

Lee Valley Regional Park Authority has around twenty different roles available for volunteers at any one time. Our 80 Conservation Volunteers and our 60 Fisheries Volunteers comprise two of the largest groups, assisting our Rangers and Fisheries teams at 40-50 sites each year throughout our 26 mile long park which reaches from Hertfordshire through Essex and down to the banks of the Thames.

In addition to our own Volunteers we also work in partnership with other organisations leading their own conservation projects or managing other areas within the park. For example TCV holds work parties that

regularly visit some of our sites in the southern part of the park around the area of Lea Bridge Road, and many fishing clubs using Lee Valley waters rely on volunteers.

'By word of mouth' is one of the most common responses we get from volunteers when asked how they have heard about our opportunities. Our registered volunteers are extremely valuable in spreading the word about the work we do and encouraging others to take an interest.

Throughout my work with volunteers I got to know certain individuals within a team very well, learnt about their backgrounds and found that each volunteer has something different to offer to the team. Some of the current volunteers I work with have come from jobs with high levels of responsibility including a director from a pharmaceutical company, customer services manager at one of Britain's biggest banks, insurance underwriters and ICT engineers, all of whom are now putting their skills and intelligence to use in a new environment.

Others have come from practical trades where they were used to being hands on and were already very used to using tools. There were also people who have a great deal of knowledge about the local area including its history and wildlife. When I am out on a task with our volunteers I learn something new each time varying from how to fell a tree safely to how to identify local invasive species.

We receive some really positive feedback from our volunteers. Below Colin Short describes his experience of volunteering within Lee Valley Regional Park in his own words

### **Colin Short, Age 61, Volunteer Fisheries Bailiff**

"I started volunteering in Lee Valley Regional Park in 1985, helping out with the fisheries and was a bailiff for the fisheries in 1997 and a head bailiff since 1998 in addition to my current responsibilities as the Fisheries Volunteer Co-ordinator.

"Since retiring, I spend two days a week helping the fisheries team with their day to day workload along with other retired members of the Task Force. This includes the bi-annual electro fishing survey that provides information on fish populations for Lee Valley Regional Park Authority's Biodiversity team and the Herts Wildlife Trust.

"My favourite part of the job is working on the Carp Rearing Facility and helping with the fish stock. We keep photographic records of the fish and I've seen fish grow from just five pounds to 36 pounds. It's great to see the benefits of the work which you're doing.

"All the volunteers are really friendly. There's great camaraderie and I've made many new long term friends. We always have a laugh and joke between us, but the best thing is that you have something to show for your work at the end of the day and as most of the fishery work is physical it helps keep me fit and also saves on gym fees.

"Volunteering has given me a great opportunity to spend more time outdoors developing my Fishery Management knowledge and skills."

Volunteers can register via <http://c-js.uk/1SgbUTN> or contact us using any of the details below:  
Volunteers Team, Lee Valley Regional Park Authority, Myddelton House, Bulls Cross, Enfield, Middlesex EN2 9HG E: [volunteers@leevalleypark.org.uk](mailto:volunteers@leevalleypark.org.uk) T: 01992 709867

### **Midlands:**

REF	486-FOCUSR-18/3	JOB	<b>PRACTICAL / SURVEYS &amp; MONITORING VOLUNTEER</b>
BE4	N / A	LOC	BROMYARD DOWNS, HEREFORDSHIRE
PAY	Training	FOR	Bromyard Downs Common Association / Herefordshire Wildlife Trust
DES	Practical – varied habitat management tasks carried out on Bromyard Downs throughout the year – including scrub clearance, heathland, woodland, wetland management. Surveys & monitoring – carrying out species surveys & monitoring throughout the year. Practical work days are 2-3 per month, surveys vary. Training opportunities available.		
BUT	Willingness to work outside in varied weather conditions, practical work days require a certain level of fitness but jobs can be amended to suit different abilities. ASK Hannah Welsh, Project Manager, <a href="mailto:h.welsh@herefordshirewt.co.uk">h.welsh@herefordshirewt.co.uk</a> 01432 356872 07733 404938.		



**Colin Short and the Fisheries Task Force building a raised walkway**  
(Jamie Godson, Fisheries Officer)

- REF 487-FOCUSR-OK8 JOB **PEOPLE ENGAGEMENT OFFICER**  
 BE4 31/8/16 LOC RSPB MIDDLETON LAKES, TAMWORTH  
 PAY Training & support + expenses\* FOR RSPB  
 DES To give warm welcome to visitors at weekends & during school holidays & help them get the most out of their visit. Minimum commitment of 1 day per month, 10-3 BUT \* to maximum of 25 miles. Outgoing, friendly, confident to initiate conversations & able to work well within team. Previous sales or customer service background ideal. Willing to learn about benefits of RSPB membership. ASK Julia Winhall 01827 259454 julia.winhall@rspb.org.uk
- REF 488-FOCUSR-OK8 FOR WORCESTERSHIRE WILDLIFE TRUST  
 JOB DES  
**Volunteer Wildlife Watch Leader** 3rd Wednesday of each month, 5-8 plus 3hrs prep. To join friendly education team & lead wildlife watch club. Need to plan & deliver fun & interactive outdoor learning sessions for children aged 5-12.  
**Volunteer Wildlife Watch Helper** 3rd Wednesday of each month, 6 – 7.30 (plus set up & clear if pos). To join friendly education team & assist with wildlife watch club  
 BOTH: DES Sessions could include minibeast hunting, pond dipping, crafts etc. BUT Experience of working children in school or other envs & of planning & delivering creative env ed. Interest & enthusiasm for wildlife conservation & aims of WTs. Willingness to be outside in all weathers, Basic knowledge of UK wildlife & ID skills. Able to work flexibly on initiative & within team. Able to communicate in engaging & professional manner to children & adults. Understanding of child safeguarding & H&S. Prepared to be involved in tasks as need arises. ASK Hannah Thomas, hannah@worcestershireswildlifetrust.org 01905 754919. Apply: www.worcestershireswildlifetrust.co.uk
- REF 489-FOCUSR-OK8 JOB **SCHOOL VISITS VOLUNTEER**  
 BE4 ONGOING LOC LOWER SMITE FARM & other WWT nature reserves  
 PAY Training FOR WORCESTERSHIRE WILDLIFE TRUST  
 DES We are looking for an enthusiastic & committed volunteer to join our friendly education team & assist the Engagement Officers to deliver fun & interactive outdoor learning sessions to schools. A typical day could involve minibeast hunting, pond dipping, baking bread, river activities & much more! Time: casual & flexible depending on demand but typically 9am – 3pm on the required days. BUT Experience of working with children in a school or other learning environment; experience of delivering creative environmental education to children of all ages; interest & enthusiasm for wildlife conservation & aims of Wildlife Trusts; willingness to be outside in all weathers; basic knowledge of UK wildlife & ID skills – although you don't need to be an expert! Able to work flexibly & use initiative, to work in a team & to communicate in an engaging & professional manner to children & adults. Understanding of child safeguarding & health & safety procedures. Willingness to be involved in various tasks as directed if they arise during a school session. ASK Marissa Ryland, marissa@worcestershireswildlifetrust.org 01905 754919 www.worcswildlifetrust.co.uk/volunteer-opportunities
- REF 490-FOCUS-29/4 JOB **VOLUNTEER RANGER, PLACEMENT POSITION**  
 BE4 1/5/16 LOC WENLOCK EDGE, SHROPSHIRE HILLS  
 PAY Training, travel or accommodation if needed FOR NATIONAL TRUST  
 DES Join the ranger team balancing the multiple objectives of modern day woodland & visitor management on Wenlock Edge. Timber production, habitat management, public access & visitor engagement are all key areas for the site along with our conservation grazing scheme. A mix of formal or on the job training is available in a supportive atmosphere, & we promise at least one accredited certificate. The practical elements are supported by training in surveying, record keeping, report writing, event planning, risk assessments, sales & digital media. The role has the flexibility to allow for development in areas of personal interest & there are opportunities to work at other NT properties. 44 weeks, but can be flexible. Normally Mon to Fri 8.30am to 5pm, with occasional weekends. BUT Full UK driving licence; reasonably fit & healthy; passion for nature & protecting our environment; enthusiastic with a positive attitude to learning; keen to work with people & livestock; hard working & committed; aware of health & safety; some knowledge of woodland habitats & countryside management. ASK Please email your CV & covering letter to kate.price@nationaltrust.org.uk
- REF 491-FOCUS-OK8 JOB **FENN'S MOSS NNR VOLUNTARY WARDEN**  
 BE4 ONGOING LOC Fenn's, Whixall & Bettisfield Mosses NNR, & NNR Base (N Shropshire)  
 PAY Travel expenses FOR NATURAL ENGLAND & NATURAL RESOURCES WALES  
 DES Great opportunity to assist with the restoration of part of Britain's 3rd largest lowland raised peat bog. The NNR is 690ha & straddles the English / Welsh border, 4 miles from Whitchurch, Shropshire & 10 miles from Wrexham. Role is varied & can incl practical estate & habitat management tasks, surveying / monitoring, assisting with events / guided walks & office projects. Protective clothing & some formal courses & in-house training provided. BUT Suitable for a student looking for a work placement or someone wanting to gain further experience in the conservation sector. Reliable & enthusiastic, keen interest in wildlife & conservation, physically fit & prepared to work outdoors. ASK Peter Bowyer, Reserve Manager, peter.bowyer@naturalengland.org.uk 01948 880362 www.naturalengland.org.uk
- REF 492-FOCUSR-OK8 JOB **GUEST EXPERIENCES VOLUNTEER**  
 BE4 31/12/16 LOC BEWDLEY, WORCESTERSHIRE  
 PAY Full training provided FOR WEST MIDLANDS SAFARI PARK  
 DES The Volunteers help enhance our guests' day out by talking about the animals & exhibits in the Park's walk-through areas. They are also on hand to answer questions, creating a greater opportunity for members of the public to appreciate the species on show & the importance of research, education & conservation work carried out by zoos & safari parks. Additionally, Guest Experience Volunteers help out in their purpose built 'Discovery Room'. Activities such as arts & crafts & artefact tables are run through weekend & holiday periods to help raise awareness & funds for specific conservation campaigns. No time commitment required but individuals get the most out of volunteering if they attend a minimum of twice per month. BUT Friendly, outgoing & confident in talking to a wide variety of guests; motivated & enthusiastic about wildlife conservation. Ideally a good general knowledge of natural history, ecosystems & conservation,



**Contact for details** Natural Discovery Volunteer  
 Across the Borough of Oadby and Wigston, Oadby and Wigston Borough Council - Natural Discovery Volunteer Development Programme Contact: Casey Humphreys 0116 2572863, casey.humphreys@oadby-wigston.gov.uk 10:00am - 3:00pm. Aim is to increase volunteering opportunities and to also encourage those not normally involved in conservation volunteering to head out and discover their local green spaces. A wide range of practical conservation tasks that may include (but is not exclusive to) coppicing, meadow management, pathways maintenance, hedgelaying and litterpicking.

**Tuesdays & Fridays** Stoke and North Staffordshire Volunteers Various locations along the Caldon and Trent & Mersey canals  
**Every other Wednesday** Tamworth Towpath Taskforce Various locations along the Coventry and Ashby Canals  
**Every other Friday** South Derbyshire Towpath Taskforce Various locations along the Trent & Mersey canal between Burton and Shardlow  
**Every other Tuesday** Leicester Towpath Taskforce Various locations in Leicester along the River Soar and Grand Union Canal  
**Tuesday & Saturday** Fradley Conservation Group Fradley Junction, Alrewas, Staffs DE13 7DN  
**Every other Sunday** Hawkesbury Junction Towpath Taskforce Hawkesbury Junction, Sutton Stop, Grange Road, Exhall, Coventry, CV6 6AF. Meet opposite Greyhound Pub in CRT car park  
**Every other Thursday until the end of October** North Warwickshire Towpath Various locations on the Coventry Canal between Tamworth and Coventry  
 All: Canal & River Trust Contact: Tom Freeland 01827 252010, tom.freeland@canalrivertrust.org.uk, <https://canalrivertrust.org.uk/volunteering> Tasks vary on a regular basis and can include painting, planting, weeding, litter clearance and general maintenance, depending on what's most needed in that area. Ideal for people who want to volunteer but need the flexibility to fit that volunteering around their busy lifestyle, you can come along when you're free.

**Every Sunday** Volunteering opportunity  
 Moira, Nr. Ashby-de-la-Zouch, Conkers Discovery Contact: education@visitconkers.com  
 10am - 4pm. You could help with: clearing invasive species; footpath maintenance; habitat management; litter clearing; wildlife gardening; woodland management; pond maintenance & footpath work. Whether you are an individual or with a group with a keen interest in conservation, we would love to hear from you. Free Lunch

**Two Sundays a Month** Volunteer Group  
 Solihull Railway Station Car Park, Solihull Conservation Volunteers Contact: David Collins 0121 4283269, davidcollins1@aol.com, solihullcv.org.uk  
 10am, look out for the blue Transit Van. We are a small friendly practical conservation charity, carrying out a wide variety of tasks on varied sites, habitats and tasks. Please wear old clothes and strong shoes or boots, bring a packed lunch, we provide tea, coffee, tools, equipment & waterproofs. No experience necessary.

**Every Wednesday & Thursday** Practical Projects Conservation Workparty  
 Churnet Valley in North Staffs, Staffordshire Wildlife Trust - Churnet Valley Living Landscape Partnership Contact: Richard 07960 875157, r.whiting@staffs-wildlife.org.uk  
 Undertake varied estate and habitat works in beautiful locations. 10am - 3.30pm. No experience necessary just enthusiasm. Training provided. Transport usually required but lift from Leek by arrangement. Join the 'Green Gym!'

**Every Tuesday & Wednesday, some Saturdays** Churchyard Task Team Volunteer  
 North Shropshire, Caring for God's Acre Contact: 01588 673041, ben@cfga.org.uk, www.cfga.org.uk  
 Carry out conservation work in churchyards across Shropshire with our task team. Learn new skills, get experience in grassland management, hedge laying, hay making and creating wildlife habitat. Training opportunities in dry stone walling and Austrian scything. Need to be fairly fit and active with an enthusiasm and a willingness to help conserve nature and heritage.

**Join our team of food growing** mentors, sharing their love of growing with individuals and community groups across Leicestershire. Flexible role and hours in your area. Full support and training provided plus free membership of Garden Organic. Contact Alison McGrath amcgrath@gardenorganic.org.uk, 07584 343847 [www.leicestershiremastergardeners.org.uk](http://www.leicestershiremastergardeners.org.uk)

**Work alongside experienced rangers** to deliver a wide range of practical conservation tasks across Derbyshire reservoirs. A variety of work is undertaken including coppicing, hedge laying, fence & footpath repairs, pond restoration, survey skills & more. If you think we might suit you please get in touch. Please contact us on [staunton.foremark@severntrent.co.uk](mailto:staunton.foremark@severntrent.co.uk)

**Practical conservation and land management** throughout the year or on a seasonal basis. Tasks include coppice restoration, hedge laying, fence & footpath repairs, and projects to support wildlife. Tools and training provided. We work outdoors in all weathers! No previous experience necessary. [draycotewater@severntrent.co.uk](mailto:draycotewater@severntrent.co.uk) or 01788 811107 for more information.



**We are establishing an estate woodyard** and workshop at Bewdley and are looking for new volunteers to work in our beautiful setting one day per week to help set up and run the venture. Interesting practical work and a way to use or learn new skills Please contact Julian Roberts, Wyre Community Land Trust 07774 498655

## Trust a Mole to Help

About 15 years ago a review was carried out of the way the Surrey based Countryside Management Projects worked, this concluded that they would benefit from having separate charities set up to run alongside them.

The Projects are local authority funded partnerships carrying out a wide range of practical countryside tasks with help from volunteers. The first Surrey Project to be established was the Lower Mole Project set up in 1983 with



*Promoting  
Countryside  
Management*



**The Kingston Biodiversity Network received a grant from the Trust to fund a hedgerow survey course.** (Conor Morrow, Lower Mole Partnership)

support from the Countryside Commission. It has grown over its first 30 years to a thriving team with about 30 regular volunteers, completing around 8000 volunteer hours per year, with task days up to 4 days per week for a wide variety of landowners, led by a small staff team (2.9FTE).

The review even back then predicted that funding from local authorities couldn't be relied upon forever and that a separate charity would enable fundraising from sources not accessible to local authorities, allow a membership to be established and provide the opportunity for by-products of the work to be sold to raise funds (firewood, charcoal, beanpoles etc).

The first stage was to ask the regular volunteers what they thought of this; thankfully they were enthusiastic and soon

a small team had been established to oversee the setting up firstly of a company and then secondly its registration as a charity. The decision to set up a company hinged on the limited liability this entitled its directors to, as the directors were mostly volunteers who would have been put off if they felt they could be held liable for large sums of money. This team became the first directors of the company 'Lower Mole Countryside Trust'. That was the easy bit; an application was then made to the Charity Commission to be registered as a charity. Initially they decided that we had too many Objects so an Emergency General Meeting was held and these were pared down and an application made again. This time it was successful with registration achieved in February 2003. One of the criteria set by the Charity Commission was that the Trust should be able to support more than just the Lower Mole Project, so it was important to us from the start that we would be able to give funds we had raised to any organisation fulfilling our Objects.

There are now eight trustees, all of whom, apart from myself, are volunteers. There has been a steady turnover of trustees, but the majority of them have come from the regular volunteers who carry out the practical tasks. They meet every two months and apart from the regular items they are required to cover, they make decisions on any grant applications received, discuss progress on work they have funded and any profile raising activity they have planned.

The Lower Mole Project, recently rebranded to the Lower Mole Partnership (following another review!), and other organisations can access funds from the Trust in two ways; either by making an application on the official

form for grants of up to £500 or by presenting a written case for larger scale support, which the Trust can then decide to help raise funds for from other grant sources. It is important to make sure that the way money is spent is transparent and that VAT is included/paid when it should be!



**New otter holt being installed by volunteers on an island in the River Mole, funded by the Lower Mole Countryside Trust** (Conor Morrow, Lower Mole Partnership)

To date the Trust has agreed to about 60 applications made on the form to 13 different groups. These have included funding for training volunteers, purchasing equipment and carrying out practical work to benefit wildlife or improve public access. 25 larger grants have also been given or projects supported following written requests which have required the Trust to apply for funds from other sources to supplement the funding they are able to give themselves. The Trust has raised over £190,000 so far and to date spent or allocated 85% of this to benefit the local countryside. Funds raised need to be spent and not accumulated, as most funders will not give grants if the receiving charity has too much in reserve.



**Lower Mole Partnership starting restoration of Lamberts Orchard Pond in Horton Country Park, funded by Lower Mole Countryside Trust grant, plus additional grants and donations** (Helen Cocker, Surrey Countryside Partnerships team)

the key Objects of this Trust is to support the raising of funds for ongoing chalk grassland management work in the Downlands Partnership area.

There is some pressure for both Trusts to raise extensive funding and offer core support for the Partnerships; however the trustees are very reluctant to do this as they do not regard the core funding of staff as fulfilling the charities' Objects or that it is appropriate for their charitable money to replace that provided by local authorities. As the Trusts are not keen to fund staff the Partnerships have to be careful to apply for funds for work that they actually have time to do with the existing staff and volunteer resource.

The set up of our Trusts is a bit different to the usual 'Friends of' Group, as the trustees and members do not



**New fence being constructed by the Lower Mole volunteers at Castle Hill in Chessington funded by the Lower Mole Countryside Trust** (Louise Wilford, Lower Mole Partnership)

The recent review referred to above resulted in the Trust being given a more significant role in the Partnership. The Surrey Countryside Partnerships, made up of the Lower Mole Partnership, Downlands Partnership and Surrey Heathland Partnership, now have a Surrey Countryside Partnerships Board with an independent chairman, a representative from each of the funding partners, plus the two supporting Trusts, Lower Mole and Downlands.

The Downlands Trust was created as a charitable trust in 2008 and is similar to the Lower Mole Countryside Trust, but was set up as part of the 9-year legacy from a Heritage Lottery Fund scheme, Old Surrey Downs Project (OSD) - restoring our beautiful chalk grassland. The OSD Project ran for 6 years and was managed by the Downlands Project (now Downlands Partnership) and officially ended in December 2012. However one of

do any practical activity in the name of the Trust; all the practical conservation work is still done under the umbrella of the local authority funded partnership. The trustees administer grants to and from the Trust and attend events to represent and publicise the charity and to fundraise for it. The Trust has given grants to several more traditional 'Friends of' groups in the area, in particular to pay for tools and training.

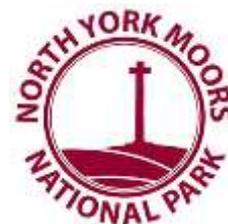
One of the options originally investigated back in the early 2000s was whether the whole project should cease to be hosted by a local authority and become a free standing charity, and that is the route that some other organisations similar to us went down and it is still a possibility for the future, particularly with local authorities purse strings stretched to bursting point.

However charities are under pressure too and although this area of north Surrey in theory has a wealthy population of potential donors, the importance of maintaining its wildlife rich chalk downlands, pasture woodlands and river corridors in an area where countryside is becoming increasingly fragmented, does not have a high enough profile.



DES We are a local organisation undertaking a project to help people reduce waste & save money. The not-for-profit project encourages people to reduce, reuse & recycle, thus helping the environment & saving money. The rotters attend community events, host talks & provide school workshops to promote & teach about campaigns such as Love Food Hate Waste & Home Composting. BUT No experience needed as full training provided.  
ASK www.letstalklessrubbish.com Volunteer Coordinator 01609 797212 nyrotters@northyorks.gov.uk

REF 504-FOCUS-18/3  
JOB **MOBILE DISPLAY UNIT VOLUNTEERS**  
BE4 N / A  
LOC NORTH YORK MOORS NATIONAL PARK  
PAY Training & travel expenses  
FOR NORTH YORK MOORS NATIONAL PARK AUTHORITY



DES / BUT Meet & greet members of the public, & inform them about the wonderful coast we have in the National Park & the experiences it holds for visitors. Use the images & films that have been commissioned along with social media & websites to show visitors what awaits them. This role is mobile, based at numerous locations & would suit individuals who enjoy interacting with the public & promoting the special qualities of the National Park. This would be a good opportunity to gain experience in National Parks, events & tourism while also meeting local businesses. Locations will be varied from the coast such as Robin Hood's Bay & Ravenscar or in areas outside the Park like York & Middlesbrough. Ideally requires a commitment of at least 1 day a week in summer, but can be flexible. The MDUs will also open on selected weekends & events throughout the year. You will learn about our rich Jurassic history or the birdlife of the moors. You will meet fishermen, bush craft businesses & story tellers who offer a variety of events, then use this knowledge to enthuse potential visitors & about the diversity of experiences available in the National Park. ASK volunteers@northyorkmoors.org.uk 01439 772700.

REF 505-FOCUSR-29/4  
BE4 30/4/16  
JOB **VOLUNTEER SURVEYOR**  
LOC MALHAM TARN & LANGSTROTHDALE, YORKSHIRE DALES  
PAY Specific training & travel expenses\* FOR NATIONAL TRUST YORKSHIRE DALES

DES To help the Yorkshire Dales property team survey species & habitats & record their findings. This helps us monitor our land & helps us to understand the impact of land management. In this way we can conserve the area for the local community & the many visitors who enjoy it all year round & we can improve on our management year on year. \*up to 40 miles round trip. Time: flexible, but generally 9am to 4pm. BUT Training will be provided so specific skills not needed. Already have or are keen to develop survey, monitoring & report writing skills; appreciation & enthusiasm for the natural world, its conservation & like being outdoors; value the Malham Tarn & Langstrothdale, Upper Wharfedale Estates & want to help look after it; want to broaden your understanding of the National Trust's work in the Yorkshire Dales; enjoy meeting & talking to people; willing to work alone & / or as part of a team. ASK 01729 830416 roisin.black@nationaltrust.org.uk

REF 506-FOCUSR-29/4  
BE4 30/4/16  
JOB **NATURE CONSERVATION VOLUNTEER**  
LOC MALHAM TARN ESTATE YORKSHIRE DALES  
PAY Basic training & travel expenses\* FOR YORKSHIRE DALES NATIONAL TRUST

DES To help the Yorkshire Dales property team to maintain various aspects of the property, in order to conserve the area for the local community & the many visitors who enjoy it all year round. Develop a good knowledge of the property, its history, landscape & geology, nature conservation value, archaeology, access routes & current management. Take an active part in the lighter conservation tasks as they arise, including tree planting, erecting tree protection, weeding around trees, removing unwanted vegetation & replacing failed trees, collecting seed & growing on & planting out. Regularly walk paths across the site, reporting any issues & being a friendly face for visitors. \*up to 40 miles round trip. Time: flexible, but generally 9am to 4pm. BUT Appreciation & enthusiasm for the natural world, its conservation & like being outdoors; value the Malham Tarn & Langstrothdale, Upper Wharfedale Estates & want to help look after it; want to broaden your understanding of the National Trust's work in the Yorkshire Dales; enjoy meeting & talking to people; willing to work alone & / or as part of a team; reasonably fit & willing to work out of doors in most weather conditions. ASK 01729 830416 roisin.black@nationaltrust.org.uk

**Tuesday to Thursday** Volunteers

Hollybush, Leeds, The Conservation Volunteers Contact: Andrew 0113 2742335, a.tiffany@tcv.org.uk  
We need volunteers to help us deliver practical projects across Leeds! These include hedge-laying, woodland management, footpath work, creating outdoor growing spaces for schools plus many more... Tasks run from 9:30am to 3:30pm every week. Join in, feel good...

**Every Wednesday** Shieldfield Green Team

Newcastle, Groundwork Contact: sarah.atchison@groundwork.org.uk  
1.30pm to 3.30pm to help make a difference. This environmental project concentrates on improving green spaces in the heart of Shieldfield, providing hands-on experience of horticulture & gardening skills whilst making new friends and improving local areas.

**Every Friday** Weekly conservation volunteer group

Bradford, Bradford Environmental Education Service; Bradford YMCA Contact: 01274 371303, www.bees-ymca.org.uk  
A social way to learn management skills and do something positive. We meet at Culture Fusion, 125 Thornton Road, BD1 2EP.

**Nosterfield Local Nature Reserve** - a partnership working with the quarrying industry and North Yorkshire's premier wet grassland for birds. Local volunteers created this reserve and continue to manage it.

We have massive expansion plans, including extensive reedbeds. Grasping this opportunity means we need more support.

Whether you're happy getting your hands dirty creating and managing habitats, surveying and recording species, helping at events, or building new skills, we've a volunteering opportunity for you!

Bring lunch and suitable gear - refreshments provided.

If you would like to find out more, please get in touch. We'd love to hear from you!

Contact [volunteering@luct.org.uk](mailto:volunteering@luct.org.uk) or view [www.luct.org.uk](http://www.luct.org.uk) to find out more



## Offering traineeships – what's in it for the organisation?

Over the last 6 years, 48 individuals have benefitted from trainee placements as part of either the Dorset Wildlife Trust programme or, since 2014, via the Wildlife Skills programme which runs as a partnership between Devon, Dorset, Somerset and Wiltshire Wildlife Trusts until 2017. All placements have been bursary funded by the Heritage Lottery Fund (HLF) Skills for the Future programme, which has been set up to provide individuals across the country with the skills to make a positive contribution to the heritage sector and to confidently seek employment in the sector.



Most placements have been one year in duration and had a focus on Monitoring and Survey, Volunteer and Community Engagement or Practical Conservation. Each of our trainees had a mentor and regular progress reviews throughout. The success rate for finding employment in the sector after completing a traineeship is over 95% and feedback from trainees has been excellent.



**Staff and trainees enjoy National Vegetation Classification training at Kingcombe, Dorset (R Janes)**

But what did the organisation get out of the experience? There can be an assumption that all benefits in the process are felt by the trainee only, and the costs borne by the organisation, with little or no benefit to them. However, when we carried out a review of the programme with our mentors, we found that they were overwhelmingly positive about having trainees and gave the following reasons.

### Boosting morale

When you put energetic, grateful people into an organisation with 'can-do' attitudes who just ooze enthusiasm, it has a very noticeable effect on the rest of the staff. It can act as a pretty good antidote to jaded thinking and cynicism!

### Extra capacity

There is no denying that an extra pair of hands when running a pond dipping day or an extra chainsaw operative when clearing birch is extremely welcome and trainee efforts really make a difference. In some cases, trainees have really taken the lead. For example one trainee pushed their organisation to gain a nationally recognised Quality Badge. Their mentor stated "we would not have got to this stage without our trainee pulling it all together". This same trainee was further described by the mentor, "she really helped me with my workload, as she was a self-starter and a planner".

### Bringing new skills

Trainees bring with them a whole new set of skills, ideas and innovations to the organisation. For example, many of our trainees have been under 25 years of age, and therefore extremely adept in using social media to communicate. The organisations have benefitted from their expertise, as they have helped to promote the Trusts' work via twitter, blogs and campaigns such as 30 Days Wild.

### Job satisfaction and leadership opportunities

Staff appreciated the opportunity to develop their management skills and it was described as 'nice to get back to passing knowledge and experience on'. Trainees were described as 'an asset to the team and a pleasure to work with'. Mentors who often had previously worked alone had enjoyed having some company! Mentors were proud of how the trainees' confidence had developed, and how the depth of trust in the relationships between them had grown. One was very proud when she watched her trainee teach a group on her own, especially when they had been nervous previously but then did it perfectly, and she experienced a 'proud mum moment' when her trainee secured a job.

### Personal reflection and development

Looking after trainees meant that many mentors have reflected on their own communication styles, including asking questions of themselves such as 'how I can improve the way I communicate and support people within a limited amount of time'. One mentor had found it illuminating when she found out that 'I don't communicate as clearly as I thought I do', and another had realised that 'sometimes I have to take a step back and let the trainee do something wrong first so they can learn from their mistakes'. They had appreciated the opportunity for personal development in learning how to deal with different personality types and practicing patience. The experience has made one mentor 'feel more positive about future direction for myself', and another had identified personal gaps in their own wildlife knowledge and is now working to improve these.



**Cohort 1 trainees Beth, Ed and Luke with smooth snakes and great crested newt during species training (R Janes)**

### Training opportunities

Joint training opportunities have benefitted staff, for example a bespoke National Vegetation Classification course, was also attended at low cost by Trust staff. Staff have also attended in-house amphibians, reptiles and dragonfly training days.

### Raising the profile of the organisation

The 48 former trainees act as ambassadors for the organisation as they progress into their careers. It is incredibly satisfying to walk into a partnership meeting and find that 1 or 2 of the people present are trainees from a few years back, and are successfully making a difference in the sector.



**Wildlife Skills trainees at their end of traineeship celebration event June 2015 (R Janes)**

in both the application process and during the project is excellent, without onerous administrative processes. The Wildlife Skills programme includes a full time project co-ordinator role, which has proved very valuable in co-ordinating training across the partnership. We have been fortunate in having this HLF funded bursary scheme, but believe it would still be possible to run a smaller, similar scheme without this luxury.

Achieving these benefits has required a lot of hard work and dedication on the part of the staff involved. Especially in the first few months, trainees require quite considerable one to one input, which can put pressure on mentors' own workloads, but as mentors increased their own confidence, solutions were put in place to ease this. Having young or inexperienced people in an organisation can present some new challenges with regards to health and safety procedures, which have required careful thought and offering training such as personal effectiveness and time management has filled some gaps in the trainees' skill base, which we hadn't initially anticipated.

Although competition for HLF funds is always fierce, the support given by HLF

We will be advertising Wildlife Skills traineeships in spring 2016 for a 1st July start, and details will be available at [www.dorsetwildlifetrust.org.uk/wildlife\\_skills](http://www.dorsetwildlifetrust.org.uk/wildlife_skills).

For more information about running a traineeship scheme, contact Rachel Janes, Wildlife Skills Project Co-ordinator at [rjanes@dorsetwildlifetrust.org.uk](mailto:rjanes@dorsetwildlifetrust.org.uk), on 01305 264620 or follow us on twitter @wildlife\_skills



### North West:

**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

**To help inform conservation efforts** in the North Pennines we want to develop people's expertise in some important and accessible groups of invertebrates. If you would like to take part in ID workshops and volunteer at community events and survey days please email [samantha@northpenninesaonb.org.uk](mailto:samantha@northpenninesaonb.org.uk) or call 01388 528801

**The National Trust in Grasmere** and Great Langdale is offering the opportunity to do volunteer work in amazing places, meeting new people and knowing that you're helping a great cause. Opportunities exist in a range of fields from practical conservation to gardening or visitor welcome. Phone: 015394 37623 [www.nationaltrust.org.uk/volunteer](http://www.nationaltrust.org.uk/volunteer)

**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.customerenquiries@nationaltrust.org.uk](mailto:nw.customerenquiries@nationaltrust.org.uk) or tel 0161 9280075

**Plant Natural History Course**, Lancashire 1st Wednesday of every month between Feb and Nov, this 10 session course will cover plant morphology, physiology and adaptations and is suitable for beginners. Free course, but we do require a refundable deposit of £50 (£5/session). Contact Catherine on [chaddon@lancswt.org.uk](mailto:chaddon@lancswt.org.uk), 01772 324129 to book.

**Thursdays** TCV Manchester Green Gym  
Sale Water Park, The Conservation Volunteers Contact: 07764 655693, [manchester@tcv.org.uk](mailto:manchester@tcv.org.uk),  
[www.tcv.org.uk/north](http://www.tcv.org.uk/north)  
Join in and feel good at our Green Gym. 10am to 1pm to do practical conservation at your own pace. Improve your health and wellbeing whilst conserving local greenspace and meeting new people.

**Every Tuesday, Wednesday & Thursday** TCV Manchester Midweek Group  
Greater Manchester, The Conservation Volunteers Contact: 07764 655693, [manchester@tcv.org.uk](mailto:manchester@tcv.org.uk),  
[www.tcv.org.uk/north](http://www.tcv.org.uk/north)  
Join us to do practical conservation activities. Learn how to manage habitats, build countryside furniture and conserve your local greenspace. A great opportunity to learn new skills and meet new people.

REF 507-FOCUSR-OK8 JOB **CONSERVATION VOLUNTEER**  
BE4 N / A LOC FESTIVAL GARDENS LIVERPOOL  
PAY On the job training for a plethora of tools / activities FOR THE CONSERVATION VOLUNTEERS  
DES Do you have an interest in conservation? If you are keen to take an active role in your local environment, then this is the role for you. Conservation volunteers are needed throughout the year at Festival Gardens. Various horticultural tasks are completed on a daily basis, tasks vary dependent on the season but volunteers choose daily from a plethora of tasks they wish to complete. Volunteers are free to come between the hours of 10:00-16:00 Monday to Friday. Time spent is up to the participant. We will supply coffee, tea & have a microwave & fridge which volunteers are welcome to use. BUT No qualifications required, just lots of enthusiasm! No skills required, on site tool safety training done as & when needed. Just bring yourself, a packed lunch, old clothes & footwear with ample ankle support. ASK Please contact Rangers Joseph or Paul to arrange an induction: [j.evans@tcv.org.uk](mailto:j.evans@tcv.org.uk) or [p.kirby@tcv.org.uk](mailto:p.kirby@tcv.org.uk)

REF 508-FOCUSR-OK8 JOB **CONSERVATION VOLUNTEER**  
BE4 ONGOING LOC MERSEYSIDE & CHESHIRE  
PAY Informal training, poss formal training FOR THE CONSERVATION VOLUNTEERS  
DES 5 – 15 hours per week. Working alongside & part of our midweek vol group to undertake conservation related projects incl woodland management, footpath construction & school ground improvements. BUT No experience needed as full training given. ASK Eric Joinson [e.joinson@tcv.org.uk](mailto:e.joinson@tcv.org.uk) or Neil McMahan [n.mcmahan@tcv.org.uk](mailto:n.mcmahan@tcv.org.uk)

REF 509-FOCUSR-26/2 JOB **VOLUNTEER ASSISTANT RANGER**  
BE4 25/2/16 LOC BICKERTON HILL, NEAR MALPAS, CHESHIRE  
PAY 0 FOR NATIONAL TRUST  
DES Ideally once a week on a Mon, Tues or Wed. Help the Ranger on site with a wide range of property maintenance & habitat management. Jobs vary week to week and time of year but likely to incl fence & gate repair, construction, path maintenance, litter picking as necessary, scrub & woodland management. Opportunities to work with other vols on vegetation & reptile surveying on site in spring & summer & help with guided walks & events. BUT A love of the outdoors & bags of enthusiasm. Able to work in all weathers & be a team player. Ideally suit someone who is looking for practical experience in countryside management either as a student or those considering a career change. ASK Ranger 01829 782725 [wendy.nulty@nationaltrust.org.uk](mailto:wendy.nulty@nationaltrust.org.uk)

## Grow your talented team with apprenticeships

A blog from Sophie Hardwick at Apprenticemakers



Right now, apprenticeships are in the spotlight. The government has recognised that apprenticeships are an important route to create a future skilled workforce and has set an ambitious target for new apprenticeships starts, aiming for 3 million by 2020.

However, the reason small businesses should switch on to apprenticeships are not to do with government targets but because of all the great benefits they can bring their business. Benefits we see time and again at Apprenticemakers when we interview small businesses<sup>1</sup> about their experiences of recruiting and employing apprentices.

Apprenticeships present an excellent opportunity to employ enthusiastic staff members that will grow with your business. They enable you to offer new and existing employees training that is tailored to the requirements of their role and is provided by trainers that understand your sector. Also the employment costs and funding for training make apprenticeships a really affordable option. So if you're interested in exploring apprenticeships for the first time, here's a quick overview to help you get started.

An apprenticeship is a combination of on the job experience combined with training that leads to a nationally recognised qualification. The training is undertaken by approved training providers delivering apprenticeships in a vast range of job roles. An apprentice is employed in the same way as any other employee, which helps build commitment from both sides to make the apprenticeship a success.

Apprenticeships are based on occupation frameworks, and within frameworks there are apprenticeship pathways at three levels – Intermediate (Level 2), Advanced (Level 3) or Higher (Levels 4+). Businesses can choose at which level to recruit and train their apprentice according to the job role they're aiming to fill. There are over 200 frameworks covering more than 1,500 job roles.

The Environmental Conservation framework<sup>2</sup> for instance has two pathways at Level 2 and Level 3. Job roles at Level 2 may include: estate worker, ranger, conservation officer, dry stone waller, education officer or community officer. Job roles at Level 3 may include: access/recreation officer, ecologist, environmental management officer, senior ranger, education officer or senior estate worker.

A key factor for a successful apprenticeship is finding a training provider that understands your business and will support you throughout the journey. You can get started by using the Find a Training Provider<sup>3</sup> tool on Gov.uk, or by calling the National Apprenticeship Service's Small Business Team on 08000 150 600. Remember that you don't need to choose the first training provider that you speak to, it's important to shop around and find one that is right for your business. Read our guide on how to choose a training provider<sup>4</sup> to help you know what questions to ask. Another useful source of support is to join Apprenticemakers, the free nationwide community for apprentice employers in all sectors, and at all stages of the apprenticeship journey, to gain support and guidance from other businesses that have been through the process.

Once you've found a training provider, they should be able to help you identify which framework and level would work best for the job role you want to fill. They will often help with other areas too, such as advertising your vacancy (assuming it's not an existing employee), shortlisting candidates, and managing the paperwork associated with grants and funding once a candidate has been chosen.

So how much does it cost to employ and train an apprentice? The minimum salary for apprentices is lower than the national average in order to encourage more employers to choose the apprenticeship route. For 16-18 year olds and those that are 19+ in their first year the National Minimum Wage<sup>5</sup> for apprentices is £3.30 an hour. For those 19+ in their second year and anyone 24+, it's the minimum wage for their age. Many employers offer more than the minimum wage in order to attract the right candidate. An associated incentive for employers is that National Insurance Contributions (NIC) for apprentices under 25 are soon to be abolished (from April 2016).

The training costs are likely to be partly or fully funded. The size of the contribution (provided by the Skills Funding Agency, via the training organisation), varies depending on the age of the apprentice when they start their training. As a guide, the training is free for 16 to 18 year olds, there's a 50% contribution required for 19-23 year olds, and if the apprentice is 24+, the apprenticeship training is normally paid for by the employer or the apprentice themselves, although again it's worth looking around to see if there is access to any other funds to support the training costs. Individuals at 24+ are often contributing a great deal to a business, therefore paying for training can still be an attractive option for employers. Likewise, more mature apprentices are often keen to develop their skills and can access 24+ Advanced Learning Loans<sup>6</sup>, to help them fund the training.



PAY Travel expenses & lunch if over 4 hours volunteering FOR EALING COUNCIL  
 DES/BUT Working throughout Walpole Park in a variety of environments from the kitchen garden, flower garden, ponds, shrubberies & learning / performing a wide range of horticultural tasks. There are opportunities for those with no experience & those who are working towards a career in horticulture. Wildlife monitoring opportunities are also available including moth trapping, bat walks & pond surveillance. ASK Emma Allen, Walpole Park Manager, Ealing Council, 020 88257444 / 07711 391185 allene@ealing.gov.uk

REF 515-FOCUSR-OK8 JOB **SCHOOLS OUTREACH VOLUNTEER**  
 BE4 ONGOING LOC LONDON  
 PAY Training, uniform, travel expenses, ongoing support FOR RSPB SCHOOLS OUTREACH  
 DES Inspire young people to connect to nature in their school grounds around London. Gain valuable experience of working in schools in the outdoor environment by delivering exciting sessions for primary aged children. Minimum 1 day per fortnight. BUT Experience of working with young people is essential. Abundant enthusiasm, with the ability to communicate your passion for the natural world to help connect children with nature. Resourceful & flexible approach to engage with primary-aged children of all abilities. ASK julie.foreman@rspb.org.uk for more details & an application pack.

REF 516-FOCUSR-OK8 JOB **ROVING RESERVE GUIDE**  
 BE4 N / A LOC SOUTH ESSEX  
 PAY Travel expenses, relevant training, meetings & casual gatherings FOR RSPB  
 DES 4 hours every week / fortnightly. Do you love talking to people & sharing your enthusiasm for wildlife & your local nature reserve? We need Roving Reserve Guides so that visitors can meet a friendly face representing the RSPB & ensure a great visitor experience. Out & about on the reserve you would be helping visitors to identify wildlife & point them in the right direction. You will be telling people about our amazing work & the benefits of RSPB membership. You would be expected to attend training sessions relevant to the role. You would have the opportunity to attend regular volunteer meetings. BUT Approachable & friendly with good communication skills. Some basic knowledge of the wildlife in South Essex. ASK rachael.brown@rspb.org.uk 01268 498616.

REF 517-FOCUSR-1/4 JOB **VOLUNTEER**  
 BE4 31/3/16 LOC GREATER LONDON  
 PAY Free tickets to Open Garden Squares Weekend FOR LONDON PARKS & GARDENS TRUST  
 DES Your main duties will be to welcome visitors, check & sell tickets & ensure that the garden where you are allocated is treated with respect. Half day during the weekend 18/19 June 2016. BUT An interest in gardens. No specific quals or experience. ASK vol@opensquares.org

REF 518-FOCUS-OK8 JOB **VOLUNTEER EDUCATION LEADER**  
 BE4 ONGOING LOC LEATHERHEAD & / OR GODSTONE, SURREY  
 PAY Training FOR SURREY WILDLIFE TRUST  
 DES / BUT From finding fairies with 4 year olds to teaching 16 year olds to survey plantlife, from pond dipping with 10 year olds to calculating diversity with A-level students, every day with the Education Team is different, & most importantly, every day is fun. Assist our staff team with the delivery of sessions & lead small (up to 15 children) walk groups around the reserve, enthusing & teaching them about the natural world. Likely timings are 9.30-14.30 (lower key stages) or 9.00-15.30 (KS3 upwards); 1-3 days a week. Our sessions complement the national curriculum so we are looking for teachers or anyone with a keen interest in natural history to join our brilliant team of volunteers & help us to deliver inspirational days out at our educational nature reserves. This is also a great opportunity for those who want to work in environmental education to gain experience. You can choose the age group you work with & we'll give you all the training you need, so no prior experience of environmental education is required, although those with experience are very welcome! We will arrange first aid training, if necessary, & a DBS check. ASK Lucy at nowerwood@surreywt.org.uk or 01372 379509.

REF 519-FOCUSR-OK8  
 JOB **WILDLIFE HOSPITAL VOLUNTEER**  
 BE4 ONGOING  
 LOC BECKFORD, TEWKESBURY, GLOS.  
 PAY 0  
 FOR VALE WILDLIFE HOSPITAL & REHABILITATION CENTRE  
 DES Helping in a busy wildlife hospital with the day-to-day feeding & cleaning of casualties in care. Help also needed with site / aviary maintenance, mowing, weeding etc. or in our charity shop in nearby Evesham. BUT No qualifications or experience necessary.  
 ASK info@valewildlife.org.uk



REF 520-FOCUSR-OK8 JOB **VOLUNTEER CONSERVATION RANGERS**  
 BE4 ONGOING LOC BOX HILL, DORKING, SURREY  
 PAY Travel expenses, training FOR NATIONAL TRUST  
 DES 1 or 2 days a week, Wednesday & / or Thursday. We are looking for active volunteers to join & work alongside an innovative & energetic ranger team to help manage this busy, high profile & internationally recognised site. This is also a great opportunity to start building up experience to embark on a career in the countryside with opportunities to take on further responsibilities depending on the individual. Some of the rewards you can expect – a companionable time with other like minded people in amazing outdoor locations, well earned tea / coffee & cake breaks &, after 50 hours, a volunteer card giving free entry to National Trust properties. BUT Suit those who enjoy working outside on practical tasks to achieve a high standard of conservation & presentation, including tools & equipment maintenance. Good interpersonal skills, a 'can do' attitude & an interest in wildlife & conservation desirable qualities.  
 ASK david.benjamins@nationaltrust.org.uk

REF 521-FOCUSR-OK8 JOB **SWINGBRIDGE COMMUNITY BOATS VOLUNTEERS**  
 BE4 N/A LOC WEST SURREY  
 PAY Training & expenses FOR SURREY CARE TRUST  
 DES We're looking for enthusiastic crew members for our community boats, Swingbridge1 & Swingbridge2. No experience required as we provide all the training. Jobs include helming, crewing, maintenance (if you have the skills) working with groups of young people & older people on Swingbridge2 & environmental work & supporting vulnerable people / offenders on Swingbridge2. Two days a month or as many as you choose! BUT We need people with a good sense of humour, patience & empathy to encourage our supported volunteers who may have mental health problems, mild learning difficulties or are dealing with addiction or the aftermath of family breakdown or unemployment.  
 ASK Chris Padmore, Swingbridge Co-ordinator, 07973 282239 cj.padmore@surreycaretrust.org.uk

REF 522-FOCUSR-OK7 JOB **VOLUNTEER – HOLIDAY CLUBS IN THE WOODS**  
 BE4 N/A LOC DURREY / HANTS / LONDON - VARIOUS  
 PAY 0 FOR WILD LEARNING  
 DES Working as part of the team taking children into the woods for fun filled holiday days. (Our tag line is tired, dirty, happy kids.) Preferably 3+ days per year. A day is from 9.30 – 4.30. BUT Must have enhanced DBS. Love of being outside & enjoying being with children. ASK julie@wild-learning.net or rachel@wild-learning.net or 01483 424400.

REF 523-FOCUSR-OK8 JOB **ENVIRONMENTAL EDUCATION VOLUNTEER**  
 BE4 1/9/16 LOC RODING VALLEY MEADOWS, CHIGWELL, ESSEX  
 PAY 0 FOR ESSEX WILDLIFE TRUST  
 DES We're looking for volunteers for our environmental education programme to support the delivery of both formal & informal education. Come & make a difference & help children learn about nature by volunteering to help out with primary school visits, toddler groups or family events. It is a great way to get involved with education & community events & teach children about wildlife, especially if you are looking to gain more skills to add to your CV. You can be as involved as you like; from helping set up events or equipment for school groups, engaging with toddlers at our fortnightly group, or teaching children about the wildlife on our nature reserve. 1 – 2 days per week, we are particularly looking for people available on Tues, Thurs, Fri & occasional Saturdays. BUT No prior experience required, just enthusiasm for environmental education. ASK catherinem@essexwt.org.uk

REF 524-FOCUSR-29/4 JOB **'LIVING MEMORY' RECORDER**  
 BE4 30/4/16 LOC WEST SUSSEX  
 PAY Training & travel expenses FOR RSPB  
 DES We want volunteers to record memories & historic events by interviewing local people who have lived in West Sussex for years. Your task would be: take part in a training day which should fully equip you for the role (29<sup>th</sup> Feb) with ongoing support; to contact your interviewee by phone to arrange a place & time to meet. Details of suitable locations (i.e. local cafes, community centres & public libraries) will be provided; carry out the interview using the preset questions, though we'd be looking for you to expand on these questions where appropriate in order to paint a full picture (anytime between March – May 2016); type up the interview into a simple Word document (this would need to be completed by Aug 2016). Time required: 5 days spread between Feb – June. BUT Essential: excellent communication skills; warm, empathic & non-judgmental; ability to 'draw people out' sensitively during conversation; ability to use MS Word; willing & able to learn how to use a digital tape recorder & recording software; commitment to see the project through to the end; over 18 yrs. Desirable: experience carrying out interviews. ASK ARC Project Officer, 01273 763378 or debbie.coggles@rspb.org.uk

REF 525-FOCUS-4/3 JOB **VOLUNTEER OFFICER**  
 BE4 7/3/16 IV 8/3/16 LOC GLOUCESTERSHIRE  
 PAY Travel expenses & training FOR THE CONSERVATION VOLUNTEERS  
 DES Minimum 6 months commitment, 2 days per week. To help organise & run a wide variety of projects with our local groups & Project Officer in a friendly team. Help organise & lead conservation projects on wildlife sites; publicity & volunteer recruitment; draw up project ideas & undertake survey work, carry out site visits & risk assessments, help lead an active midweek volunteer group, develop media links. Combination of specific office based duties, resource maintenance & practical projects. Full support & training given. Opportunity to complete chainsaw, brushcutter etc. Previous volunteers have gone on to ranger jobs, education officers, project officers etc. BUT Excellent communication, organisational & social skills, ability to work on initiative & as a team. Ideally 21+ years of age with driving licence held for 2+ years. ASK volunteering-glooucestershire@tcv.org.uk 01452 413512.

REF 526-FOCUSR-27/5 JOB **VOLUNTEER FOR GREAT CRESTED NEWT eDNA SURVEY**  
 BE4 25/5/16 LOC THAMES REGION  
 PAY Training FOR THE FRESHWATER HABITATS TRUST  
 DES This coming spring we are looking for volunteers to take part in the first Thames region survey of Great Crested Newts, using environmental DNA (eDNA) surveys. These newts have a secretive nocturnal life style, which, in the past, has presented a challenge for those trying to find out which ponds are important. Thanks to eDNA, it's possible to find this out using a simple water sample which is analysed in a lab for any residual DNA that may have been left by the newts. Surveys are quick & could take you to some of the beautiful freshwaters in your local area. Your findings will reveal which ponds these newts use to breed & show their true distribution across the Thames Water region. The results will aid future conservation efforts & you can even use them yourself in site management plans or to lobby for protection of your favourite sites. One short survey or many, it's up to you! All training provided. Opportunities for training & surveys of other rare species. BUT The survey is open to anyone, whether a group or interested individual. No experience needed, all you need is some spare time & an interest in newts. ASK <http://c-js.co.uk/1JfBuFh>  
 peoplepondswater@freshwaterhabitats.org.uk

REF 527-FOCUSR-11/3 LOC BERKSHIRE  
 PAY Training & expenses FOR THE LIVING RAINFOREST  
 JOB DES

**Animal Team Volunteer** 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!

**Artistic Volunteer** 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.

**Art & Craft – Children’s Informal Education Volunteer** 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.

**Maintenance Team Volunteer** 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.

**Education Team Volunteer** 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.

**Fundraising Volunteer** 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.

**Marketing Assistant Volunteer** 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.

**Horticultural Team Volunteer** 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. All: 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 528-FOCUS-18/3 JOB **WILDLIFE & ENVIRONMENTAL CONSERVATION WORK**  
 BE4 18/3/16 IV 22/3/16 LOC SUSSEX  
 PAY Training FOR THE WILDLIFE FOR ALL TRUST  
 DES The work involves a wide range of jobs at our nature reserve in Sussex. You could be working in our woodland, wildlife gardens, or in one of our large animal enclosures. Ideally 2 regular days per week. Practical training is provided on an on-going basis. BUT We do not require any specific qualifications or experience – what matters most is having the right attitude. This includes really wanting to give, to learn, & to be the best you can be. ASK www.wildlifeforall.org for details about our work, how to contact us & how to apply for an interview.

REF 529-FOCUSR-4/3 JOB **VISITOR ENGAGEMENT VOLUNTEER**  
 BE4 Open until filled LOC RYE MEADS NATURE RESERVE, HODDESDON  
 PAY Full training provided, plus tea, coffee & travel expenses FOR RSPB

DES We want every visitor to Rye Meads greeted by fantastic, friendly & enthusiastic people who make sure both adults & children have a brilliant visit, learn new facts about wildlife & have loads of fun! We believe this is what it takes to get a family caring about nature long after their first trip to Rye Meads, & what will inspire them to help protect it in the future. You will be part of a team of bright, chatting & inventive people who think up new ways of engaging with families around the reserve, e.g. running little activities & games on the trails, pointing out wildlife, giving short talks, & taking a leading role in recruiting new members to the RSPB at Rye Meads. You will have full support from the staff to let your talents shine through. Time: at least half a day once a month. BUT You do not need quals or prior experience, but a bright, engaging attitude & a friendly, chatty nature are a must! Most of our vols are passionate about wildlife, but you do not have to be an expert. ASK Debs Allbrook, Visitor Experience Officer, [debs.allbrook@rspb.org.uk](mailto:debs.allbrook@rspb.org.uk) 01992 708381.

REF 530-FOCUSR-18/3 JOB **VOLUNTEER OFFICER, CASSIOBURY GREEN GYM**  
 BE4 N / A LOC CASSIOBURY PARK, WATFORD  
 PAY Full training package & travel expenses FOR THE CONSERVATION VOLUNTEERS

DES The Green Gym is a unique & exciting initiative to help people become mentally & physically healthier by taking part in nature conservation activities. As a VO you will play an integral part in the smooth running of the project including: pre-project planning & risk assessments, site surveys, & liaising with health referral partners, local authorities & clients; practical wildlife & allotment gardening, leading & assisting groups of volunteers from a variety of backgrounds to complete conservation tasks such as creating wildlife habitats, sowing meadows & planting hedgerows; administration & marketing. Our leadership programme is second to none & this opportunity is ideal for anyone wishing to land a paid position working in the environment or community sector. Training includes first aid, project leadership, risk assessment & safeguarding vulnerable groups. To gain real benefit you should be prepared to commit to Wednesdays &, if possible Tuesdays or Thursdays for 6+ months. BUT Enthusiasm for the env & working with people. If you have an interest in gaining practical skills, learning about leading groups & organising work days, this is for you. Enhanced DBS clearance required. ASK Maria Schlatter, TCV Watford Green Gym Project Officer, [gg-watford@tcv.org.uk](mailto:gg-watford@tcv.org.uk) 07717 494476.

REF 531-FOCUS-18/3 JOB **VOLUNTEER RHODODENDRON WOOD GARDENER**  
 BE4 18/3/16 LOC RHODODENDRON WOOD, LEITH HILL, DORKING  
 PAY Training in using tools & equipment FOR NATIONAL TRUST

DES Once a week each Friday 9.30 – 14.30. We are looking for several volunteers to help the garden team with everyday practical tasks, like pruning, removing dead wood & brambles, to keep the garden looking its best. No experience needed, beginners welcome! Learn how to use garden tools & equipment. Welcome visitors, encourage them to visit the bird hide & answer any questions. Find out about the different rhododendron specimens & possibly give guided tours in the spring & summer. Help with projects like new planting or clearing overgrown areas. Make sure things run smoothly & safely – this includes getting to know health & safety & emergency procedures. BUT Interested in gardening or keen to learn, friendly & enjoy meeting people, happy to work outside in all weathers, reasonably fit & active. ASK Nick Tinkler, [nick.tinkler@nationaltrust.org.uk](mailto:nick.tinkler@nationaltrust.org.uk) 01306 712711.

REF 532-FOCUSR-18/3 JOB **BUTTERFLY TRANSECT WALKER**  
 BE4 18/3/16 LOC LITTLE BELHUS RESTORATION, SOUTH OCKENDON, ESSEX  
 PAY Induction & equipment provided FOR LITTLE BELHUS RESTORATION

DES April to September, one day a week. The role will consist of weekly transect walks around the site from April until the end of August & involves surveying the species & number of butterflies seen. This information will be collated by us for our records & it will also be sent onto the UK Butterfly Monitoring Scheme. Little Belhus Country Park is a former landfill site which became obsolete in the 1970s. Since 2012 it has been under remediation as the land was initially poorly capped & land contamination continued to be a problem. The newly restored first part of the site opened to the public in 2015. The data collected from this survey will be used to guide habitat management & enable us to quantify the success of our habitat creation over the following years. BUT Good organisational skills; reliable; basic literacy & numerical skills; strong relevant knowledge on common butterfly species. Butterfly surveying experience desirable. Driving licence & use of vehicle desirable. Flexible, as the transect lines will need to be walked in specific weather conditions every week. ASK [dhrutibell@ruralarisings.co.uk](mailto:dhrutibell@ruralarisings.co.uk)

REF 533-FOCUSR-29/4 JOB **NATURE RESERVE VOLUNTEERS & WEBS SURVEYORS**  
 BE4 N / A LOC WALTHAM ON THE NAZE, ESSEX  
 PAY In house training FOR TENDRING DISTRICT COUNCIL

DES Help with our day-to-day management of some of Essex's best nature reserves. Saltmarsh, coastal dunes & cliffs & wet grassland are some of the habitats where you would be working. Many of the sites are SSSIs & home some of the UK's rarest wildlife. Tasks will vary from biodiversity surveys to maintenance & upkeep of these precious sites. We can promise you that volunteering in Waltham on Naze will be fun, exciting & highly rewarding. In house training provided for practical & biodiversity tasks. Also, if you love birdwatching we need WeBs surveyors – you would be twitching on some fantastic habitats with hundreds of different bird species to tick on that list! Go birding where others have never been! From 2 hours a month to as many hours as you would like to do. BUT Reserve vols: great sense of humour & a love of the outdoors. WeBs surveyors: good bird ID skills. ASK Leon Woodrow, [lwoodrow@tendringdc.gov.uk](mailto:lwoodrow@tendringdc.gov.uk)

REF 534-FOCUSR-26/8 JOB **POND SURVEY VOLUNTEER**  
 BE4 31/8/16 LOC WEST SUSSEX  
 PAY Free ID workshops, training & travel expenses FOR RSPB

DES Interested in becoming a pond protector? Ever wondered what fascinating creatures use ponds? Then get in touch – or aims are to enhance ponds in villages & gardens & help local people learn more about the exciting wildlife that lives in their ponds. We want to show why ponds are important, & how they can contribute to a healthy local landscape. Free workshops on newts & amphibians, dragonflies & invertebrates & pond plants are available. You will be able to learn new identification skills & discover fascinating facts about pondlife. 1 day course & 1 day per month minimum. BUT No prior experience necessary, just a willingness to learn & adopt a local pond to survey. Must be able to travel to

your pond in order to survey. ASK Kate Whitton, ARC Volunteer Co-ordinator, 01273 763377 or kate.whitton@rspb.org.uk for more information & to register.

REF 535-FOCUS-25/3 JOB **BIODIVERSITY EDUCATION VOLUNTEER**  
 BE4 23/3/16 but ideally able to start in March LOC CARSHALTON, SURREY  
 PAY Expenses, on the job training FOR SUTTON NATURE CONSERVATION VOLUNTEERS  
 DES Looking for a job in environmental education? This could be the perfect start! Sutton Nature Conservation Volunteers are looking for an enthusiastic volunteer to run both formal & informal env ed 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. One to two days per week, Mon & Tues, 9am – 4pm. March to August 2016. BUT Enthusiasm for biodiversity & for teaching biodiversity to children. Excellent time keeping & reliability. Good communication skills. Experience of working with children desired but not required. ASK biodiversity@sutton.gov.uk 0208 7705820 & ask to speak to Mary Buckton, Biodiversity Education Officer.

REF 536-FOCUS-OK8 JOB **RECYCLING & WASTE REDUCTION ENGAGEMENT VOLUNTEER**  
 BE4 N/A LOC ACROSS SURREY  
 PAY Full training, travel expenses\* FOR SURREY GREEN NETWORK  
 DES Approx 30 hpw. The network is about bringing together people who are enthusiastic about the environment with aim of reducing Surrey's waste. Opportunity to attend roadshows, give talks to community groups, run workshops, write articles for newsletters & local press & to help residents on community projects. Opportunity to suggest ideas to spread waste reduction message. May be selective as to which events / activities best suit according to preference, location or availability. \* lunch + free polo shirt, fleece & handbook. Reward scheme based on hours. BUT No experience required just genuine interest in environment & reducing waste. 18+ & reside in Surrey. ASK info@surreygreennetwork.com 020 8541 8744

REF 537-FOCUS-26/2 JOB **EDUCATION VOLUNTEER OFFICER**  
 BE4 28/2/16 LOC GREENWICH PENINSULA ECOLOGY PARK  
 PAY Travel expenses within London, training FOR THE CONSERVATION VOLUNTEERS  
 DES You will be assisting with school visits to the Ecology Park, mostly at primary level, alongside the park warden. These include a hands-on tour of the park habitats, a minibeast hunt & group activities such as pond dipping, birdwatching & wildlife quiz trails. After training, you will be able to lead a group activity. 3 days a week for 6 months – must include Mon & Tues. Free TCV training, mentoring & on the job training with experienced wardens provided. BUT Good general education. Enthusiasm for wildlife & conservation. Willingness to get hands-on, including handling small animals. Good communication skills & some experience of working with children. Willingness & ability to take on new information & develop the role. ASK Joanne Smith or Tony Day, gpep@tcv.org.uk 020 8293 1904 for more information or to arrange an informal interview.

REF 538-FOCUS-1/4 JOB **HARINGEY VOLUNTEER OFFICER**  
 BE4 31/3/16 LOC RAILWAY FIELDS NATURE RESERVE, HARINGEY N4 1ES  
 PAY Travel expenses & range of training courses FOR TCV  
 DES 2-3 days per week for 6+ months. Join our thriving conservation team. You will assist in coordinating, supervising & carrying out a range of different conservation tasks with our diverse volunteer team. The scope of the tasks is extensive & work could incl anything from bramble bashing to tree planting, pond maintenance to conservation. BUT Friendly, approachable & willing to support volunteer from range of backgrounds & ready to get stuck in with practical work. Existing practical skills & knowledge of conservation advantageous. Driving licence highly beneficial. ASK CV to Mat m.pendergast@tcv.org.uk Chat: 020 8348 6005

REF 539-FOCUS-OK8 JOB **VOLUNTEER OFFICERS & LEADERS**  
 BE4 N / A LOC ESSEX  
 PAY Work experience FOR THE CONSERVATION VOLUNTEERS  
 DES 2 days per week for a minimum of 6 months (flexible & negotiable). We have 5 weekly vol groups & work with many community groups across the county. Whether part of one of our action teams or helping to organise & deliver projects to improve green spaces; volunteers are essential to everything we do. Volunteer officers & leaders can train to lead volunteer groups on a range of practical conservation activities & can get involved in all aspects of running projects depending on their interests & skills they want to develop. This is a great opportunity for someone looking to gain work experience in conservation, community building or someone looking to use their skills to help others. We can provide: work experience in conservation & community building; opportunity to use your skills to help others; leadership experience. BUT All level of experience is welcome. Enjoy working outdoors; passion for nature. Community orientated & enjoy assisting people. ASK Nicola Downs, Senior Project Officer, 01206 764470 essex@tcv.org.uk

REF 540-FOCUSR-OK8 JOB **VISITOR EXPERIENCE VOLUNTEER**  
 BE4 ONGOING LOC BEDGEBURY PINETUM & FOREST  
 PAY Full training & uniform FOR FORESTRY COMMISSION  
 DES Enthusiastic & friendly volunteers to work as part of Visitor Services team, giving directions, advice & warm welcome. Three hour shifts once or twice month. BUT Friendly open personality, good communication skills. Enjoy meeting people, like working as part of a team. ASK liz.randall@forestry.gsi.gov.uk 01580 879820

REF HOL-FOCUS-18/3 TITLE **CANAL RESTORATION VOLUNTEER - UTTOXETER**  
 DATE 2<sup>nd</sup> – 9<sup>th</sup> April or 9<sup>th</sup> – 16<sup>th</sup> April 2016 BASE NEAR TO ALTON  
 COST £63 (includes food & accom) WITH WATERWAY RECOVERY GROUP  
 DES Volunteers will be working on Bridge 70, continuing work started in 2013 to restore the bridge to its former glory. Over the two weeks volunteers will help rebuild the parapets, waterproof the bridge beck & finish the repointing work.

Work on the bridges needs to be completed by May 2016 or the Partnership will lose their HLF funding – so the project needs your help now! Essentially a rural waterway, the Uttoxeter Canal ran for 13 miles from a junction with the Caldon Canal at Froghall to a terminus in Uttoxeter. At the moment restoration efforts are focused on improving the canal environment, reinstating the towpath at Crumpwood & repairing Bridge 70, a historic canal bridge. BUT No experience required but experience of construction or stone work would be useful. ASK Jenny Black, 01494 783453 ext 604 or email enquiries@wrg.org.uk www.wrg.org.uk

REF 541-FOCUSR-18/3 JOB **VOLUNTEER FOOD GROWERS**  
 BE4 N/A LOC HAINAULT, LONDON  
 PAY Training FOR AUDACIOUS VEG

DES / BUT Audacious Veg, a new food growing social enterprise, is looking for volunteers to help grow food alongside the young adults & refugees participating in training & volunteering opportunities at Audacious Veg. This is an exciting volunteer opportunity for anyone who is interested in combining food growing skills with social justice. You will work alongside Audacious Veg beneficiaries (young adults or refugees) in growing & harvesting delicious crops that will be sold to London restaurants. You will learn about an exciting range of unconventional crops, including edible flowers, heirloom perennials & gourmet produce. The placement is for a duration of roughly four & a half months, from late February until mid-July, with a commitment of at least 11 four hour sessions on Mon or Thurs afternoons. Each session will include one hour of training on food growing skills followed by three hours of working alongside a beneficiary. ASK www.audaciousveg.org/support-us/volunteer Natalie@audaciousveg.org

**Contact for details** Countryside Volunteer

Waverley Borough, Surrey, Waverley Borough Council Contact: Vicky Booth 01252 792416,  
 parks&countryside@waverley.gov.uk, www.facebook.com/waverleygreenspaces

Spring and summer tasks include: removing invasive plants by hand such as ragwort, himalayan balsam and bracken, improving paths, haymaking & installing seats for visitors. Autumn and winter tasks include: hedge laying, pulling out stray Scots pine sapling, removing gorse & birch on heathland, planting trees & clearing ponds of excess vegetation.

**Every Tuesday** Wildspace! Volunteers

Parndon Wood, Harlow, Harlow Council Contact: 01279 446877, patrick.bailly@harlow.gov.uk

10 am to 1 pm. We are involved in a wide range of tasks including tree planting, seed collecting, tree felling, scrub bashing, pond work, building and repairs to countryside furniture. If you are trying to get work in the conservation sector, experience through volunteering is a must!

**Every Wednesday & Thursday** Volunteer opportunity

Hall Place & Gardens, Bexley, The North West Kent Countryside Partnership Contact: 01322 621239,  
 sara.spellman@kent.gov.uk

The partnership has re-located & we are looking for new volunteers. We are out in all weathers, creating habitats in rivers, coppicing and improving school grounds to name but a few of the tasks we complete.

**Sherwood Shed** - The shed has been build & is being kitted out - for more info on the shed please get in contact. The shed runs every Tuesday from 1pm, it is located in the garden area behind the TN2 Centre (TN2 3LZ) www.khwp.org.uk or 01580 212972 (Nick Robinson)

**The Colne Valley Regional Park** occupies 42 square miles to the West of London. Groundwork South works to support the park, managing four varied nature reserves for wildlife and people. Email matthew.hartgrove@groundwork.org.uk or phone 07879 423153 to find out more about our volunteer team.

**We require volunteers to help** us in various aspects of the garden at Standen, West Sussex. Please email volunteer4standen@nationaltrust.org.uk to register your details. Roles include Kitchen Garden, Garden Restoration as well as specific Horticultural gardening or general. We require a minimum of a full day every other week. Mileage expenses paid.

**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 92325570 or see www.hcv.org.uk

**WCCP manages chalk grassland**, wetland and shingle habitats and the award winning Samphire Hoe. We have over 300 volunteer tasks throughout the year, but also have volunteer positions doing livestock looking, site wardens, office volunteers and guided walk & family activity leaders. Contact Sue Bradford: 01304 241806. website: www.whitecliffscountryside.org.uk

**Mid-week Conservation Volunteers** - join our friendly teams to create and restore wildlife habitats and improve access to the countryside. In the winter work involves habitat management, including hedge planting or scrub clearance. In the summer, construction work such as building a gate or steps. All training provided. Visit www.hertslink.org/cms for more information.

**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: website nekmpa.org.uk or thanet.coast@thanet.gov.uk

**London Water Blitz**  
 Can you help us find the best and unpolluted freshwaters in London? Take part in a water quality survey across Greater London. Survey sites in your local area or further afield using our free, quick and easy water testing. Help us discover amazing clean water great for wildlife. Email: peoplepondwater@freshwaterhabitats.org.uk

**We're looking for a keen volunteer**, available once a week to assist our reserve manager at Lower Woods in South Gloucestershire. Helping to create sustainable wood products and assist with reserve management. Prior practical experience preferred but we can provide training.

Contact [volunteering@gloucestershirewildlifetrust.co.uk](mailto:volunteering@gloucestershirewildlifetrust.co.uk) or call 01452 383333, ask for Donna Cavill.

**Are you interested in supporting** your local marine environment or just interested in finding out more about what lives on our shores? Join Sussex Wildlife Trust for a Shoresearch survey of the intertidal zone to identify and record marine species. For more information visit <http://c-js.co.uk/1T0XQgl> or contact [olleakesson@sussexwt.org.uk](mailto:olleakesson@sussexwt.org.uk)

**We are looking for volunteers** to join a brand new Tring Woodland Working Party group to help with the maintenance and restoration of the woods including tasks such as laurel clearing and general maintenance in the woods. Email [volunteering@woodlandtrust.org.uk](mailto:volunteering@woodlandtrust.org.uk) for more details.

**Volunteer for Environmental Education / Nature Craft / Forest School sessions** run at Brayards Estate, Kirkwood Nature Reserve and parks in Peckham, London. Activities run are aimed at children 3 to 12 years old and we also encourage parents to come along. For more info email [betra.john@gmail.com](mailto:betra.john@gmail.com), website page <http://c-js.co.uk/1OrSuGX>

**Love your local stretch of river?** We want volunteers to carry out kick sampling surveys in shallow areas of river Rother, West Sussex. Enthusiasm/willingness needed to foster and safeguard 1km stretch. Free riverfly identification course provided plus equipment. Reasonable travel expenses reimbursed. Contact [kate.whitton@rspb.org.uk](mailto:kate.whitton@rspb.org.uk) or 01273 763377.

**The Conservation Volunteers in Hampshire** run regular conservation task days throughout the year. Activities include scrub clearing, footpath creation, step building, pond management and much more! To find an activity near you please visit [www.tcv.org.uk/volunteering](http://www.tcv.org.uk/volunteering). We look forward to seeing you.

#### **Thames Water for Wildlife**

Can you help us find the best and most unpolluted freshwater habitats in the Thames Region? Part of a volunteer or work group? Use our free, quick and easy water testing kits to find the best and most unpolluted freshwaters near you. Web: <http://c-js.co.uk/1V5jZb2> Email: [peoplepondswater@freshwaterhabitats.org.uk](mailto:peoplepondswater@freshwaterhabitats.org.uk)

**Get involved in helping to conserve** the landscape, increase public access and make improvements to benefit both people and wildlife on our open spaces and local nature reserves. Volunteer Groups in Braintree, Witham and Halstead are looking for help. Contact Amanda Turburville, Community Landscape Officer: [amatu@braintree.gov.uk](mailto:amatu@braintree.gov.uk) for further information.

#### **Tuesdays** Practical Conservation Workday

Dulwich Upper Wood LNR, TCV Contact: 020 87616230, [Dulwich@tcv.org.uk](mailto:Dulwich@tcv.org.uk)

Join our new volunteer group, 10.30 - 3pm. We are looking for enthusiastic volunteers to help manage this ancient woodland & protect its biodiversity throughout the seasons. Hot brew, biscuits & tools will be provided. (starts 23rd Feb)

#### **Every Wednesday** Conservation tasks

Around Bournemouth & Poole, Amphibian and Reptile Conservation Trust  
[richard.sharp@arc-trust.org](mailto:richard.sharp@arc-trust.org)

Contact: Richard Sharp 07810 770565,

10am - 3pm. Our reserves need you! Beautiful heathland SSSI's need your help with habitat management and survey work. It's a great way to meet likeminded people and gain valuable experience, all tools and training provided and plenty of tea and biscuits!

#### **Every Sunday** Nature Conservation Volunteer

Chichester area (within a radius of 20 miles), Chichester Conservation Volunteers  
01243 552113 or 07815 021331, [www.chichesterconservationvolunteers.org.uk](http://www.chichesterconservationvolunteers.org.uk)

Contact: Scott Robertson

10.00 am to around 3.00 pm. Help undertake a range of nature conservation tasks. Tools, gloves and training will be provided and lifts can be arranged. Depending on the time of year, tasks will involve scrub clearance and burning, coppicing, stream clearance, footpath widening and repair, hedge laying, drystone wall building and tree planting.

#### **Every Sunday, Tuesday & Thursday** Haringey Conservation Team

Haringey, The Conservation Volunteers Contact: Mat 020 83486005, [m.pendergast@tcv.org.uk](mailto:m.pendergast@tcv.org.uk)

Come and join our fantastic Haringey Conservation Team! We carry out a large range of practical conservation tasks across 20 different sites in the borough.

#### **Every Monday** BAT North Monday team

North London (Pickup point in Regent's Park)

Contact: Mat Pendergast 020 83486005,

[m.pendergast@tcv.org.uk](mailto:m.pendergast@tcv.org.uk), <http://c-js.co.uk/1PzilJx>

We carry out practical conservation tasks ranging from coppicing to construction, from tree planting to pond digging.

**Boost your CV with a volunteer** internship with Nature's Gym Richmond. Outdoor conservation work in and around the nature reserves of Richmond Upon Thames. Need to be a good communicator and work well with people. [naturesgym@glendale-services.co.uk](mailto:naturesgym@glendale-services.co.uk) or 07825 860459

#### **Every Wednesday & Thursday** Conservation Tasks

Tunbridge Wells, Kent High Weald Partnership

Contact: 01580 212972, [www.khwp.org.uk](http://www.khwp.org.uk)

We offer a range of conservation tasks. Conservation volunteer's rangers are involved in all aspects of the work. No previous knowledge or experience necessary, everyone of all ages & abilities is welcome.

**Every other Wednesday &/or Sunday** Conservation Volunteer

Devil's Dyke/Saddlescombe Farm, near Brighton, National Trust  
www.nationaltrust.org.uk search for 'Devil's Dyke'.

Contact: devilsdyke@nationaltrust.org.uk,

10am till 4pm to carry out conservation tasks under the supervision of a ranger. Tasks include scrub bashing, footpath maintenance, fencing, pond management, habitat management. Volunteer for more than 50 hours a year and get free entry to National Trust properties for that year.

**Contact for details** Youth Rangers

Brighton & Hove, Sussex Wildlife Trust

Contact: Huw Morgan 01273 290393, huwmorgan@sussexwt.org.uk

Weekly practical conservation tasks at a range of sites. Activities include tree planting, coppicing, pond creation, wild flower planting, surveys and bush craft. Flexible Age 16 – 25. Limited travel expenses, using range of tools. Must be prepared to get dirty & be fairly fit & mobile. Work as part of a group.

## Helping secure a brighter future for people living and working in the countryside

Founded by HRH The Prince of Wales in 2010, The Prince's Countryside Fund's mission is to secure a sustainable future for the British countryside, by supporting the UK's rural communities, British agriculture and the wider rural economy. To help secure a brighter future for our rural communities, The Prince's Countryside Fund has invested over £6.7 million in projects right across the UK, through both immediate assistance and longer-term sustainability. The charity awards grants which help support vulnerable farm businesses, train young people in farming and rural skills and help develop thriving rural communities. Since its inception, the Fund has directly helped over 210,000 people.



Claire Saunders, Director of The Prince's Countryside Fund, said "The Prince's Countryside Fund's grant programme provides an essential lifeline to people living and working in the countryside and is needed now more than ever. We have four key areas we seek to address; improving countryside knowledge, creating thriving rural communities, improving rural livelihoods and supporting farmers of the future."

Funding for new projects opens twice a year, in September and March. The Fund receives over 200 applications every time, so we asked Grants Manager Clare Crookenden for her top tips to make your application stand out:

1. The Prince's Countryside Fund is about helping people, whether it be to secure a rural job, or to save a threatened community from service closures. That being said we can only award grants to organisations not individuals.
2. Check that your organisation is eligible for the funding. We receive lots of applications in each round and many are turned down because they do not fit our criteria.
3. If you're not confident or unsure if your activity fits our criteria just ring us and ask! We'd rather an applicant called us than they spent a huge amount of time on the application and it was not eligible all along.
4. We love to see new and innovative ideas, and we welcome collaboration. If you think you've got a brilliant and new idea, go for it!
5. Successful applications stand out because the information provided clearly evidences the need, how the funding will be used and the outcomes.
6. Bring it to life – how will our funding help take your project to the next level? If you can include testimonies or quotes from beneficiaries this will add colour to your application.
7. Like many funders we are looking for impact. It isn't all about big numbers – if your activity supports a few people but in a sustained, genuine way this is really attractive to us. Please don't overstate the potential impact.

### Case study: Sussex Wildlife Trust

The Prince's Countryside Fund funded the Sussex Wildlife Trust in 2013. Their aim is to conserve the Sussex landscape, wildlife and its habitats and to use its knowledge and expertise to help the people of Sussex to enjoy, understand and take action to this end. Funding provided a volunteer training placement to a young person with the Reserves Team each year for three years. They received on the job training, learnt conservation skills including coppicing, scrub cutting, stump treating, animal husbandry and livestock handling, stock checking, off-road driving and towing a trailer, basic vehicle maintenance and fencing and gate maintenance.

Sam Buckland completed a year working with the Sussex Wildlife Trust Reserves team in the spring of 2014. Open to young people living in, or close to Sussex, the one-year volunteer scheme enabled Sam to gain valuable skills and practical conservation experience to improve his employment prospects in the rural community.

As well as working towards a Level 2 Diploma in Environmental Conservation, Sam received on-the-job training learning skills including coppicing, scrub cutting, animal husbandry and livestock handling, as well as off-road driving and first aid.



**Sally Gunnell visits Sam Buckland to support Prince's Countryside Fund trainee scheme** (Miles Davies, Sussex Wildlife Trust)

Speaking about his yearlong placement, 25-year-old Sam said, "It can be hard for young people to get into conservation work but this scheme's enabled me to work alongside people who are incredibly knowledgeable – they have a whole lifetime's experience – and I'm now able to take these skills and move forward with my own career."

Following his training with the Sussex Wildlife Trust, Sam was offered a perfect countryside management job in the South Downs National Park and continues to work there today.

[www.princescountrysidefund.org](http://www.princescountrysidefund.org)

### South West:

REF	542-FOCUS-1/4	JOB	<b>LARGE BLUE VOLUNTEER RANGER</b>
BE4	1/4/16	LOC	COLLARD HILL, SOMERSET
PAY	Accommodation & subsistence costs	FOR	NATIONAL TRUST

**DES / BUT** A great opportunity to be the lead person responsible for visitor management & biological recording during the busy flight season of the rare large blue butterfly. Ensure that visitors to Collard Hill have a safe but enjoyable time, & that the butterfly is protected. Also responsible for conducting important research into the butterfly's population & distribution as well as the visitor experience & for summarising findings in an end of season report. Collard Hill is the only UK open access site to see this rare butterfly & attracts hundreds of enthusiasts from across the country. This high profile role offers a unique chance to work with some of the country's leading butterfly experts. You will provide a friendly welcome to all visitors, offering information & guidance, orientation, answering questions about the location of butterflies in flight & their ecology. Approximate start date 30/6/16 for 6 weeks, 5 days a week. **ASK** North Somerset Ranger Team, 01934 844518 or hayley.dorrington@nationaltrust.org.uk

REF	543-FOCUSR-OK8	JOB	<b>COMMUNICATION &amp; PRESS VOLUNTEER</b>
BE4	?	LOC	PRINCETOWN, DARTMOOR, DEVON
PAY	0 in-house training	FOR	MOOR THAN MEETS THE EYE LANDSCAPE PARTNERSHIP

**DES** Great opportunity to learn more about the National Park & partners. Playing a significant role in achieving the aims of the Partnership. Help us in a communications role to deliver & provide support to the team. The Scheme aims to conserve Dartmoor & to reconnect people with the wildlife & heritage of the moor. You will: assist with writing press release & coordinating coverage; liaise with partners communication & project leads; assist with social media updates; take / collate photos for press releases; produce content for newsletters, email & website; provide admin support. 1 day per week. **BUT** Excellent attention to detail, written & verbal skills; understanding of MS Office & social media; enthusiasm for wildlife & heritage of Dartmoor. PR experience desirable. **ASK** Andy Baily Community & Events Officer, Moor than meets the eye 01822 890903 andy@moorthanmeetstheeye.org [www.moorthanmeetstheeye.org](http://www.moorthanmeetstheeye.org)

REF	544-FOCUSR-OK8	JOB	<b>EXE ESTUARY FACE TO FACE VOLUNTEER</b>
BE4	N / A	LOC	EXE ESTUARY, BOWLING GREEN MARSH, TOPSHAM, DEVON
PAY	Travel expenses reimbursed, in house training offered	FOR	RSPB

**DES** We need your help to provide a friendly & informative welcome for visitors to our new hide at Bowling Green, making sure that everyone who visits comes away inspired about the wealth of wildlife found there & the work of the RSPB. Throughout your time with us you'll receive the support & appropriate training you need & will work as part of a team of volunteers. There will also be some opportunity to get involved in other aspects of our teams' work. This is a great way to get some relevant work experience or just to meet like-minded people. The role is flexible but the minimum suggested commitment is helping for 2-4 hours per month. All year round – busiest in the summer. **BUT** Outgoing, enthusiastic & willing to get stuck in! Happy chatting to anyone, whatever their age, with good communication & people skills & ability to inspire others. Comfortable approaching visitors & talking to them; good team player; happy to spot opportunities to ask for support & be comfortable with the idea of talking to people about RSPB membership. You don't need to be an expert on wildlife or the Exe – you will be given full training. **ASK** Samantha Fraser, Exminster Office, 01392 833311 [sammy.fraser@rspb.org.uk](mailto:sammy.fraser@rspb.org.uk)



queries; publicising events & taking bookings; liaise with Beach Warden. Opportunities to support education team with beach activities & to deliver wildlife interpretation through objects & specimens. Lone manning of trailer will sometimes occur. BUT Friendly manner able to deal with range of enquiries from general public in busy car park. Local knowledge most important but some familiarity with Field Centre & NNR. ASK Lizzy Mooney, volunteer.sl@field-studies-council.org 01548 580466

REF 550-FOCUSR-OK8

BE4 ONGOING

JOB

LOC

FOR FIELD STUDIES COUNCIL

SLAPTON LEY

DES / BUT

Pay

Assistance &amp; training where necessary

**Conservation Monitoring Volunteer**

Required all year. Duties might include: managing information display at fishing hut, keeping clean, sightings & publicity boards up to date; checking nature trail for safety & quality reporting on action needed; light clearing of trail-side vegetation using hand tools; long term monitoring of climate, birds, insects, plants &/or people; supporting conservation team, to maintain reserve. Need to be able to inspect condition to agreed standards & note actions needed.

**Admin & Marketing Volunteer**

Duties might include: updating database information, promotion materials e.g. creating & delivery posters, newsletters & e-newsletters; marketing research e.g. gathering local contacts info.; promotional event support; support implementation of marketing plan. Need to be able to create information to agreed standards & note actions needed. BOTH: 1 session per week, 2-3 session per week, each lasting 1-4 hours. Training in management aims & objects of FSC. Tea, cake & lunch provided. ASK Lizzy Mooney, volunteer.sl@field-studies-council.org 01548 580466

**Agroforestry project with forest garden**, orchards, alleys, pond, living willow fence, raised beds. Volunteer days every 4 weeks on Wednesdays - contact us for dates/ check website ([www.treesforhealth.org](http://www.treesforhealth.org)). Camp May 20-22: mornings volunteering, afternoon workshops - wild food, perennials, permaculture, yoga. Cost for food only. Contact: Liz Turner [liz@treesforhealth.org](mailto:liz@treesforhealth.org) 07765 631877.

**Somerset Environmental Records Centre (SERC)**

This role is a six month unpaid placement commencing in April, based in Taunton but with a significant amount of time spent in the field, assisting the Ecologist in assessing LWSs, and providing an opportunity for training in surveying, report writing and data management. Please contact Ann Fells 01823 652424

## Microvolunteering Day

In 2011, the United Nations published a report in which it highlighted three of the fastest growing trends in volunteering around the world, one of them being microvolunteering.<sup>1</sup> Five years on, and with two International Microvolunteering Days behind it, the momentum behind the concept still shows no sign of abating.

To borrow a definition from the Institute of Volunteering Research, 'microvolunteering is bite-size volunteering with no commitment to repeat and with minimum formality, involving short and specific actions that are quick to start and complete'.<sup>2</sup>



**Can you find a spare 10 minutes to microvolunteer?** (Image courtesy of winnond, at FreeDigitalPhotos.net)

a bit of bite-sized benevolence?

### Resources Available

Creating a microvolunteering action that perhaps only lasts 10 minutes might seem a bit daunting, especially when most volunteer managers' gut reaction is to question whether the time taken to create an action is worth the impact generated from it. Well, it all depends on what type of action you're creating. Typically there are three different types, these being:



The vast majority of microvolunteering tasks are conducted online, and can either be skilled or unskilled, with a completion time of between 1 – 120 minutes. A recent study, again from the Institute of Volunteering Research indicated "The demand for microvolunteering from individuals is likely to grow because it meets people's desire to be in control of their time and engagement, and suits their increasingly busy and unpredictable lives."<sup>2</sup>

The third Microvolunteering Day<sup>3</sup> is scheduled for April 15th, 2016 and is intended to engage individuals in microvolunteering tasks, inspire organisations to embrace the idea, and stimulate discussion on the concept. On the assumption that Microvolunteering Day seems like a great idea to galvanize people into short-term action, what is a volunteer manager to do to tap in to this growing trend for

1. One-off, non repeatable skilled action. Examples include logo design, a small bit of translation, proofreading a document etc. Such tasks could be described and uploaded to the very pro-active SkillsForChange.com microvolunteering platform in about 10 minutes. For other task examples, take a look at the Friends of the Earth microvolunteering webpage<sup>4</sup>
2. Repeatable skilled actions. Check out PhotoFoundation.org for an example of this type of action. Invite your supporters to snap wildlife or conservation pictures, and then upload them to the PhotoFoundation platform. Why? Because each picture has the potential to earn a royalties income for your nonprofit. Surrey Wildlife Trust, Countryside Restoration Trust and many others have already joined this initiative
3. Repeatable unskilled actions. These actions can range from being as simple as tapping in to your supporters' social reach using Justcoz.org, or being complex and costly in terms of either time or money to create, an example being Fraxinus (pattern recognition game on Facebook to save UK Ash trees)<sup>5</sup>

The UK based HelpFromHome microvolunteering platform has a huge resource on creating micro-actions that provides links to 'How To' Guides, micro-task suggestions, photos of microvolunteering events, as well as ideas on how to generate discussions on the concept amongst your supporters.<sup>6</sup>

### Motivating for Microvolunteering Day

Need ideas to encourage your supporters to give up their spare moments on Microvolunteering Day? Here's a few:

- 'Give 1%': During a typical 1 hour lunchbreak, 1% equates to roughly 30 seconds, enough time to sign a petition
- Challenge2016: It's the year 2016, where 2016 seconds equates to just over 33 minutes, enough time for volunteers to submit creative slogan ideas for your next campaign
- PyjamaPower: Invite people to don their PJs and research free resources / information on the web that your nonprofit could use, all without getting out of bed. Easy sell!
- Pop-up stall: There's a growing trend from some organisations to use FreeRice.com (online quiz that feeds hungry people at no cost to the participant) as a hook to entice visitors to their event stalls. A conservationist aligned initiative called Answer4Earth.com could be used as a similar hook

So, in closing then, Microvolunteering Day falls on April 15th this year. Borrowing from its strapline of '1 day, 24 hours, and 10 minutes to do good', can you find time to create an action that enables your supporters to spare just 600 seconds of their life to benefit your organisation?

- 1 <http://www.unv.org/swvr2011>
- 2 <http://bit.ly/LU82ad>
- 3 <http://www.microvolunteeringday.com/>
- 4 <http://www.foe.co.uk/page/micro-volunteering>
- 5 <https://apps.facebook.com/fraxinusgame/>
- 6 <http://bit.ly/1j9g6FK>

Mike Bright is the founder of Help From Home ([www.helpfromhome.org](http://www.helpfromhome.org)), an initiative that promotes and encourages people to participate in easy, no-commitment, microvolunteering opportunities via its tagline, 'Change The World in Just Your Pyjamas'. Mike has been involved in the microvolunteering arena since 2005, initially as a participant and then more fully from December 2008 with his Help From Home initiative. He is considered one of the pioneers of the microvolunteering concept, as well as the organiser behind Microvolunteering Day that occurs every April 15th.

### International:

REF	F552-FOCUS-OK8	JOB	<b>AFRICAN BAT RESEARCH VOLUNTEER</b>
BE4	N / A	LOC	MALAWI
PAY	Training	FOR	AFRICAN BAT CONSERVATION

DES 2 weeks minimum, up to 4 months or more. We are conducting a national monitoring programme as well as conducting a number of smaller research projects about bats & biodiversity including education & awareness. Your time as a volunteer will be spent assisting ABC scientists with field research, community education & awareness including bat trapping & acoustic monitoring, creating a guide to bats in Malawi, roost surveys, habitat assessments, insect sampling, small mammal monitoring, & radio tracking bats (at specific times of the year). You will be trained in bat trapping & acoustic surveys, GIS mapping, insect trapping & pinning, vegetation & habitat sampling BUT Must be 18 years or older, be in good health & willing to live remotely in a bush camp. Experience of conducting ecological field work or bush experience in Africa beneficial. ASK [www.africanbatconservation.org/volunteer.html](http://www.africanbatconservation.org/volunteer.html)  
volunteer@africanbatconservation.org

REF	F553-FOCUS-24/6	JOB	<b>VOLUNTEER RESEARCHER</b>
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BE4 23/6/16 LOC LAGUNA DEL TIGRE NATIONAL PARK, GUATEMALA  
 PAY Full training provided FOR INDIGO EXPEDITIONS  
 DES 2 weeks minimum, start date: 23 June. 10 July 2016. Indigo Expeditions is a UK-based conservation research organisation. Our expeditions are designed for wildlife enthusiasts with a passion for exploring the tropics. We specialise in the reptile & amphibian groups, & are experts in the field of herpetology & ecology. All our expeditions are based on sound scientific principles, & our research contributes to global biodiversity targets. BUT Our expeditions explore remote areas, & are challenging mentally, emotionally & physically. We believe these challenges are confidence building, & encourage teamwork, leadership skills & the spirit of co-operation. We believe a willingness to participate, & to contribute to something greater than our individual selves, is all it takes to make this world a better place.  
 ASK info@explorewithindigo.com www.explorewithindigo.com

**Help out on Husky Farm**

A husky farm is looking for volunteer assistance from the beginning of June through September. Tasks include taking care of the dogs and assisting with tours. Volunteers receive free accommodation, meals and Wi-Fi access. You can view further information on the Volunteer Latin America website:  
[www.volunteerlatinamerica.com](http://www.volunteerlatinamerica.com)

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

**Two field assistants are needed** for a research study on a caracal population in Cape Town, South Africa. Interns receive free accommodation and should budget about US\$200 per month for food and entertainment. A full project description, including the application instructions, is given on the Volunteer 4 Africa website:  
[www.volunteer4africa.org](http://www.volunteer4africa.org)

**A group of 2-3 people** or a couple are wanted to take care of a sea turtle conservation camp during the off season, from early April until the end of June, 2016. Free accommodation and food plus a small stipend of US\$100 a month with Sea Turtle Camp Caretakers  
 Visit: <http://www.volunteerlatinamerica.com/>

**Based in Malawi**, we are conducting a national monitoring programme and a number of smaller research projects about bats and biodiversity. As a volunteer you will be assisting ABC scientists with field-research including trapping, acoustic monitoring, roost surveys and insect sampling as well as community education and awareness.  
[www.africanbatconservation.org](http://www.africanbatconservation.org) [volunteer@africanbatconservation.org](mailto:volunteer@africanbatconservation.org)

<b>Key:</b>	REF	CJS reference no. (job number – source – delete date)	JOB	Title
BE4		Application closing date IV = Interview date	LOC	Location
PAY		£ range - usually per annum (but check starting point)	FOR	Employer
DES		Description of Job	BUT	Person Spec / Requirements
ASK			ASK	More details from / How to apply

**CJS Suggestions:** Please check the BUT section to ensure that you have all of the required qualifications / experience before you apply. Contact ONLY the person, number or address given & if an SAE is required double check you use the correct stamps.

**PLEASE REMEMBER to DOUBLE CHECK the BE4 (closing date) of the vacancies.  
 And please contact only the person, telephone number, email address given.  
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The CJS Team would like to thank everyone who has contributed adverts, articles and information for this CJS Focus publication.  
 Next edition will feature Countryside Skills (traditional & modern), published 23/5/16

A4 sides this CJS Focus: 39 Adverts: 97 - Details believed correct but given without prejudice, Ends.