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

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

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

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

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

The bread and butter of my job is practical conservation work around the resort. Onsite habitats include broadleaved woodland, scrubland, native grassland, wetland and large areas of open water. Typical day-to-day tasks may include tree and shrub planting, non-native species control and path maintenance, though no two days are the same which helps keep the job exciting. Leading the ranger activities is one of my favourite
aspects of the role. During the school holidays I have a different activity every day of the week including ranger rambles, bat walks, bird-watching safaris and campfire evenings. I have recently started mountain leadership training with a view to take guests further afield into the surrounding hillside.

It’s no coincidence that much of the work I do now is similar to what I did as a volunteer. By working with a team of rangers over an extended period of time I was able to pick-up practical skills and survey techniques that I carried into paid employment. I now work closely with the Loch Lomond and Trossachs National Park who find volunteers to help me, mainly in monitoring biodiversity onsite. This allows me to survey larger areas of land faster than I would be able to do by myself. I hope the volunteers get something back as well, be it an improved knowledge of our native wildlife, learning how to stake in a tree or erect a fence, or just a sense of satisfaction that they are making a positive contribution to our natural environment.

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

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

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

Scotland:

<table>
<thead>
<tr>
<th>REF</th>
<th>VOL-DIRECT-19/3</th>
<th>JOB</th>
<th>ASSISTANT RANGER</th>
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<tbody>
<tr>
<td>BE4</td>
<td>N / A</td>
<td>LOC</td>
<td>LOCH OF THE LOWES VISITOR CENTRE &amp; various Perthshire Reserves</td>
</tr>
<tr>
<td>PAY</td>
<td>Accommodation &amp; expenses</td>
<td>FOR</td>
<td>SCOTTISH WILDLIFE TRUST</td>
</tr>
<tr>
<td>DES</td>
<td>Volunteers required from June to October, minimum 2 months. Five days a week, mostly Mon-Fri. To assist the Ranger in undertaking practical conservation, biological surveying, education &amp; visitor tasks on the 5 Perthshire reserves, as directed by the Ranger. Free accommodation in a wooden cabin by the loch side. Gain experience in conservation management, visitor management &amp; education, &amp; in surveying &amp; monitoring; possible 1st aid certificate. All existing benefits protected.</td>
<td>BUT</td>
<td>Ability to work as part of a group; some practical conservation &amp; survey skills would be advantageous; ability to communicate to the public; reasonable standard of fitness &amp; willing do physically hard work; willing to share accommodation with colleagues.</td>
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<tr>
<th>REF</th>
<th>VOL-DIRECT-12/3</th>
<th>JOB</th>
<th>Long-term Residential Volunteering Placements x 5</th>
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<tr>
<td>BE4</td>
<td>9/3/12 for 1st placement, 20/4/12 for the other 4</td>
<td>LOC</td>
<td>HANADA ISLAND, SUTHERLAND</td>
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<tr>
<td>PAY</td>
<td>Training, accommodation, some expenses</td>
<td>FOR</td>
<td>SCOTTISH WILDLIFE TRUST</td>
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<tr>
<td>DES</td>
<td>Handa is one of the UK’s largest seabird colonies &amp; has abundant marine life in its waters, as well as being one of the most scenic places in Scotland. We need volunteers to help us in all aspects of our work throughout the season. Each of the 5 placements are tailored towards a specific role, be it practical work, seabird monitoring or visitor interpretation. All involve outdoor work in all weathers with staff, volunteers &amp; visitors alike. BUT Applicants have to commit for 4-12 weeks at specified times between Apr-Sep. Willingness &amp; ability to live &amp; work in basic shared accommodation on a remote Scottish island with occasionally severe weather conditions. Good level of health &amp; fitness essential. Flexibility &amp; an open friendly nature essential. Able to work alone or in a team. Each role requires a different mix of skills &amp; operates at different times of the season.</td>
<td>ASK</td>
<td><a href="http://bit.ly/SWTHandaVol">http://bit.ly/SWTHandaVol</a> Phil Knott, 07920 468572 <a href="mailto:handaranger@swt.org.uk">handaranger@swt.org.uk</a></td>
</tr>
</tbody>
</table>
Volunteers need to be carried out in the early morning or evening. Paperwork, including vegetation mapping. BUT Very good bird ID skills, including songs & calls, for waders & farmland passerines. Bird DES PAY to be available for March to July. ASK alone or as part of a team, & h

NNR management. BUT Enthusiastic, with a flexible attitude & interested in wildlife & conservation. Willing to work management & develop your own knowledge The role will also involve habitat management & practical reserve immersion yourself in the world of breeding waders, learning their behaviour & habits in a bid to inform & improve site PAY BE4 REF DES PAY BE4 REF DES PAY

completed. ASK Pete Moore, 01540 661518 or 07866 578079 handaranger@swt.org.uk

Come & Volunteer with East Lothian’s Countryside Ranger Service! Volunteers help us manage our countryside in many ways. Would you like to help...? ‘Friends’ groups work with the Countryside Rangers and deliver a variety of projects. We have ‘Friends’ groups in North Berwick, Aberlady Bay, John Muir Country Park and Yellowcraig, with a further Friends of evenhall (Musselburgh) and Gullane scheduled for 2012. Sheep checking. Help check the health and status of sheep which graze target grasslands (Typically, each check of the flock takes a couple of hours (and much repeated counting) but the volunteers really have identified with the project. Watching ducks. Monitor the success of an Eider colony and ensure that people do not stray too close. Path Wardens. With over 250km of designated core paths across East Lothian, path wardens help patrol these routes and carry out minor work. Interested? Contact me! Duncan Priddle, Countryside Officer, East Lothian Council dpriddle@eastlothian.gov.uk

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### Skye Mountain Path Volunteer Days

Volunteer sessions and amphibian survey. If you are interested then get in touch for a chat! Contact iain.maclean@froglife.org.uk or phone 01413 390737.

### Would you like to:
- Learn new skills e.g. footpath construction and woodland management?
- Work in beautiful gardens and countryside?
- Meet new people and become actively involved in conservation?
- Tayside and Grampian Conservation Rangers currently involved in projects in North Lanarkshire and Glasgow. We have a variety of voluntary opportunities including regular practical volunteer sessions and amphibian survey. If you are interested then get in touch for a chat! Contact iain.maclean@froglife.org.uk or phone 01413 390737.

### Hopetoun House

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

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

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

Rosie@treesforlife.org.uk www.treesforlife.org.uk

### North East:

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<tr>
<th>REF</th>
<th>JOB</th>
<th>BE4</th>
<th>LOC</th>
<th>PAY</th>
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<tbody>
<tr>
<td>VOL-DIRECT-19/3</td>
<td>VOLUNTEER RETAIL ASSISTANT</td>
<td></td>
<td>RSPB OLD MOOR, S YORKSHIRE</td>
<td>expenses, training &amp; uniform</td>
<td>We want to ensure all our visitors have a pleasurable time &amp; encourage them to support RSPB by becoming members. By volunteering you will help us present the RSPB in a friendly &amp; professional manner. Become part of a friendly team with opportunity to learn new skills. Great opportunity to develop customer service skills &amp; gain insight in to Tourism based org &amp; general retail operations. Thinking of your CV this experience is invaluable in finding work in conservation &amp; customer care skills are transferable to lots of other areas. BUT You need to be a smiley, outgoing, approachable &amp; confident person able to talk to people of all back grounds about a range of products &amp; services whilst giving excellent customer care. 100% of retail profits go straight in to conservation.</td>
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<tr>
<td>VOL-DIRECT-19/3</td>
<td>VOLUNTEER MEMBERSHIP RECRUITER</td>
<td></td>
<td>CASTLEFORD, W YORKSHIRE</td>
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We are looking for a team of wild guides to help families to make the most of their visit to Saltholme. You’ll spend most of your time outdoors, sharing your love of nature with others by taking part in everything from showing people new born lambs & pond dipping, to minibeast hunts & boat building. Get the chance to meet new people, develop new skills & learn more about wildlife. BUT No need to be a wildlife expert, but enthusiasm for nature is crucial. Role involves walking, being on your feet & general lifting & carrying of equipment (pond nets, insect nets) so a degree of physical fitness is important. ASK www.rspb.org.uk/volunteering Ben Calvert 01642 542075

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

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

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Countryside Jobs Service Focus on Volunteering www.countryside-jobs.com

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

In general, the work you do must be unpaid, to qualify as volunteering for benefits purposes. It must also be something you are not legally obliged to do, for a not for profit organisation, and for a non-family member. Any payments which cover basic expenses – for example, money for travel to the placement, for specialist clothing or equipment or for a meal during the day – would not usually affect your benefits. Subsistence payments or other money provided over and above these basics might do.

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

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

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

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

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

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

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

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

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

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

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

<table>
<thead>
<tr>
<th>REF</th>
<th>VOL-DIRECT-5/3</th>
<th>JOB</th>
<th>up to 8 VOLUNTEER SCHOOL VISITS ASSISTANT</th>
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<tbody>
<tr>
<td>BE4</td>
<td>2/3/12</td>
<td>LOC</td>
<td>BROOKHOLE, WINDERMERE</td>
</tr>
<tr>
<td>DES</td>
<td>PAY training &amp; expenses</td>
<td>FOR</td>
<td>LAKE DISTRICT NPA</td>
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**Des** Support our learning co-ordinator, meeting & greeting gps, helping them get the most out of their visit. As a ‘Volunteer Schools Liaison Officer’ you will be the first point of contact to groups arriving at Brockhole. Role will involve running short welcome briefing sessions, ensuring that teachers & gp leaders are happy with arrangements for their visit, assisting with educational resource preparation such as displays & trials & leading / assisting with onsite env ed sessions such as pond dipping & guided trails around the grounds. (optional element of the role). Commit to 10+ duties a year – mainly weekdays during term time. Majority of duties between Easter & end of October. Great way to get experience for working in the cside. BUT Excellent communicators, enjoy working with children, have good local knowledge & broad understanding of the National Park Authority. No experience necessary. Good communication skills & a professional, friendly manner are the most important elements of this role. Particularly suited to someone who is confident with large gps & is prepared to be an ambassador for the NPA. ASK Annie Duckworth, Vol Recruitment Co-ordinator 01539 752891 annieduckworth@lakedistrict.gov.uk Volunteer Recruitment Co-ordinator, Lake District NPA, Murley Moss, Oxenholme Road, Kendal, LA9 7RL

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

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

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

REF VOL-DIRECT-19/3 JOB ‘A DATE WITH NATURE’ ASSISTANTS – Manchester Peregrines
BE4 70 LOC MANCHESTER PAY 0 FOR RSPB DES Manchester Peregrine Project is part of ‘A Date with Nature’ programme. We aim to inspire & enthuse the public about nature whilst raising awareness of & gaining support for RSPB. Support in the delivery of the event, incl setting up & dismantling, helping meet targets for memberships, fund-raising & name gathering. A wonderful chance to meet new people incl other vol & staff. BUT People person who loves nature. Could you see yourself standing in front of Manchester's big wheel enthusing passers-by about local Peregrines, inviting them to take a closer look through our telescopes, building on their excitement with stories & info about these incredible falcons? ASK www.rspb.org.uk/volunteering Joanna Keene 01484 861148

REF VOL-DIRECT-19/3 JOB VOLUNTEER SCHOOL COMPETITION LEADER
BE4 70 LOC OLDHAM, LANCASHIRE PAY 0 FOR RSPB DES Last year our Access to Nature project ran a successful creative art & photography competition with secondary schools & colleges. To improve & extend the reach of a similar competition we need an assistant to work with the Education Officer to create promotional material, coordinate bookins with schools & teachers & deliver assemblies/presentations. After entries are in there will be work to display work across libraries & galleries. Volunteering on this project will provide excellent experience & skills for those looking to work in the education, youth or creative sector. Fantastic opportunity to develop an understanding of RSPB & also develop skills in building relationships with secondary schools & higher education establishments & their students. BUT Need to commit 1+ days a week between Feb & June. ASK www.rspb.org.uk/volunteering Geoff deBoer 01457 819884

REF VOL-DIRECT-19/3 JOB DOVE STONE CORPORATE VOLUNTEERING
BE4 70 LOC MANCHESTER PAY 0 FOR RSPB DES A range of on-day team challenges are available. These are practical, outdoor activities focused on benefiting nature & the env. BUT No experience necessary, & tools & support are supplied by the reserve. We do not charge directly for these activities but welcome donations. ASK Rachel Downham 07825 022636

REF VOL-DIRECT-19/3 JOB WELCOME DESK VOLUNTEER
BE4 70 LOC LEIGHTON MOSS, S CUMBRIA PAY 0 FOR RSPB DES Provide a warm welcome to all our visitors, providing them with info they need to make the most of their visit. Opportunity to pass on your enthusiasm for wildlife. Inspire people about wildlife & the RSPB & actively encourage people to join. BUT Warm & friendly personality & be confident initiating conversations with the public. You don’t need to be an expert but you need to have enthusiasm for wildlife & its conservation. ASK www.rspb.org.uk/volunteering Annabel Rushton 01524 703017

REF VOL-DIRECT-19/3 JOB VOLUNTEER RETAILS ASSISTANT
BE4 70 LOC LEIGHTON MOSS, S CUMBRIA PAY 0 FOR RSPB DES Help us to present RSPB in a friendly & professional manner & make sure visitors have a pleasurable & interesting time. Duties incl meeting & serving visitors, membership recruitment, handling money & the care & presentation of the shop & it’s stock. BUT Need to enjoy working with people & have good customer care skills, be accurate, reliable & friendly as well as being presentable. ASK www.rspb.org.uk/volunteering Patrick Keating 01524 703016

REF VOL-DIRECT-19/3 JOB VOLUNTEER CAFÉ ASSISTANT
BE4 70 LOC LEIGHTON MOSS, S CUMBRIA PAY 0 FOR RSPB DES The reserve is a major local visitor attraction. 100% of the profits from the café go to help nature so by volunteering you will really be helping wildlife. Learn new skills & meet new people. BUT Friendly personality & able to volunteer for 4+ hours a week or month (can be worked around public transport). ASK www.rspb.org.uk/volunteering Patrick Keating 01524 703016

REF VOL-DIRECT-19/3 JOB VOLUNTEERS - Help to fight an alien invasion!
BE4 working April to July LOC CHESHIRE PAY 0 FOR CHESHIRE WILDLIFE TRUST DES Help control the spread of Himalayan balsam on 3 rivers, Gowy River (Peckforton to Huxley) 2 days per week incl Saturdays, Clatter Brook (Dibbinsdale Valley, Wirral) 1 day per week & Swettenham Brook (Clonterbrook Farm to Swettenham) 1 – 2 days per week. BUT 18+, no experience necessary as full training given, although prior experience, training or qual in the use of strimmer or brushcutter would be added bonus. Able to commit to volunteering on a regular basis even if just for half a day each week. ASK Lyn Byrne lbyrne@cheshirewt.org.uk 01948 820728

REF VOL-DIRECT-19/3 JOB RIVER SURVEYORS
BE4 working April to September LOC CHESHIRE PAY 0 FOR CHESHIRE WILDLIFE TRUST DES Help carry out surveys along 3 watercourses, 3 rivers. Gowy River (Peckforton to Huxley), Clatter Brook (Dibbinsdale Valley, Wirral) & Swettenham Brook (Swettenham). Work will enable us to map invasive non-native species incl Himalayan balsam, Japanese knotweed & giant hogweed. Full training given on identification of these & other species you are likely to find. BUT Over 18 years. Knowledge of using maps would be an advantage but not essential as full training given. Able to commit to volunteering on a regular basis even if just for half a day each week. ASK Lyn Byrne lbyrne@cheshirewt.org.uk 01948 820728
Countryside Jobs Service Focus on Volunteering www.countryside-jobs.com

REF   VOL-DIRECT-19/3    JOB   VOLUNTEER RESERVE ASSISTANT
BE4   ?                      LOC   RIBBLE RESERVES, LANCASHIRE
PAY   0                      FOR   RSPB
DES   Help us with ongoing habitat management, reserve/estate maintenance & visitor facilities. Excellent chance to
      gain experience in a variety of reserve/conservation skills & make a genuine contribution to wildlife conservation. Work
      varies but will incl vegetation clearance, path maintenance, painting, litter collection & fencing. All tasks are vital for
      conservation of the sites & for retaining the good access to & around the reserves. BUT Enthusiasm, an interest in
      conservation & ability to work as part of a team essential. A good level of fitness & willingness to work outside & hands
      on is required. Skills such as habitat & estate management are desirable but not essential. Need to have an up-to-date
      tetanus injection. ASK www.rspb.org.uk/volunteering Alex Pigott 01704 226190

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

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

Midlands:

REF   VOL-DIRECT-5/3    JOB   LINCOLNSHIRE MASTER GARDENER
BE4   5/3/12                      LOC   SOUTH HOLLAND DISTRICT AREA
PAY   Training, expenses & support FOR   GARDEN ORGANIC
DES   Recruitment is now underway for the next foundation course training – 10 & 11 March 2012. The new
      programme involves the development of a number of community gardens & the promotion of people learning the art
      of growing their own vegetables. The Lincolnshire Master Gardener programme is a volunteer network supporting local
      people & communities to grow fruit & vegetables in their gardens & community gardens. Each volunteer Master
      Gardener will mentor & support 10 householders alongside supporting a local community garden. We ask for a minimum
      of half an hour a week. 2-day foundation course, on-going training & dedicated co-ordinator support, expenses, name
      badges, polo shirts, access to horticultural resources provided. BUT 2+ years' growing experience, passionate about
      food-growing; engaging & willing to share your knowledge of & experience to encourage & motivate others. Basic
      knowledge of the internet & email, full training provided. ASK Gabbie Sharp, Norfolk Co-ordinator on 07584 583803
      gsharp@gardenorganic.org.uk

Cattle Looker
Ideal for those who’d like to regularly visit a site grazed by cattle. You can
help by checking how the animals are & that the water & fences are fine.

Reserve Checker
Become the eyes & ears of our nature reserves. On your regular visits help
by checking pathways, levels of rubbish & fly tipping, any vandalism & dangerous trees. Then just let us know & we'll
go & fix it.

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

RSPB

REF   VOL-DIRECT-26/3    JOB   ESTATES SUPPORT TEAM ASSISTANT
BE4   23/3/12                      LOC   CLUMBER PARK, WORKSOP, NOTTS
PAY   0*                       FOR   NATIONAL TRUST
DES   Full time vola ill be integral member of Estates Support Team, striving to accomplish tasks & projects & support
      additional projects. Opportunities to gain a wealth of varied estates management experience. You will benefit from
      support to create a comprehensive personal development plan, identifying rel training needs & priorities. Tasks generally
      incl : helping maintain visitor areas of the site; maintain the appearance & safety of the site by replacing signs, fencing,
      gritting & clearing leaves; being the face of National Trust & speaking to visitors whilst working on the park. *accom incl
      for duration of placement, on the job training is given as well as formal training when available & appropriate. BUT
      No formal quals required, but should have keen interest in Conservation Management ideally with general experience or
      training in other cside & estate skills. Good computer skills & full UK driving licence essential. Previous vol experience
      beneficial. Good team player open to new opportunities, able to relate to others with a willingness to learn. You must
      have a good degree of physical fitness. ASK Chat: volunteeringclumber@nationaltrust.org.uk 01909 544918 Info pack:
      email or call 01909 476592. Please give full role title when contacting us.
The Peak District National Park Authority, Baslow Road, Bakewell, Derbyshire DE45 1AE 01629 816211.

Projects are open to people aged 18 & above. ASK

Saturday 31st March to Thursday 5th April; Saturday 21st July to Thursday 26th July; Friday 3rd August to Wednesday 8th August; Friday 17th August to Wednesday 22nd August. The cost is £150 per person. BUT Please note that projects are open to people aged 18 & above. ASK nikki.waite@peakdistrict.gov.uk or Nikki Waite, Field Services, The Peak District National Park Authority, Baslow Road, Bakewell, Derbyshire DE45 1AE 01629 816211.

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If you can’t commit to a long term placement consider helping out on one of the many Practical Work Days happening all over the country. Details online at: http://bit.ly/TDwork
A holiday with a difference
By the National Trust

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

With prices starting from just £75 including all food and accommodation, there are weekend breaks or week long holidays available across England, Wales and Northern Ireland. Plus for the first time a small selection of overseas holidays are now available.

Marianne Wanstall, Head of Holidays explains their enduring appeal, “National Trust working holidays, which celebrate their 45th anniversary this year, not only ensure that the National Trust’s special places remain open, relevant and accessible, but they also provide amazing opportunities to get onto the land, to learn new skills, to meet new people and to engage with nature and the historic places cared for by the Trust.

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

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

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

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

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

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

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

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

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

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

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

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

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

Wales:

**WELSH WILDLIFE CENTRE, CILGERRAN**

**JOB** WILDLIFE WATCH LEADER

**PAY** 0

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

**FLAT HOLM ISLAND**

**JOB** TRAINEE VOLUNTARY WARDENS

**PAY** 0 + accom/food/travel/ training & equip budget

**DES** Great opportunity to work on this unique island nature reserve. During the summer season tasks incl maintenance of historic buildings, fencing & gates, etc, dry stone walling, strimming paths, wildlife monitoring bird surveys, delivering env ed & guided tours from March to October 2012. Work involves living & working on the island in basic accom - you will be required to find your own accom during time off the island. Food, travel expenses, on the job training are provided as well as training & equipment (Millennium Volunteers Scheme for those aged 16 - 25 yrs) **BUT** Commitment for 6 months required to start in March 2012. Enthusiastic, dedicated & strong social skills required 16-25’s can join millennium Volunteer programme. Must be able to attend informal IVs on the island involving a 1 night stay. **ASK** CV & covering letter to Flat Holm Project, Cardiff Harbour Authority, QAH, Cargo Road, CF10 4LY. 02920 877912 email: flatholmproject@cardiff.gov.uk Further info about the island www.flatholmisland.com
ASK from people able to do talks in Welsh. Access to email & phone means we can provide; previous experience as a public speaker is preferred; understanding of our aims & objectives; interest in & ability to present interesting & inspiring talks using the digital presentation equipment; knowledge about our work in Wales. Great chance to obtain the essential skills & knowledge required by employers in the nature conservation sector, while gaining practical experience in helping to lead volunteer work parties. There will be an opportunity for certified training that may include the use of brushcutters, First Aid etc.

BUT Able to work outdoors in most weather conditions, reasonably fit & mobile to work on rough & wet terrain. Full driving licence essential & own transport useful. Able to work alone & in a team with staff & other volunteers. ASK Ref: CJ512. Nicky Middleton-Jones, 01348 837 860 nicky.middletonjones@nationaltrust.org.uk

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Countryside Jobs Service Focus on Volunteering www.countryside-jobs.com

REF VOL-DIRECT-19/3 JOB FULL TIME VOLUNTEER ASSISTANT RANGER
BE4 N / A LOC NORTH PEMBROKESHIRE
PAY Free shared accommodation & training FOR NATIONAL TRUST
DES 6 to 12 month placement. Come & work with our Wardening team on a mixture of habitats carrying out tasks such as fencing, gate hanging, stock gathering, winter scrub clearance & monitoring. Gain valuable experience of heathland management & conservation grazing. Also help visitors enjoy our beautiful coast & countryside by assisting in engagement work such as guided walks, group tasks & events. Great chance to obtain the essential skills & knowledge required by employers in the nature conservation sector, while gaining practical experience in helping to lead volunteer work parties. There will be an opportunity for certified training that may include the use of brushcutters, First Aid etc.

BUT Able to work outdoors in most weather conditions, reasonably fit & mobile to work on rough & wet terrain. Full driving licence essential & own transport useful. Able to work alone & in a team with staff & other volunteers. ASK Ref: CJ512. Nicky Middleton-Jones, 01348 837 860 nicky.middletonjones@nationaltrust.org.uk

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Countryside Jobs Service Focus on Volunteering www.countryside-jobs.com

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

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Countryside Jobs Service Focus on Volunteering www.countryside-jobs.com

REF VOL-DIRECT-19/3 JOB HORTICULTURAL VOLUNTEERS
BE4 N / A LOC TREGARTH, NORTH WALES
PAY Training FOR MOELYCI ENVIRONMENTAL CENTRE
DES As a horticultural training scheme encompassing the market garden, fruit field & the composting site, participants will work in all areas gaining work experience, teamwork & training. They will gain one nationally recognised certificate to be agreed with the group. We will need a minimum of 6 participants for each 3 month session. BUT A minimum commitment of 2 days a week is required, but these are flexible & can be agreed on an individual basis.

ASK Alan, volunteer@moelyci.org 01248 602793.

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Countryside Jobs Service Focus on Volunteering www.countryside-jobs.com

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

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Countryside Jobs Service Focus on Volunteering www.countryside-jobs.com

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

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Countryside Jobs Service Focus on Volunteering www.countryside-jobs.com

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

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Countryside Jobs Service Focus on Volunteering www.countryside-jobs.com

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

ASK www.woodlandtrust.org.uk/en/take-part/volunteering
1. Organise the Work to Succeed

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

1. Organise the Work to Succeed

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

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

Some Golden Rules of Volunteer Management.

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

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

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

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

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Countryside Jobs Service Focus on Volunteering www.countryside-jobs.com

REF VOL-DIRECT-3/9 JOB CARDIFF PEREGRINES VISITOR ASSISTANT
BE4 31/8/12 LOC CARDIFF CITY CENTRE
PAY Training & travel expenses FOR RSPB CYMRU
DES We are seeking passionate & outgoing personalities to help the people of Cardiff to discover the wonderful world of peregrines & other wildlife in the city centre. Time will be spent engaging visitors, showing them the peregrine falcons nesting at the Clock Tower & asking them to support the RSPB through membership & donations. This is a great opportunity to meet people & improve your knowledge about British birds & other wildlife as well as help the largest European Conservation charity to continue to support nature. BUT Is it a bird or a plane? A confident answer could mean this role is for you. Basic knowledge is all that is required. Keen for the task at hand, able to communicate effectively & not averse to working in all weather conditions. Ability to speak Welsh a fantastic addition (bit not essential). ASK Laura Reynolds, Senior People Engagement Officer, 02920 353276 laura.reynolds@rspb.org.uk

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REF VOL-DIRECT-16/7 JOB EVENTS ASSISTANT
BE4 Open all year round LOC SWANSEA & surrounding area
PAY Training & travel expenses FOR RSPB CYMRU
DES We are seeking passionate & outgoing personalities to help the people of South Wales to discover the wonderful world of Welsh wildlife from deer at Margam Park to sealife down in the Gower. Time will be spent helping our membership development officer to engage visitors at local venues & community events, talking to them about the great work of the RSPB, & gaining support through membership & donations. There is a real opportunity here to deliver memorable experiences for visitors by helping run activities on our stands & showing people the wonderful world of birds & other wildlife. BUT You don’t need to be an expert, just keen for the task in hand, able to communicate effectively & not be averse to working in all weather conditions – a waterproof & hot flask is always useful. ASK Laura Reynolds, South Wales People Engagement Manager, 02920 353276 laura.reynolds@rspb.org.uk
Answer the following questions for the volunteer:
- Where is it
- When is it
- Commitment required – say what you need
- Why We Want You?
- What’s In It For You?
- The Skills/Talents You’ll Need
- Who Do I Contact to Find Out More

2. Get the Right Person for the Role
Look at the role you want to recruit a volunteer for, and create a profile of the ideal volunteer for your role. Consider:
- What knowledge, skills, abilities does the volunteer need to have on the day they start
- Interest and Desire
- Availability
- Temperament

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

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

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

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

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

4. Capture the Other Benefits
- Charitable giving - many volunteers are generous with donations of cash, materials and equipment. If they are giving their time, they may also want to contribute in other ways
- Reputation and image - volunteers speak about and represent your organisation. They have great credibility, far more so than employees who are paid to say how wonderful your organisation is
• Recruiting - volunteers are great recruiters of other volunteers so make use of them when you need more volunteers
• Publicity - the media loves volunteer stories, so tell them
• Managerial capacity - managers of volunteers must be very good managers of people. If volunteers are unhappy, it is easy for them to resign, much easier than paid staff who have to like it or lump it. People who learn to manage volunteers well make very good managers overall.

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

If you really want to know more about volunteer management and good practice then the following are some useful web based sources of advice and support.
Volunteer Management WIKI: Association of Volunteer Managers
Volunteering England: Resources
Free Volunteer Management Publications: Volunteering England
UKVPMs: Email news group for volunteer managers in the UK
Volunteering Good Practice Guide: Brighton and Hove Volunteer Centre

What Is the Association of Volunteer Managers
The Association of Volunteer Managers (AVM) is an independent body that aims to support, represent and champion everyone who manages volunteers in England. It has been set up by and for people who manage volunteers whether you are paid or unpaid. It’s entirely run by a small team of members who feel passionately about volunteer management and want to see the unique skills, abilities needed to lead volunteers effectively recognised and valued.
The aims of AVM is to:
• facilitate and support effective peer-to-peer networking of those involved in volunteer management locally, regionally and nationally
• campaign and speak out on issues that are key to people who manage volunteers
• develop information and good practice resources on volunteer management

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

The AVM website and Wiki are great sources of information on all elements of volunteer management, the latest volunteer management jobs, current issues affecting volunteer management and details of events and learning opportunities etc. The site also features blog posts from a variety of volunteer managers on issues around all elements of volunteer management.
If this has wetted your appetite below are details of how you can find out more about the Association of Volunteer Managers. We’d love to have you onboard as member as only together can be an effective voice for volunteer management.

Website: www.volunteermanagers.org.uk
Contact Email: info@volunteermanagers.org.uk
Address: Association of Volunteer Managers, PO Box 1449, Bedford, MK44 5AN
Check-out our Wiki: http://wiki.volunteermanagers.org.uk
Follow us on Twitter: @vol_managersAVM

Anglia:

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

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

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

REF VOL-DIRECT-19/3 JOB COMMUNICATIONS VOLUNTEER
BE4 N / A LOC PETERBOROUGH with potential for working at home
PAY 0 FOR THE FROGLIFE TRUST
DES We are looking for a helpful & knowledgeable person to help support our busy communications team make the most of online media to share our messages about wild amphibians & reptiles in the UK. We currently have a colourful website, presence on Twitter, Facebook page & an email newsfeed, & we are aiming to develop these further to reach new audiences & improve our communications service. This is a good opportunity for someone interested in communications & conservation to develop skills & add to their CV. BUT The role is ideal for someone with good IT skills, a creative outlook & time to contribute to help us reach wider audiences with our love of frogs, toads, newts, snakes & lizards! We can tailor the volunteering role to suit different interests & abilities – the most important thing is enthusiasm & commitment. ASK sam.taylor@froglife.org

REF VOL-DIRECT-OK8 JOB WILDLIFE WATCH LEADERS
BE4 ongoing LOC THROUGHOUT SUFFOLK
PAY 0 FOR SUFFOLK WILDLIFE TRUST
DES Froglife is seeking interested people to join the Hampton Nature Reserve Volunteers in the practical conservation work that is being done at this important site for the endangered great crested newt. Volunteers meet twice a month & can take part in a range of activities, from clearing a scrub to making hibernation sites, all in order to benefit the large numbers of amphibians & reptiles that live on Hampton Nature Reserve. This is a great opportunity to make contacts & gain useful work experience within a nationally respected wildlife organisation & there may also be opportunities to become involved in other aspects of Froglife’s work. BUT As Hampton Nature Reserve has limited access throughout the site, volunteers will require a degree of fitness. ASK paul.furnborough@froglife.org

REF VOL-DIRECT-OK8 JOB NATURE RESERVE VOLUNTEER
BE4 N / A LOC HAMPTON NATURE RESERVE, PETERBOROUGH
PAY 0 FOR THE FROGLIFE TRUST
DES Froglife is seeking interested people to join the Hampton Nature Reserve Volunteers in the practical conservation work that is being done at this important site for the endangered great crested newt. Volunteers meet twice a month & can take part in a range of activities, from clearing a scrub to making hibernation sites, all in order to benefit the large numbers of amphibians & reptiles that live on Hampton Nature Reserve. This is a great opportunity to make contacts & gain useful work experience within a nationally respected wildlife organisation & there may also be opportunities to become involved in other aspects of Froglife’s work. BUT As Hampton Nature Reserve has limited access throughout the site, volunteers will require a degree of fitness. ASK paul.furnborough@froglife.org

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REF VOL-DIRECT-OK8 JOB WILDLIFE WATCH LEADERS
BE4 ongoing LOC THROUGHOUT SUFFOLK
PAY 0 FOR SUFFOLK WILDLIFE TRUST
DES Help run network of children’s wildlife clubs. Wildlife Watch Groups are the junior branch of the Wildlife Trusts & normally run once a month for 2 hours, often on a Sat morning. They are aimed at 6-12 year olds. BUT An enthusiasm to work with children & teach them about wildlife & conservation is all that's needed. ASK Wildlife Watch Organiser Martha Meek on 01473 892433 or martha.meek@suffolkwildlifetrust.org for more details www.suffolkwildlifetrust.org

REF VOL-DIRECT-OK8 JOB NATURE RESERVE VOLUNTEER
BE4 N / A LOC HAMPTON NATURE RESERVE, PETERBOROUGH
PAY 0 FOR THE FROGLIFE TRUST
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BE4 N / A LOC HAMPTON NATURE RESERVE, PETERBOROUGH
PAY 0 FOR THE FROGLIFE TRUST
DES Help run network of children’s wildlife clubs. Wildlife Watch Groups are the junior branch of the Wildlife Trusts & normally run once a month for 2 hours, often on a Sat morning. They are aimed at 6-12 year olds. BUT An enthusiasm to work with children & teach them about wildlife & conservation is all that's needed. ASK Wildlife Watch Organiser Martha Meek on 01473 892433 or martha.meek@suffolkwildlifetrust.org for more details www.suffolkwildlifetrust.org

REF VOL-DIRECT-19/3 JOB CONSERVATION YOUTH WORKER ASSISTANT
BE4 Ongoing LOC PETERBOROUGH
PAY Training provided FOR FROGLIFE
DES Green Pathways works with disadvantaged or vulnerable young people aged 12-19 on conservation projects in green spaces across Peterborough. The idea is to engage them in positive practical work outside, to signpost them to further support & opportunities & to increase their confidence in & knowledge of the natural environment. We are looking for volunteers to help with all aspects of the project from fundraising to promotion but especially to work alongside the young people. Variety of projects from environmental art at a local park to surveying for snakes in a community garden or scrub clearing on a nature reserve. BUT Experience of working with young people & not fazed by working with challenging teenagers. Happy outdoors in all weathers & comfortable handling tools such as loppers & spades. Knowledge of habitat management & / or wildlife gardening an advantage. Overall, we want someone who has a positive attitude & is enthusiastic about the environment. ASK Rebecca Neal, 01733 425826 rebecca.neal@froglife.org
Volunteering Trends

"In many ways, volunteering is experiencing a bit of a boom nationally, although how and when we volunteer is changing.\textquotedblright, writes Mike Anderson of CFP.

In the CJS office we\'ve noticed a slight change in the number and types of adverts for volunteers so we asked Volunteer Co-ordinators if they had noticed any changes or trends in the countryside volunteering sector over the last few years.

Everyone said that there had been an increase in the number of people of volunteering, especially so in the last couple of years. Peter Gilbert of Scottish Wildlife Trust commented, "I think that there is more activity over the past couple of years (as jobs are harder to get). Balanced against this is the fact that students generally need to get work (any work) to start paying off debts." He added, "Volunteering is still seen as the best way to get experience and build a CV." This was echoed by Kate Tycer, Residential Volunteering Co-ordinator if they had noticed any changes or trends in the countryside volunteering sector over the last few years.

Andrew Greenwood, Head Ranger at Lancashire County Council agreed but added, "The majority of our Volunteers can be classed as early retired white, middle class, professionals. This groups general reasons for Volunteering are, "to put something back" or to fill time and meet a social need. " This has led to a noticeable increase in shorter volunteer opportunities as explained by Mike Anderson, "Demand for short term volunteering opportunities and one-off activities are increasing (sometimes described as 'episodic volunteering'). Long term commitment to organisations is falling as people\'s participation becomes more fluid. At the extreme, there is a growth in 'micro volunteering' whereby people volunteer for very short periods of time, usually on a non-committal basis." Kate\'s line manager, Alan Murray has also noticed an increase in people wanting more bite size one off volunteering opportunities as well as people wanting to use their specialist skills as volunteers.

The one thing everyone agrees on is that their volunteers, whether 'episodic' or on a longer term placement, are essential. "I\'d be lost without my volunteers - very little work would get done." says Keith Toney, Countryside Ranger for West Berks Council. Peter Gilbert again, "As an organisation we will become heavily reliant on the work of volunteers to undertake our programme of practical work and we will be seeking ways of encouraging and retaining a large pool of potential active volunteers."

People are attracted to volunteering when there is something in it for them. So reward your volunteers, keep them happy and manage to make it through your work schedule with a little help from "a bonfire and baked potatoes with tea and coffee throughout the day..."
<table>
<thead>
<tr>
<th>REF</th>
<th>VOL-DIRECT-19/3</th>
<th>JOB</th>
<th>VOLUNTEER SEASONAL RANGER</th>
</tr>
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<tbody>
<tr>
<td>BE4</td>
<td>16/3/12 IV 2/4/12</td>
<td>LOC</td>
<td>MARSTON MORETAIN, BEDFORDSHIRE</td>
</tr>
<tr>
<td>PAY</td>
<td>2 relevant training courses provided</td>
<td>FOR</td>
<td>THE MARSTON VALE TRUST</td>
</tr>
<tr>
<td>DES</td>
<td>6 month opportunity (Apr-Sept 2012; 2+ days per week)</td>
<td>working as part of a small Ranger Team to help manage, maintain &amp; enhance the Millennium Country Park, including its Wetlands Nature Reserve, &amp; actively engage &amp; enthuse visitors, improving the quality of the site for both people &amp; wildlife. Duties would include a range of practical landscape / habitat management tasks, site monitoring, patrolling, working with volunteers &amp; could include running guided walks, working with school groups &amp; assisting with events (including our 2-day Woodworks festival). All essential training, tools &amp; equipment provided. Ideal opportunity to gain first-hand practical &amp; professional experience in conservation &amp; countryside management.</td>
<td>BUT</td>
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<tr>
<th>REF</th>
<th>VOL-DIRECT-OK8</th>
<th>JOB</th>
<th>WILDWOOD ECOMIND VOLUNTEER</th>
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<tbody>
<tr>
<td>BE4</td>
<td>opportunity to April 2013</td>
<td>LOC</td>
<td>HERNE BAY, KENT</td>
</tr>
<tr>
<td>PAY</td>
<td>Basic training in woodland management, dead-hedging, tool use</td>
<td>FOR</td>
<td>WILDWOOD TRUST</td>
</tr>
<tr>
<td>DES</td>
<td>Wildwood is set in many acres of ancient woodland, &amp; needs your help in keeping this in top condition, as well as helping us construct &amp; maintain animal enclosures. We have collaborated with the charity Mind to enable people who are mental health service users the opportunity to volunteer at Wildwood &amp; learn new practical skills in our wonderful woodland surroundings. You will help in keeping the Wildwood grounds &amp; facilities in excellent working order, help in the construction of new animal enclosures, help our keeper team develop better conditions for our animals. Skills will incl: pathway construction; waste minimisation; groundworks &amp; building; rainwater collection &amp; distribution system; woodland management incl coppicing. Spaces available 10am to 2pm Mon to Fri.</td>
<td>BUT</td>
<td>No quals needed. Reasonably fit / mobile, for people suffering mental distress only.</td>
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<tr>
<th>REF</th>
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<th>JOB</th>
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<td>BE4</td>
<td>March 2012</td>
<td>LOC</td>
<td>HARINGEY, LONDON N4</td>
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<tr>
<td>PAY</td>
<td>0*</td>
<td>FOR</td>
<td>BTCV HARINGEY</td>
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<tr>
<td>DES</td>
<td>This is an exciting opportunity for enthusiastic person wanting to gain experience working with children &amp; nature. Railway Fields nature reserve is a small Green Flag space, which is popular with local residents &amp; children. During term time it’s used as an education resource for primary school children. Work 9am – 2pm, three times a week, between March / April &amp; end of July. We will support you to co-lead our education workshops covering a range of topics such as growing, ponds, lifecycles &amp; minibeasts.</td>
<td>BUT</td>
<td>BTCV training in conservation, wildlife habitats &amp; surveying, leadership etc. paid travel expenses on request, t-shirt. CRB check is required. No experience necessary but must have good communication, time management &amp; organisational skills. An interest in wildlife &amp; enjoy working with children.</td>
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<tr>
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<th>JOB</th>
<th>LOVE NATURE WEEK FUNDRAISING INTERNSHIP</th>
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<tr>
<td>BE4</td>
<td>4/4/12 IV 10/4/12</td>
<td>LOC</td>
<td>BANBURY, OXFORDSHIRE</td>
</tr>
<tr>
<td>PAY</td>
<td>Training &amp; expenses</td>
<td>FOR</td>
<td>RSPB</td>
</tr>
<tr>
<td>DES</td>
<td>Considering a career in the charity section? Here’s your opportunity to gain valuable skills &amp; experience while making a real difference for nature conservation. Our Love Nature Week will run from Saturday 26 May until Sunday 3 June. During the week we will be co-ordinating bucket collections across the Midlands &amp; supporting the hundreds of volunteers who have stepped up to take part. We need an extra pair of hands in the office to help us raise as much money as possible to support the RSPB’s conservation work.</td>
<td>BUT</td>
<td>Confident with good communication skills; computer literate with a working knowledge of MS Word &amp; Excel; happy to work on your own initiative &amp; as part of a friendly team; creative &amp; motivated; able to commit to 2 or 3 days a week from mid-April until mid-June (although we will consider other arrangements for exceptional candidates).</td>
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</tbody>
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<table>
<thead>
<tr>
<th>REF</th>
<th>VOL-DIRECT-5/3</th>
<th>JOB</th>
<th>INTERNSHIP: OUTDOORS VISITOR EXPERIENCE ASSISTANT</th>
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</thead>
<tbody>
<tr>
<td>BE4</td>
<td>2/3/12</td>
<td>LOC</td>
<td>SADDLESCOMBE FARM, BRIGHTON</td>
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<tr>
<td>PAY</td>
<td>Enthusiastic &amp; organised</td>
<td>FOR</td>
<td>NATIONAL TRUST</td>
</tr>
<tr>
<td>DES</td>
<td>Play a really big part in writing content for our South Downs website. You’ll also help deliver unforgettable outdoor experiences &amp; events, update social media &amp; get hands on with practical conservation work.</td>
<td>BUT</td>
<td>Creative, organised &amp; a whiz with words. Proven experience of writing for publications (web, magazine, blog) Experience of organising events. Love of the great outdoors &amp; nature. Knowledge of computer software packages (e.g. excel, word, powerpoint) &amp; a quick learner. Content Management System experience desirable. Full, clean driving licence essential.</td>
</tr>
</tbody>
</table>
Countryside Jobs Service Focus on Volunteering www.countryside-jobs.com

**REF VOL-DIRECT-OK8** JOB VOLUNTEER
BE4 ongoing LOC LONDON
PAY £0 FOR SPITALFIELDS CITY FARM

DES Want to get project experience working with a diverse range of people in the hub-bub of central London? Then come & volunteer at Spitalfields City Farm Lottery Funded Grow With Us project which supports local people in learning organic gardening & growing their own food. BUT Are you an enthusiastic gardener? Excellent communicator? ASK Olivia Burt on 0207 247 8762 or email gardens@spitalfieldscityfarm.org look at our website www.spitalfieldscityfarm.org

**REF VOL-DIRECT-4/4** JOB WELCOME & EVENTS VOLUNTEERS
BE4 31/3/12 LOC SHEFFIELD PARK & GARDEN, EAST SUSSEX
PAY Training & travel expenses within 20 mile radius FOR NATIONAL TRUST

DES Welcome volunteers greet our visitors & offer information about seasonal interest in the garden as well as giving directions, demonstrating our electric buggies & generally helping our visitors. The Events Team is a new initiative for this year & volunteers joining this will be planning, preparing & running events for families. We also wish to consider larger events & need people able to devise, organise & manage these as well as running them on the day. BUT We welcome volunteers of all ages & backgrounds & hope to use your existing skills & as well as encouraging you to learn new ones. Welcome volunteers: outgoing people, interested in meeting our visitors & helping make their time with us more enjoyable. This is a proactive role for people who can share their enthusiasm for this property & make our visitors feel special. Events volunteers: enjoy creating a project & seeing it through; able to manage the detail & day to day running of events (with support from the Visitor Services Team). ASK / Chat Volunteer Manager, gillian.little1@nationaltrust.org.uk 01825 790231.

**REF VOL-DIRECT-OK8** JOB GARDENING & LANDSCAPE VOLUNTEER
BE4 Ongoing LOC RUNNYMEDE. EGHAM, SURREY
PAY Training & travel expenses FOR NATIONAL TRUST RUNNYMEDE

DES Runnymede is a heritage & nature reserve which is the home of one of Britain’s largest & oldest passenger boat routes. There are over 30 different species of trees on site & many birds, butterflies & other insects. A variety of the tasks are undertaken by our gardening & landscape volunteers, including hedgelaying, supervising & guiding educational sessions. We are looking for volunteers who are keen to learn about growing food in a sustainable way & who enjoy working outdoors & cooperating with other people. The role would suit people with some experience of gardening or horticulture with a day or two a week to spare. ASK Runnymede Estate Office, runnymede@nationaltrust.org.uk (Quoting the job title) or Chat: 01784 432891.

**REF VOL-DIRECT-OK8** JOB MEET & GREET VOLUNTEER
BE4 Ongoing LOC RUNNYMEDE. EGHAM, SURREY
PAY Training & travel expenses FOR NATIONAL TRUST RUNNYMEDE

DES This is an outdoor seasonal role to provide a warm, friendly welcome to all visitors. Our Meet & Greet Volunteers will be available to inform visitors about the site history, the wildlife & the attractions that will enhance their visit to Runnymede. The role also incl assisting in the recruitment of new members to the National Trust, issuing permits for fishing & mooring & the selling of raffle tickets. We provide training & refreshments. BUT This role would suit people who like working in the open air, enjoy variety, like meeting people, have a friendly & helpful nature & like being part of a team. ASK Estate Office, runnymede@nationaltrust.org.uk (Quoting the job title) or Chat: 01784 432891.

**REF VOL-DIRECT-OK8** JOB CONSERVATION VOLUNTEER
BE4 Ongoing LOC RUNNYMEDE. EGHAM, SURREY
PAY Training & travel expenses FOR NATIONAL TRUST RUNNYMEDE

DES Our Conservation Volunteers work one or two days a week mainly at our sites at Runnymede & Ankerwycke. Tasks vary from week to week but might incl scrub bashing, tree felling, gate installation & fence repair. We provide all tools, training & refreshments. BUT This role would suit active, outdoor people who have an interest in Environment & Heritage. They should be happy to work in most weather conditions & as part of a small, friendly team.

ASK Runnymede Estate Office, runnymede@nationaltrust.org.uk (Quoting the job title) or Chat: 01784 432891.

**REF VOL-DIRECT-5/3** JOB FOUR APPRENTICE GROWERS
BE4 5/3/12 5pm LOC HACKNEY
PAY £0 FOR GROWING COMMUNITIES

DES Learn to grow food to sell locally & run an organic garden. Growing Communities is a social enterprise that runs a weekly Organic Fruit & Veg Box Scheme, the Stoke Newington Farmers Market & 3 urban Market Gardens. Apprenticeship runs from April to October, one day a week, with additional monthly evening tutorials. Afterwards we aim to offer the apprentices the chance to grow their own produce on our Patchwork Farm. BUT Enthusiastic people who are keen to learn about growing food in a sustainable way, & who enjoy working outdoors & cooperating with other people. Particularly welcome applications from sectors of the community at risk of social exclusion, incl young unemployed people, refugees & people with mental health problems. ASK Jobs page of www.growingcommunities.org 020 75027588

**REF VOL-DIRECT-5/3** JOB VOLUNTARY TREE COORDINATOR
BE4 1/3/12 IV wb 5/3/12 LOC STEPNEY, LONDON E1
PAY Training & support FOR STEPNEY CITY FARM

DES Stepney City Farm is looking for a motivated & enthusiastic individual to care for & manage our existing trees, incl young & mature fruit trees. The position will also involve working on the Farm & local environs to set up a harvesting scheme of fruit trees from the surrounding area. The successful applicant will receive training & support from London Orchard Project to become an Orchard Leader. BUT No experience necessary as training provided, however passion for the natural environment & trees in general is essential. ASK Full role description: annie@stepneycityfarm.org 020 7790 8204. Apply by email with CV & covering letter explaining what you would like to gain from the role.
New volunteering group is being set up for people who not only want to gain heritage & conservation work experience but also for those who want to get fit & active in the fresh air at weekends. Volunteers will learn new skills, carry out flora & fauna surveys, help manage woodland through coppicing, deal with invasive species & work in our walled garden. There will also be the chance to learn about the history & wildlife at Painshill. BUT Perhaps you’re looking for a new career in conservation? Maybe you’re just stuck in an office all week & want to get outdoors & meet like-minded people. All we want is enthusiasm & a reasonable level of fitness. This opportunity would also be great for people doing their Duke of Edinburgh’s Award. ASK volunteering@painshill.co.uk or call Rachel Forsyth, 01932 868113.

DES / BUT Come & volunteer at Winkworth Arboretum (National Trust) – established in 20th Century, a wonderful hillside Arboretum containing 1,000 different shrubs & trees, many of them rare. Volunteer to undertake gardening, handyman duties or to join the Visitors’ Services Team to welcome visitors, undertake kiosk & general duties. ASK Contact us for more information about volunteering at this beautiful countryside property. 01483 208477 winkwortharboretum@nationaltrust.org.uk

Understanding & support of the Woodland Trust’s principles of woodland management desirable. Ability to visit the site in all weathers. ASK www.woodlandtrust.org.uk or contact waste.busters@essex.gov.uk for more information.

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

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

DES Painshill is launching a new Heritage Landscape Volunteer Group which will run one Saturday per month. This new volunteering group is being set up for people who not only want to gain heritage & conservation work experience but also for those who want to get fit & active in the fresh air at weekends. Volunteers will learn new skills, carry out flora & fauna surveys, help manage woodland through coppicing, deal with invasive species & work in our walled garden. There will also be the chance to learn about the history & wildlife at Painshill. BUT Perhaps you’re looking for a new career in conservation? Maybe you’re just stuck in an office all week & want to get outdoors & meet like-minded people. All we want is enthusiasm & a reasonable level of fitness. This opportunity would also be great for people doing their Duke of Edinburgh’s Award. ASK volunteering@painshill.co.uk or call Rachel Forsyth, 01932 868113.

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

Pay 0 N / A LOC PAINSHILL, COBHAN
For PAINSHILL PARK TRUST LTD
Pay Volunteer card after 30 hrs; free lunch over 4 hrs work
For VOL-DIRECT-19/3 JOB WEEKEND HERITAGE LANDSCAPE VOLUNTEERS
Volunteer card after 30 hrs; free lunch over 4 hrs work
For VOLS DIRECT 2/85/25 JOB SQUARES HELPERS
Pay free ticket to event
For VOL-DIRECT-19/3 JOB VOLUNTEERS
Pay 0 N / A LOC WINKWORTH ARBORETUM, SURREY
For VOL-DIRECT-OK8 JOB WORK PARTIES - HEARTWOOD
Pay ongoing N / A LOC STEPPNEY CITY FARM, LONDON E1
For VOL-DIRECT-OK8 JOB EDUCATION VOLUNTEERS
Pay Internal training / support*
For VOL-DIRECT-19/3 JOB ENVIRONMENTAL & WILDLIFE CONSERVATION
Pay full on the job training provided
For SUSSEX (opportunities in S Africa)
Pay 16/3/12 IV 20/3/12 LOC THE WILDLIFE FOR ALL TRUST
For VOLS DIRECT 2/85/25 JOB SQUARES HELPERS
Pay free ticket to event
For VOL-DIRECT-19/3 JOB VOLUNTEERS
Pay 0 N / A LOC WINKWORTH ARBORETUM, SURREY
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Pay Internal training / support*
For VOL-DIRECT-19/3 JOB ENVIRONMENTAL & WILDLIFE CONSERVATION
Pay full on the job training provided
For SUSSEX (opportunities in S Africa)
Bournemouth National Trust Volunteers give you an opportunity for days in the beautiful Dorset countryside performing valuable conservation work along with other likeminded people. We usually meet on Sundays and anyone is welcome to come along. To find out more about us see www.bournemouth-ntv.org.uk

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

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

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

Volunteers wanted to help lead free, short, sociable walks called the Hertfordshire Health Walks. Full training and equipment provided. A great way to get more active and meet new people. Also volunteers to help with the administration of the walks. For more information visit www.hertslink.org/cms/healthwalks or call 01462 459355.

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

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

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

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

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

New Forest National Park Volunteering Fair 2012 Find out how you can get involved with different groups volunteering in the New Forest. Lyndhurst Community Centre. Saturday 3 March 10.30am - 4pm. Meet people and get outdoors. Discover your passion. Learn new skills. www.newforestnpa.gov.uk Tel: 01590 646600 Email: events@newforestnpa.gov.uk

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

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

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

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

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

The volunteers assist with practical conservation work at Berry Head NNR and Occombe Farm, learning traditional skills such as hedgelaying, dry stone walling, coppicing, and also helping with the day to day work of litter picking, site patrols and path clearance work. They also carry out wildlife surveys such as butterfly transects, cetacean (dolphin and whale) watches and seabird monitoring. This data is so important for the management of the sites and also to assist in species protection. Monitoring work isn't always possible when staff numbers are low, as the day to day management of the site takes over.

Another important aspect of our work the volunteers greatly support is the visitor centres. On Berry Head the volunteers run the visitor centre the majority of the week. They talk to the public about the seabird colony - there are live pictures in the centre; they assist with the retail and in generally ensuring the public have a positive experience. They are also a great help in recruiting new members for the Trust, which is a really important part of our work. We also have several 'Friends of' volunteer groups that keep regular users of the sites updated on the site management; they also work hard to fundraise for projects.

Volunteers join us from all walks of life, some are retired and want to learn new skills and help to look after their local area; others are students looking for work experience and a step onto the conservation career ladder. People also volunteer their specialist skills such as in wildlife survey work, or environmental interpretation. We provide training, tools, PPE, uniform, cover travel costs and run volunteer social events.

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

Conservation work always struggles for funds due to the nature of our work; volunteers play a crucial part in supporting staff - ensuring the Trusts sites are well maintained and that other services such as events and visitor centres are a success. In return they learn new skills, gain valuable work experience, and get to spend time doing something worthwhile and enjoyable. They also enable us to have a strong connection with our local community, ensuring they are positively engaged with the fantastic natural world of Torbay.

Volunteer Dan Nuttall: ‘I
Countryside Jobs Service Focus on Volunteering  www.countryside-jobs.com

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

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

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

For further information please contact Torbay Coast & Countryside Trust on 01803 606035 email: info@countryside-trust.org.uk or visit our website www.countryside-trust.org.uk find us on Facebook and Twitter: TorCoastCountry

Registered Charity no. 1077561

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

South West:

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

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

Are you interested in Environmental Conservation and Greenspace Improvement in Avon?

Then join BTCV on a task day every Tuesday, Wednesday or alternate Saturday. Contact Claire Dinsdale on 07739 447995 or e-mail on c.dinsdale@btcv.org.uk for more information.

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

REF VOL-DIRECT-5/3 JOB VOLUNTEER WARDEN X 2
BE4 IV in late Feb, start date March 2012 LOC KILLETON ESTATE, DEVON
PAY shared accom provided - expenses FOR NATIONAL TRUST

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

REF VOL-DIRECT-19/3 JOB VOLUNTEER CONSERVATION OFFICER
BE4 N / A LOC FERNWORTHY RESERVOIR, near CHAGFORD, DEVON
PAY Limited expenses, job related training FOR SOUTH WEST LAKES TRUST

DES To implement the Trust’s conservation programme. Deliver practical conservation tasks; assist in updating species lists & environmental inventories; organise work utilising a team of conservation volunteers & contractors; assist in drawing up future plans & projects for sites; take responsibility for health & safety of self, colleagues, customers & contractors. Will involve working outside in all conditions. BUT Some practical conservation experience would be an advantage as would first aid training however training can be given to the right candidate. Must be willing to learn, have an interest in conservation & enjoy working outside. ASK Neil Reeves, Conservation & Leisure Manager, Dartmoor, 01822 855700 reeves@swlakestrust.org.uk

REF VOL-DIRECT-OK8 JOB VOLUNTEER COMMUNITY FUNDRAISER
BE4 Ongoing LOC SOUTH WEST ENGLAND
PAY Training & support given as applicable FOR RSPB

DES People throughout the South West needed to attend fairs, & organise events such as coffee mornings, cream teas, pub quizzes etc, to raise money for the RSPB. If you can get a group together to fundraise as a team, even better. BUT Outgoing, friendly, enthusiastic people required to talk to the public & get support for the RSPB. ASK Email Fran Luke to organise an informal chat: frances.luke@rspb.org.uk

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Volunteer Conservation Officer

**DEVON BIODIVERSITY RECORDS CENTRE, EXETER**

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

**SOUTH WEST LAKES TRUST**

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

**WELLINGTON, TAUNTON**

- **PAY**: Limited expenses, job related training
- **DES**: To implement the Trust’s conservation programme. Deliver practical conservation tasks; assist in updating species lists & environmental inventories; organise work utilising a team of conservation volunteers & contractors; assist in drawing up future plans & projects for sites; take responsibility for health & safety of self, colleagues, customers & contractors. Will involve working outside in all conditions. BUT Some practical conservation experience would be an advantage as would first aid training however training can be given to the right candidate. Must have an interest in conservation, be enthusiastic & enjoy working outside. ASK Richard Smith, Conservation Officer, 01822 855700 rsmith@swlakes.org.uk

**PLYMOUTH**

- **PAY**: Limited expenses, job related training
- **DES**: To implement the Trust’s conservation programme. Deliver practical conservation tasks; assist in updating species lists & environmental inventories; organise work utilising a team of conservation volunteers & contractors; assist in drawing up future plans & projects for sites; take responsibility for health & safety of self, colleagues, customers & contractors. Will involve working outside in all conditions. BUT Some practical conservation experience would be an advantage as would first aid training however training can be given to the right candidate. Must have an interest in conservation, be enthusiastic & enjoy working outside. ASK Richard Smith, Conservation Officer, 01822 855700 rsmith@swlakes.org.uk

**SOUTH WEST LAKE TRUST**

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

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

**SOUTH WEST LAKE TRUST**

- **PAY**: Limited expenses, job related training
- **DES**: To implement the Trust’s conservation programme. Deliver practical conservation tasks; assist in updating species lists & environmental inventories; organise work utilising a team of conservation volunteers & contractors; assist in drawing up future plans & projects for sites; take responsibility for health & safety of self, colleagues, customers & contractors. Will involve working outside in all conditions. BUT Some practical conservation experience would be an advantage as would first aid training however training can be given to the right candidate. Must have an interest in conservation, be enthusiastic & enjoy working outside. ASK Richard Smith, Conservation Officer, 01822 855700 rsmith@swlakes.org.uk

**SOUTH WEST LAKE TRUST**

- **PAY**: Limited expenses, job related training
- **DES**: To implement the Trust’s conservation programme. Deliver practical conservation tasks; assist in updating species lists & environmental inventories; organise work utilising a team of conservation volunteers & contractors; assist in drawing up future plans & projects for sites; take responsibility for health & safety of self, colleagues, customers & contractors. Will involve working outside in all conditions. BUT Some practical conservation experience would be an advantage as would first aid training however training can be given to the right candidate. Must have an interest in conservation, be enthusiastic & enjoy working outside. ASK Richard Smith, Conservation Officer, 01822 855700 rsmith@swlakes.org.uk
The RSPB is passionate about wildlife & protecting the environment & we need a team of Information Officers to talk to our visitors, & bring our conservation stories to life to encourage support. This is a great opportunity to make a difference, learn more about our work & gain experience in customer care & visitor management. BUT Enthusiastic, friendly & approachable. No knowledge is required, just excellent communication skills, a big smile, lots of energy, & enthusiasm to learn more about the RSPB. ASK Juliet Simms, juliet.simms@rspb.org.uk 01392 453757.

*Worthwhile cause. Details & apply: Beth Hamblin 01752 341377*

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**Environmental Conservation**

We are looking for someone to assist with the increasing breeding population to determine its size & productivity as part of our work in establishing a self-sustaining population of cirl buntings in Devon. Excellent opportunity to gain experience in this pioneering project & make a great contribution to conservation. You will have access to some wonderful areas not open to the public & have a great excuse to go birdwatching! BUT Sound field craft skills & previous fieldwork experience essential. Flexible for early morning starts. Enthusiasm, ability to work alone & as part of a team, interest in conservation & ability to walk 6-7 kms a day. Driving licence desirable. Min age 18. Available for 3 months or more. ASK Stuart Croft @ rspb.org.uk 01872 580441.

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**Volunteer Information Officers**

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**Volunteer Ranger x 2**

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

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**Volunteer Ranger**

The placement includes mainly hands on practical conservation work including hedge laying, fencing, footpath repairs, scrub control, grass cutting & brush cutting. Also assisting with the co-ordination & management of local volunteer groups & involvement with events, condition surveys & other project work as necessary. Training may include use of brush cutters & chainsaws, first aid & off road driving. BUT Able to work on own initiative, show enthusiasm & interest in the countryside & have a practical aptitude. Some experience desirable but not essential. Must hold a clean driving licence. ASK Rob Manicom, robert.manicom@nationaltrust.org.uk 01643 862452 Holnicote Estate Office, Selworthy, Minehead, Somerset TA24 8JT

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Countryside Jobs Service Focus on Volunteering  www.countryside-jobs.com

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

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

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

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

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

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

National:

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

Volunteer Project Officer

www.countryside-jobs.com

DES

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

Computer & access to the internet. ASK Dominic Price, 01722 322539 speciesrecoverytrust@gmail.com www.speciesrecoverytrust.org.uk

Volunteer Management

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

• Volunteers can use a secure and interactive website to view information related to public paths and sites and use this to organise their work programme.

• Location maps and job instructions can be printed out and completed work can be easily submitted via the website, including dates, location, time spent and each task carried out.

• Path and site officers can use CAMS to review volunteer work, record details for each volunteer and report on performance.

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

Jon Young
(01874) 0711145
jony@csdm.co.uk

BTO Nightingale Survey 2012


Canal Restoration Volunteer

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

Art 4 Space

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

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

The British Horse Society: Join the fight for better riding and carriage driving If you believe that equestrians should have better access to better rights of way, please help The British Horse Society as an Access and Rights of Way volunteer!

There are many voluntary roles to suit any amount of time you are able to give. We provide training, and you help us defend, extend and promote the rights of way network.

Join in with local and national campaigns, research, lobbying and more. For more information on how to join us, please email access@bhs.org.uk or call 02476 840 582.
Freshwater Biological Association
If you are interested in volunteering for a scientific charity, specifically dedicated to freshwaters, then please contact us for a range of opportunities from conservation and restoration projects to research and data analysis (info@fba.org.uk).

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

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

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

International:

<table>
<thead>
<tr>
<th>REF</th>
<th>VOL-DIRECT-26/3</th>
<th>JOB</th>
<th>ICELAND VOLUNTEER TRAIL TEAMS</th>
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<tbody>
<tr>
<td>BE4</td>
<td>25/3/12</td>
<td>LOC</td>
<td>ICELAND NATIONAL PARKS &amp; NATURE RESERVES</td>
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<tr>
<td>PAY</td>
<td>0</td>
<td>FOR</td>
<td>THE ENVIRONMENT AGENCY OF ICELAND</td>
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<tr>
<td>DES</td>
<td>Trail teams work on a wide variety of trail construction projects &amp; other conservation management tasks, often staying in camps within the parks &amp; nature reserves. Vols work in small teams &amp; travel between worksites to complete a series of practical projects. The programme runs for 11 weeks &amp; the teams usually spend 1 or 2 weeks in one location. BUT No previous experience of this work is necessary as all training will be provided. Enthusiasm &amp; team spirit are essential. Due to the strenuous nature of our work, participants must be physically fit. Some experience of practical work, camping &amp; hill walking. The remoteness of worksites &amp; Iceland's notoriously changeable weather make the vol programme both an adventure &amp; a challenge. Must be 20+ years.  ASK Application form online: <a href="http://www.icv.is">http://www.icv.is</a></td>
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Project Assistant - Sea Turtle Conservation This project is looking for research assistants for the forthcoming nesting season along the Andaman coast of Thailand. Project assistants receive free board and lodging for the duration of their stay. Please visit the Volunteer Work Thailand website for more information: www.volunteerworkthailand.org

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

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

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

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

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

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

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