



Countryside Jobs Service

Focus on Volunteering

In association with Keep Britain Tidy



13 February 2017

Keeping Britain Tidy – volunteering and spring cleaning

National environmental charity Keep Britain Tidy biggest-ever litter campaign – the Great British Spring Clean – will culminate with a weekend of action next month.

Between March 3rd and 5th, we are aiming to mobilise half a million people to get out and make their neighbourhood one of which they can be really proud.



(Keep Britain Tidy)

Yes, we'd love you to get involved. But we would really like you to involve others too. As countryside managers or workers, you may be ideally placed to help us get more people involved, and help yourself at the same time.

As a charity, the public mostly recognise Keep Britain Tidy for our anti-litter campaigns but we do so much more. We work with schools, in green spaces, on beaches, in cities and communities, with businesses, local authorities and individuals. We run the country's flagship school environmental programme, Eco-Schools, along with the Green Flag Award for parks and green spaces, the Blue Flag Award

and Seaside Awards for beaches and the volunteer litter-picking programme the Big Tidy Up. You can find out more about everything we do via keepbritaintidy.org or find us on social media.

Our army of 336,000 formal and informal volunteers help us on a daily basis to work towards our aims of eliminating litter, improving local places and ending waste. Without them we would not be able to make the difference we make every day. For example, without our teams of skilled volunteer assessors, we wouldn't be able to award schools with their Eco-Schools Green Flags and our volunteer judges enable us to award parks and green spaces with a Green Flag Award. Our "Care" programmes are improving beaches and waterways across the country, with volunteers putting in 45,000 hours last year.

Every week, hundreds of people selflessly head out of their front doors to litter pick across the country, many as part of our Big Tidy Up; individuals, school children, community groups, businesses and so many more. One man and his dog – Wayne and Koda – were our litter heroes of 2016. The intrepid duo are on a mission to walk the entire coastline of Britain, litter picking as they go and raising awareness with every step.

But we understand that, with busy lives and responsibilities, not everyone can commit to regular volunteering. Others will lack the confidence to set up a



(Keep Britain Tidy)

group, organise an event or they may feel overwhelmed by perceived health and safety red tape.

However, we also know that many are still willing to do their bit and do something to help in their local area.

This desire to make a difference is why so many signed up to last year's Clean for the Queen campaign, which saw 250,000 people taking part. Hundreds of school children, thousands of community groups and businesses, supported by 400 local authorities, collected more than 300,000 bags of rubbish between them.

Mass participation events, such as this year's follow-up, the Great British Spring Clean, help us to reach new and different audiences. Many will simply take part in the event, while others will go on to get more involved with our work, or with their local community.

Some people or businesses will have the confidence to organise their own spring clean, with a bit of guidance from us, but others will not. And this is where your organisation could come in. You will have people – residents, site users, supporters and staff – who love the place they call home, who are bothered by litter and want to do something about it. Maybe there are schools, businesses or community groups your organisation is looking to work more closely with in the future? Maybe you are looking to set up a new regular volunteering group, but need a nudge to get it going?

For more than 60 years, Keep Britain Tidy has been inspiring people to take action in their own communities. As a charity that is heavily reliant on volunteers, we were keen to understand the types of people who volunteer, why they do it and what they hope to gain from volunteering so we conducted some in-depth research to help us. Our "Breaking Barriers" report can be downloaded from our website and is a useful tool for increasing volunteering at your sites.

As you'd expect, different people had different motivations for getting involved and identified various barriers, but there were some common threads – one of which is the importance of logistics. People want to know the

whats, whys, hows, whos and whens before they will consider committing their time. By demonstrating strong leadership and organisation, volunteers can feel supported and reassured.

Helping people see the need for their support, and the importance of their role in tackling an issue, is a great motivator. As litter is such a visible problem, it can be an easy way to get people started and grow their confidence. And tapping into people's own interests is a key driver, whether that is a love of their local countryside, or combining a little litter picking with their enjoyment in walking the dog.

By being part of a national volunteering event, helping your local patch to help the whole

country, there is an even greater incentive for people to get involved. And any additional incentives you can provide for your volunteers will always be appreciated – whether that's a cup of tea afterwards, a simple thank you, or some recognition at your site. Don't under estimate the social benefits of volunteering too – for many this is a key driver to get involved. Facilitate this aspect where you can, perhaps by enabling warm-up conversations before you begin.

To get involved, the first step is to simply register your interest at www.greatbritishspringclean.org.uk or email info@greatbritishspringclean.org.uk. You can download resources and further information from the website and we'll keep you updated in the run-up to March 3rd and after, so that you and your volunteers can see how they were part of something that made a big difference.



(Keep Britain Tidy)



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National:

REF 514-FOCUS-OK8 JOB **WALK LEADER OPPORTUNITIES**
 BE4 N / A LOC UK
 PAY Accom, travelling expenses & training FOR HF HOLIDAYS
 DES HF Holidays Ltd is a leading tour operator specialising in walking, cycling & leisure activities holidays all over the world. We have 18 UK country houses & work with carefully chosen partner hotels in Europe & worldwide. We are a co-operative society & welcome over 50,000 guests on our holidays each year. We have opportunities for volunteer walk leaders in 18 UK locations & more than 60 destinations overseas. Leaders work together in a team to make the holiday successful & are resident for the duration of the holiday. They spend most of the time with our guests from greeting them on arrival to sharing meals, guiding walks & saying goodbye at the end! We offer: full board accommodation; travelling expenses; ongoing training opportunities; logbook experience; opportunity to improve leadership skills. BUT If you're an experienced, sociable walker & would like to share your love of the countryside with small groups of walkers on holiday, why not apply to join the team? ASK <http://hfholidays.co.uk/leaders> or call Gillian Mininch, Walking Leader Recruitment & Training Manager, 01768 890091

REF 515-FOCUSR-OK8 JOB **SCHOOLS OUTREACH SESSION LEADER**
 BE4 N / A LOC Greater Manchester, Tyne & Wear, West Yorkshire or Merseyside
 PAY Full induction & training, travel & subsistence expenses FOR RSPB
 DES Minimum commitment is the equivalent of 2 full days a month up to 3 months in advance for a minimum of 6 months. Do you remember the thrill of finding your first ladybird? As part of the RSPB's aim to connect as many children as possible to nature, Giving Nature a Home in Schools is our new school outreach project to provide opportunities for half a million children to connect with nature. We are looking for volunteers to help us deliver this ambitious project. You will be leading sessions with a class of children & their teacher, inspiring them to get up close to what creeps, crawls & flies in their school grounds. BUT Abundant enthusiasm, with ability to communicate your passion for the natural world to help connect children with nature; some experience of working with young people; a keen interest in wildlife, conservation & the natural environment; resourceful & flexible approach & able to cope with primary-aged children of all abilities; willing to learn new skills; well-organised, with effective communication skills to liaise with other volunteers & schools; willing to work alone; able to use email, internet, word processing. ASK For Greater Manchester, Sally Mizon, sally.mizon@rspb.org.uk or 07808 717337; Tyne & Wear, Jill Wesolowski, jill.wesolowski@rspb.org.uk or 07718 972299; West Yorkshire, Catherine Walker, catherine.walker@rspb.org.uk or 07718 972298; Merseyside, Stephanie Hepworth, stephanie.hepworth@rspb.org.uk or 07841 804793.

REF 516-FOCUSR-24/2 JOB **VOLUNTEER ECO-SCHOOLS ASSESSOR**
 BE4 28/2/17 LOC VARIED
 PAY Training, travel expenses paid FOR KEEP BRITAIN TIDY
 DES Are you passionate about environmental education? Would you like to help encourage your young people to become more environmentally responsible? Would you like to help create great community cohesion in your Local Authority? Would you like to encourage schools to become more sustainable & environmentally aware? Become an Eco-Schools Green Flag Assessor, across one of 9 regions in the UK. The Eco-Schools programme is the largest sustainable schools programme in the world. The Eco-Schools Green Flag is an international standard schools attain to show their commitment to the environment. To gain the Green Flag, the school must be assessed by an Eco-Schools Green Flag Assessor. This process involves the assessor reading the school's Green Flag application docs, & then visiting the school to assess whether the Eco-Schools ethos is embedded throughout the school. Using application docs & by conducting a visit, you will assess the school against the Eco-Schools Green Flag award criteria. ASK <http://www.eco-schools.org.uk/aboutecoschools/volunteers>, fill in the app form & return to us at eco-schools@keepbritaintidy.org. Contact for more details 01942 612614, eco-schools@keepbritaintidy.org

REF HOL-FOCUS-29/12 TITLE **CANAL RESTORATION VOLUNTEER**
 DATE Throughout the year BASE NATIONWIDE
 COST £70 for the week WITH WATERWAY RECOVERY GROUP
 DES WRG runs week long volunteering holidays, called 'Canal Camps', with the aim of restoring the derelict canals of England & Wales. Canal Camps are a great experience for anyone who loves being outdoors & enjoys meeting people from different backgrounds & of different ages (18-70). They offer volunteers a fantastic chance to learn new skills such as bricklaying, stone walling, machine operation & restoration techniques - & they only cost £70 for the week (this includes food & basic accommodation!). This year WRG have planned 28 Canal Camps all across the country! All training is provided. BUT None required – just a willingness to get involved & have fun! ASK Jenny Black, enquiries@wrg.org.uk 01494 783453 x 610. See WRG's Canal Camp brochure here: <http://c-js.co.uk/2jMn70s>

REF 517-FOCUS-18/3 JOB **OUT OF HOURS HELPLINE VOLUNTEERS**
 BE4 N / A LOC HOME BASED
 PAY Expenses FOR BAT CONSERVATION TRUST
 DES Join one of BCT's largest seasonal volunteer projects, the Out of Hours (OOH) Helpline. Running from May to September, the OOH service provides emergency advice after hours to those who have found bats in need of assistance, in addition to potential bat crimes. Training & full support is provided throughout the season from BCT Helpline staff, 2016 was our second busiest OOH season ever! 28 volunteers took part in 2016, with 2,266 calls throughout the season! 2015 was the busiest season, with 2,824 calls taken, but over the past 3 years the calls have reached over 2,000! A downloadable version of the 2016 report is also now available. It includes further information about the project & some stats & charts regarding what type of calls we dealt with & where the calls came from. See: <http://ow.ly/3CIWB> In 2017, the OOH training days are as follows: 8/4 in London; 29/4 in Manchester; 20/5 in London. BUT Interested in a volunteering challenge & have a love of bats. ASK Please send an expression of interest to David Jackson, Project Co-ordinator, enquiries@bats.org.uk

REF 518-FOCUSR-29/9 JOB **NATIONAL PLANT MONITORING SCHEME SURVEYOR**
 BE4 N/A LOC UK WIDE
 PAY Access to the free NPMS volunteer training programme FOR NATIONAL PLANT MONITORING SCHEME
 DES 2 - 3 days per year. Carry out surveys of wildflowers & their habitats that will provide robust evidence of which widespread plants are increasing or declining, as well as indicating the changing state of our most valued habitats such as grassland, woodland & even road verges. Each volunteer signs up for a randomly selected 1km square & then surveys five plots within it either using a list of indicator species or making a full inventory. BUT Anyone interested in nature who can identify plants, or who is keen to learn. Different levels of participation ensure that all who are keen can participate: you do not have to be an experienced botanist. You will only need to identify between 25-30 'indicator species' per habitat. ASK To sign up & find a square near you visit www.npms.org.uk

REF 519-FOCUSR-24/2 JOB **GROW WILD MENTOR**
 BE4 27/2/17 noon LOC NATIONWIDE
 PAY 0 FOR GROW WILD
 DES/BUT Can you excite people about native wild flowers, plants or fungi? Can you share advice about community engagement and project promotion? Grow Wild is now recruiting volunteer mentors to support the UK's biggest-ever wild flower campaign. By volunteering, you'll have the opportunity to visit inspiring community projects, share your knowledge with others, learn new skills & meet great people. Free training days are provided in spring & summer. ASK Please find out more & how to apply at <http://c-js.co.uk/2lfrzo4>

Are the ponds, streams and ditches in your neighbourhood good enough for wildlife? Take part in a citizen science survey to find out, and contribute to vital research. Use quick and simple test kits to measure the levels of nitrate and phosphate, two widespread pollutants. hworker@freshwaterhabitats.org.uk
freshwaterhabitats.org.uk/projects/clean-water

Visit <https://seagrassspotter.org/> and start using our seagrass spotter app whenever you find seagrass. This allows us to begin to build a map of where seagrass is around the UK in order to start to assess the state it is in and the protection it needs.

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

Capturing our Coast is a marine citizen science project looking for volunteers across the coast of the UK. Learn more about scientific surveys, rocky shore creatures, and how you can protect your local coast. Visit www.capturingourcoast.co.uk for more information.

We have a wide range of opportunities across the country from practical conservation and maintenance of walking and mountain bike trails to helping out at visitor centres, meeting and greeting visitors, helping to lead events or doing wildlife surveys. Why not see what's going on in your area?
www.forestry.gov.uk/england-volunteer



Canal & River Trust Towpath Taskforce

Would you like to meet new people, get your hands dirty and help your local canal? Towpath Taskforce could be just the thing you're looking for. With expert support & all equipment provided, you can come along whenever you're free, right across the country. Find out more <http://c-js.co.uk/2jr1beE>

Scotland:

Every Tuesday Healthy Outdoors Team

Brodick Country Park, National Trust for Scotland, Isle of Arran Ranger Service Contact: 01770 302462,
goatfell@nts.org.uk

Join our Healthy Outdoors Team to help us with our nature conservation work. The volunteer team meets 10am - 1pm. All ages welcome; no commitment to attend every session. Friendly company, tea, coffee and biscuits provided!

Fortnightly on Wednesdays and occasional Saturdays Work days

Eglinton Country Park, Friends of Eglinton Conservation Work Group organised by North Ayrshire Ranger Service
 Contact: 01294 551776 joannejohnstone@north-ayrshire.gov.uk

9:30am – 12:30pm. Help the Rangers to enhance our valuable green space, come along, meet new people, get active and feel great. Wear suitable clothing for the weather and sturdy footwear. Tools and training provided.

Tuesdays & Fridays Parkforce

Duthie Park, Aberdeen, Aberdeen City Council Contact: Arthur Gill argill@aberdeencity.gov.uk

Adult volunteer group, helping with various gardening tasks particularly the Community Garden. Tuesday 1.30pm - 3.30pm Friday 10.am - 12noon. Come along and learn basic garden skills, or spend time in the outdoors. Many of our volunteers may also have been unemployed for long periods and working alongside others have helped restore their confidence in a working environment.

Every Thursday Volunteer Group

Meet at the bottom of the car park Ballalan house, Stirling, The Conservation Volunteers Contact: 01786 476178 / 07767 112094 d.walsh@tcv.org.uk

8:30am. Skills picked up while volunteering with us can be useful in securing work with other conservation organisations. We undertake a range of activities in both urban and rural areas, from planting trees and wild flower meadows, to building stiles, clearing footpaths or creating new food growing projects.

RiverLife: Almond & Avon aims to reconnect communities and wildlife with their local rivers. The River Forth Fisheries Trust is looking for volunteers to help with practical conservation tasks and community engagement events as part of the RiverLife project. To register your interest sign up on our website <http://www.fishforth.co.uk/rfft/riverlife/>

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

North Ayrshire Biodiversity Partnership co-ordinate the Local Biodiversity Action Plan, implementing a wide range of projects to conserve and enhance North Ayrshire's biodiversity. Partners include SWT, RSPB, NTS, COAST, SNH, SUP, DGERC, CMRP and ART. Volunteering opportunities include species and habitat surveying, education, awareness raising and habitat management. Please contact alistairallan@north-ayrshire.gov.uk 01294 324016

Flexible volunteering opportunities available in South Lanarkshire, through the charity Scottish Badgers. Guided badger survey days, sett monitoring & trail camera expeditions. Weekday & weekend options. Fun and informative days out with like minded folk! To find out more, contact Elaine Rainey on projectofficer@scottishbadgers.org.uk, call 07565 813401 or find us on Facebook.

Breaking Ground – Weekly on Tuesdays 9:00am – 12:30pm. Help support North Ayrshire Ranger Service to deliver 'Breaking Ground' a horticultural therapy group for individuals with mental health issues. We're looking for enthusiastic individuals with an interest/experience in supporting people with mental health challenges or with a horticultural background. Contact 01294 551776 or email lindatedford@north-ayrshire.gov.uk for further information.

Get involved in recording and conserving butterflies in Scotland's towns and cities. Free butterfly identification training events, habitat creation work parties and other training opportunities available. Contact Anthony McCluskey on amclluskey@butterfly-conservation.org for more information.

REF 520-FOCUSR-OK8 JOB **VOLUNTEER CATTLE CHECKERS**
 BE4 No closing date but we will recruit suitable candidates as they apply LOC BATHGATE, WEST LOTHIAN
 PAY 0 FOR SCOTTISH WILDLIFE TRUST
 DES We are introducing a grazing regime at Petershill Nature reserve to help manage the on-site wildflower meadow. Be a vital part of our management regime by checking on the cattle & liaising with the Conservation Shepherd, reporting on numbers & condition. BUT Some basic fitness required, some farm related or animal welfare related experience very useful. All required assistance provided. Role will require lone working but health & safety procedures will be in place. Car driver/owner very useful. ASK For further details please contact Laura Cunningham lcunningham@swt.org.uk or 07739 428229.

REF 521-FOCUSR-OK8 REF **VOLUNTEERS**
 BE4 Ongoing LOC ACROSS SCOTLAND
 PAY Training provided & reasonable expenses covered FOR SCOTTISH WATERWAYS TRUST
 DES Scottish Waterways Trust is looking for enthusiastic volunteers to join hundreds already caring for Scotland's canals. From helping with conservation tasks to learning new skills to safeguard heritage features & buildings – there're lots of ways to get involved! BUT No previous experience needed, only enthusiasm & a love for canals &/or heritage & the environment. For some roles with helping vulnerable people PVG checks & references are required. ASK 01324 677809 info@scottishwaterwaystrust.org.uk

REF 522-FOCUSR-OK8 JOB **CONSERVATION VOLUNTEERS**
 BE4 Ongoing LOC ALL OVER SCOTLAND
 PAY Training FOR NATIONAL TRUST FOR SCOTLAND
 DES Learn new skills such as drystone dyking, footpath construction & woodland management. Work in beautiful gardens & stunning cside throughout Scotland. Meet new people, enjoy some fresh air & exercise & become actively involved in conservation & the Trust. Attend training courses & lectures to enhance your understanding of countryside skills & conservation issues. Five Conservation Volunteer groups based in Edinburgh, Glasgow, Perth, Aberdeen & Inverness. BUT Over 18 & reasonably fit. ASK Julie Bond, Conservation Volunteer Co-ordinator, jbond@nts.org.uk

REF 523-FOCUSR-OK8 JOB **SURVEY VOLUNTEERS**
 BE4 Ongoing LOC EAST AYRSHIRE
 PAY 0 FOR EAST AYRSHIRE COALFIELD INITIATIVE
 DES The East Ayrshire Coalfield Environment Initiative (CEI for short) are restoring damaged peat bogs in the East Ayrshire Coalfields region as part of the EcoCo LIFE project. We need volunteers to help with monitoring the vegetation, water-level and indicator species of a number of peatland sites to determine the success of restoration works. Volunteer days run a few days a month from January 2017 till March 2018. BUT No experience is necessary as all training is provided, just an interest in conservation and an ability to walk on un-even terrain in all weathers. ASK CEI Project Officer Jennifer Dunn, jennifer.dunn@ea-cei.org.uk or 01563 576771. You can also visit our website for upcoming events: www.ea-cei.org.uk

REF 524-FOCUS-OK8 JOB **EQUINE VOLUNTEER**
 BE4 Ongoing LOC RUM NATIONAL NATURE RESERVE, ISLE OF RUM
 Pay Accommodation (not food) provided FOR SCOTTISH NATURAL HERITAGE
 DES Assist with implementing the training programme for the Rum Highland ponies. Tasks will incl handling of young stock & foals & refresher training for deer stalking ponies. Assistance is required for a minimum of 2 weeks & up to 6 months. 4 days per week Mon – Fri (occasional weekend volunteering may be required). Working day is 08:30 – 17:00 Mon – Thurs & 08:30 – 16:30 on a Friday. This is an excellent opportunity to gain work experience & develop new skills, which can be an important route into employment in the natural heritage. BUT You'll be personable, approachable, enthusiastic & a good communicator. You'll have a strong interest in conservation & a good knowledge of Scotland's natural heritage. You will have experience working with horses or ponies & have a good equine knowledge. You need to be a good teamworker, respecting others. You'll be physically fit & have a responsible attitude to H&S, complying with procedures designed to keep you & others safe. You'll be willing to work outdoors in all weathers, keen to learn & adaptable. ASK PLEASE NOTE THIS POST IS NOW OVERSUBSCRIBED AND SNH HAVE STOPPED TAKING APPLICATIONS

REF 525-FOCUSR-OK8 JOB **WILDLIFE SURVEYOR**
 BE4 Ongoing LOC EGLINTON COUNTRY PARK
 PAY Training opportunities available FOR NORTH AYRSHIRE RANGER SERVICE
 DES 1 day per week. North Ayrshire Ranger Service requires your help to build a picture of the wildlife within Eglinton Country Park & the surrounding District area. Whether you are a beginner or an expert surveyor, there are plenty of opportunities to get involved. Report what you see whilst out walking or take part in a regular survey. Lots of support & training available. BUT No experience required. ASK Contact North Ayrshire Ranger Service 01294 551776 alexandrakrause@north-ayrshire.gov.uk

REF 526-FOCUSR-OK8 JOB **RSPB EVENTS VOLUNTEER**
 BE4 Ongoing LOC PERTH & KINROSS, ANGUS, DUNDEE & FIFE.
 PAY Appropriate training provided & expenses re-imbursed where necessary FOR RSPB SCOTLAND
 DES 1 - 2 days per month. Are you passionate about nature & do you love meeting people? Would you like to inspire & wow people with the amazing wildlife we have here in Tayside & Fife? From dolphins & seabirds, to white-tailed eagles! You will be supporting our team by sharing amazing stories & wildlife with local people, helping out with fun family activities, encouraging people to Give Nature a Home in their garden & gathering important support for the RSPB through fundraising & membership. You'll get to talk to people about the amazing conservation work happening right here in East Scotland, & make a difference by increasing our profile & support. BUT You'll need to be a friendly & outgoing person who is happy to initiate conversations with the public. An interest in conservation & wildlife will be essential as well as being happy to work outdoors. ASK 01738 783233 perth.admin@rspb.org.uk

REF 527-FOCUS-24/2 FOR SCOTTISH WILDLIFE TRUST
 BE4 27/2/17 IV w/c 6/3/17 LOC HANDA ISLAND, SUTHERLAND
 PAY Accommm on Handa provided Handa island is a spectacular & unforgettable place to visit, volunteer & live. You will be managing the reserve for over 75,000 breeding seabirds & 6,500 annual visitors.
 JOB DES
Volunteer Assistant Ranger Seabird Monitoring We are looking for an exceptionally committed volunteer to assist with all aspects of day-to-day management of the island, with a particular focus on seabird monitoring. The successful applicant will be an integral part of the close-knit reserve team of one Ranger & two or more assistants, spending at least 21 weeks.
Volunteer Assistant Ranger Spring Practical We are looking for an exceptionally committed volunteer to assist with all aspects of day-to-day management of the island, with a particular focus on practical work. The successful applicant will be an integral part of the close-knit reserve team of one Ranger & two or more assistants, spending 17 weeks.
Volunteer Assistant Ranger Summer Practical We are looking for an exceptionally committed volunteer to assist with all aspects of day-to-day management of the island, with a particular focus on practical work. The successful applicant will be an integral part of the close-knit reserve team of one Ranger & two or more assistants, spending at least 8 weeks.
Volunteer Information Assistant We are looking for an exceptionally committed volunteer to be the main public face of the Trust during peak visitor season in the summer months. The successful applicant will be an integral part of the close-knit reserve team of one Ranger & two or more assistants, spending at least 7 weeks on the reserve. You should be passionate about nature & have an ability to communicate this in order to inspire others. All: BUT You should be willing to work hard, sometimes involving extra hours. You should also have the ability to thrive in a communal environment, be self motivated, have good communication & have a love of the outdoors, whatever the weather! ASK See Volunteering on Handa page on the SWT website at <http://c-js.co.uk/zbprw0>

REF 528-FOCUS-10/3 JOB **VOLUNTEER ASSISTANT RANGER**
 BE4 13/3/17 IV week of 27/3/17 LOC MULL & IONA RANGER SERVICE, WEST SCOTLAND
 PAY Accommm & travel costs, in house training & experience FOR NATIONAL TRUST FOR SCOTLAND
 DES Vacancy is jointly run with Mull & Iona Community Trust. 3 months full time. The role involves assisting with varied tasks over a number of island sites, incl wildlife survey work, delivery of education projects & public events programme, providing info to visitors, practical maintenance tasks. BUT Enthusiasm for wildlife & the great outdoors. Some knowledge / experience in the rel field. Flexibility, good communication skills, ability to work under own initiative, & a desire to learn essential. Need to be willing & able to work inside or outside in all weathers, incl some lone working in rugged coastal terrain. Some weekend/evening hours will be required. ASK / Chat Emily Wilkins, ewilkins@nts.org.uk, 01681 700659, 07717 581405, for more details & an application form (no CVs please).

REF	529-FOCUSR-OK8	JOB	VOLUNTEERS
BE4	?	LOC	KELSO, SELKIRK & GALASHIELS AREAS
PAY	0	FOR	NATURE UNLIMITED
DES/BUT	We organise woodland play, art / bushcraft & nature connection activities, aimed at marginalised groups. We are currently looking to recruit volunteers for projects. If you enjoy the outdoors this can be a rewarding way of meeting people, gaining confidence & skills, & could make a difference for future employers. Volunteers will receive full support, training & mentoring, & be valued as part of the team. ASK natureunlimited.scot or contact ruth@natureunlimited.scot		
REF	530-FOCUS-24/2	JOB	VOLUNTEER RANGER ASSISTANT
BE4	27/2/17	LOC	Based at Crathes Castle but covering multiple NTS estates in Aberdeenshire
PAY	Accomm provided*	FOR	THE NATIONAL TRUST FOR SCOTLAND
DES	5 days a week with some evening & weekend working. Work with the North East Ranger Service to assist with their program of guided walks & events & delivery of educational visits across 7 very different estates. Undertake regular patrols & work alongside staff & vols to undertake practical estate maintenance & visitor management. Wildlife monitoring incl camera trapping (for species such as Pine Marten & Wildcats), moth trapping & invasive species monitoring. A placement for a minimum of 3 months desired. * Plus vehicle for business use. In house training plus opportunities to attend SCRA courses in Aberdeenshire. BUT The successful volunteer must have an interest in the environment & excellent interpersonal skills. Practical experience in conservation work & environmental education is advantageous with a desire to develop these skills. An ability to work with minimum supervision is essential but also a good team player. Driving licence essential. Knowledge of the work of the NTS would be an advantage. ASK sreeves@nts.org.uk More information & a role description can be found at http://www.nts.org.uk/Volunteering/		
REF	531-FOCUS-24/2	JOB	VOLUNTEER RANGER
BE4	28/2/17 IV 9/3/17	LOC	BALMACARA
PAY	Rent free accomm, travel expenses	FOR	NATIONAL TRUST FOR SCOTLAND
DES	Full-time for 6 months from 1st April with possible extension up to one year if mutually agreed. The Estate takes in the western end of the Lochalsh peninsula, & incl native woodland, open woodland, sheltered bays & pretty crofting villages. This is an exciting opportunity for you to gain valuable practical experience in a wide range of estate management & conservation tasks. Main Duties: work to an agreed work plan & produce interim reports as required; assist with guided walks, events, education activities & vol groups; assist with the implementation of the Biological Survey Programme; assist with the monitoring of croft agricultural activity on the estate; assist with the maintenance of the estate (e.g. footpaths, dykes, fences) & vegetation monitoring / management; actively promote the value of Trust membership to existing & potential members. BUT Current clean driving licence essential. Desirable: degree or vocational qual in an env, agriculture or forestry rel subject; other equiv quals or practical experience in rel fields; current Pesticide Application (PA1 & PA6) cert; appropriate current chainsaw/tree-work cert & recent practical experience. ASK Iain Turnbull iturnbull@nts.org.uk 01599 566325.		
REF	532-FOCUS-21/4	JOB	ASSISTANT MARINE RANGERS / AMBASSADORS
BE4	21/4/17	LOC	EAST BERWICKSHIRE, SCOTTISH BORDERS.
PAY	No remuneration possible but*	FOR	ST. ABBS & EYEMOUTH VOLUNTARY MARINE RESERVE
DES	4 - 5 months, flexible hours, would incl working some weekends & bank holidays. An excellent opportunity to gain interdisciplinary & transdisciplinary experience while working with a unique marine conservation charity. The Reserve encompasses some of the most diverse & stunning marine env along the Berwickshire coast, supporting a variety of commercial & recreational interests. Your training & activities will incl raising awareness of the marine env through education & interpretation, public events, questionnaires, community engagement & liaison with stakeholders & user groups, as well as more traditional scientific research activities incl baseline survey & monitoring work. *extensive training & skills package provided, reasonable travel costs reimbursed & assistance in finding accomm if required. BUT Enthusiastic self-starters with a passion for the marine env who are keen to learn & hone their skills. Excellent spoken & written communication essential, along with strong interpersonal skills, an organised & self motivated personality & adaptable to working in different environments. Driving licence & own transport desirable. ASK Sarah Russell, berwickshirecoast@gmail.com 07818 227307 http://www.facebook.com/berwickshirecoast		
REF	533-FOCUSR-OK8	JOB	DISTRICT CONSERVATION VOLUNTEER
BE4	Ongoing	LOC	NORTH AYRSHIRE DISTRICT
PAY	Training opportunities available	FOR	NORTH AYRSHIRE RANGER SERVICE
DES	Help support North Ayrshire District Rangers by taking part in a variety of practical tasks (invasive species control, dune planting, meadow management etc.) & surveys in & around North Ayrshire sites. Tools & training provided. Learn new skills, meet new people & have fun. BUT No experience required. ASK Contact the District Ranger on districtranger@north-ayrshire.gov.uk 01294 551776		
REF	534-FOCUSR-OK8	JOB	EDUCATIONAL ACTIVITY VOLUNTEER
BE4	Ongoing	LOC	EGLINTON COUNTRY PARK
PAY	Training opportunities available	FOR	NORTH AYRSHIRE RANGER SERVICE
DES	1 day per week. Develop your skills & build up your CV through assisting/shadowing North Ayrshire Ranger Service as they deliver public events & children's groups (Wild Toddlers, Acorn Club, Wild Wednesdays & Junior Rangers). We're looking for enthusiastic & outgoing individuals who have an interest / experience with working with members of the public & children of various ages in an outdoor setting. BUT PVG Desirable. ASK Contact North Ayrshire Ranger Service 01294 551776 alexandrakrause@north-ayrshire.gov.uk		
REF	206-FOCUS-2/6	JOB	MARINE STATION VOLUNTEER
BE4	31/5/17	LOC	ST ABBS, EYEMOUTH
PAY	Travel expenses & training	FOR	ST ABBS MARINE STATION

DES 1 – 3 months. St Abbs Marine Station is a centre for the study of marine science & conservation located in a historic fishing village & is a fully equipped marine research facility consisting of a laboratory, office space, 275sq m research aquarium & 100,000 L research mesocosm facility. We are currently accepting applications for volunteers to work in our research aquarium & laboratory for our busy Spring & Summer periods, for individuals interested in gaining or adding to existing practical experience of working in a marine research facility. Primary duties will be animal husbandry & general aquarium maintenance & upkeep. Also opportunities to aid & develop research projects, work in invertebrate larval rearing, carry out field work, sample collection & analysis, & help with public outreach activities. BUT Ideally obtaining or recently qualified in a rel degree e.g. marine biology, but exceptions may be made for people with suitable experience. Strong interest in marine life, the environment & conservation; enthusiastic, responsible & reliable; aged 18 or over. ASK CV (2 page maximum) & short covering letter describing why you are interested in this position & how it will help you meet your long term goals to hello@marinestation.co.uk Please include information about your availability & access to personal transport.

Northern Ireland:

TCV Coleraine welcome new volunteers: weekdays - Mondays to Thursdays, 9.00am to 4.00pm. Gain practical experience, create wildlife habitats - develop outdoor spaces: planting trees, hedges, shrubs, wildflowers. You could also help construct fences, planters, pathways or restore areas of coastal duneland. Interested? - telephone 028 70355352 or e-mail l.watson@tcv.org.uk

Coleraine Volunteer Officer: Work alongside the Project Officer, fulfilling a leadership role - supporting volunteers to develop skills. Promote interest and confidence in team-working; helping create/improve outdoor growing spaces for wildlife and community benefit. Gain knowledge of project planning. Interested? - telephone 028 70355352 or e-mail l.watson@tcv.org.uk

Join the new 'Friends of Groups' in East Antrim at ECOS Nature Park, Ballymena and Larne Town Park. Next practical tasks at both sites 18th February, all welcome. Contact Chris Wood c.wood@tcv.org.uk facebook.com/tcvni Twitter @tcv_ni

REF	535-FOCUS-OK8	JOB	VOLUNTEER RANGER x 3
BE4	Ongoing	LOC	Murlough National Nature Reserve, Dundrum, Northern Ireland
PAY	Accommodation & in house training	FOR	NATIONAL TRUST

DES To assist with the practical habitat management & monitoring of flora & fauna on the NT's South Down properties in N Ireland on the coastal property of Murlough NNR. An opportunity to gain experience in environmental conservation undertaking a wide variation of tasks involved in managing a National Nature Reserve. BUT No practical experience required but must have an interest in nature conservation & able to work as part of a team. Volunteers should be enthusiastic, reasonably fit & enjoy working outdoors. ASK Kim McMonagle, Castle Ward, Strangford, BT30 7LS 028 44881204 kim.mcmonagle@nationaltrust.org.uk

REF	536-FOCUS-OK8	JOB	MAINTENANCE VOLUNTEER
BE4	N / A	LOC	WWT CASTLE ESPIE, COBER, COUNTY DOWN
PAY	Discounts & training	FOR	WILDFOWL & WETLANDS TRUST

DES 1 to 2 days per week on mutually agreeable days, with a degree of reasonable flexibility. Assist with day to day maintenance of a busy centre, to include: joinery, carpentry & general DIY; minor repairs to buildings; repairs to external fencing, pathways & outside furniture; painting & decorating; minor plumbing; lifting & moving materials for events; assisting with new building & refurbishment projects; assisting with H&S monitoring. Work will vary from inside to outside environments. Our volunteers are pivotal in shaping unforgettable experiences for our visitors. The role provides experience enabling you to further a career path or volunteering skills. BUT Wide range of skills & abilities & practical experience for the required tasks & activities; able to see a task through from inception to completion, can work unsupervised & use own initiative; good team player; excellent customer service skills & willing to engage with members of the public. ASK Amy Hannan, Volunteer Development Officer, amy.hannan@wwt.org.uk 01704 891 224

REF	537-FOCUS-OK8	JOB	FACILITIES VOLUNTEER
BE4	N / A	LOC	CASTLE ESPIE WETLANDS CENTRE, CO DOWN, N IRELAND
PAY	Training & discount in shop	FOR	THE WILDFOWL & WETLANDS TRUST

DES As part of our Facilities team you will be helping keep the centre & its grounds in excellent condition so that we can continue to showcase our centre & our work to visitors & members. 1 to 2 days per week assisting with the day to day maintenance & repairs of the busy centre to include: joinery, carpentry & general DIY; minor repairs to buildings; repairs to external fencing, pathways & outside furniture; painting & decorating; minor plumbing; lifting & moving materials for events; assisting with new building & refurbishment projects; assisting with H&S monitoring We regret we are not in a position to reimburse travel costs. BUT We are seeking people with a wide range of skills & abilities who have practical experience for the required tasks. Can see a task through from inception to completion, work unsupervised & under own initiative. Good team player; excellent customer service skills & wiling to engage with members of the public from time to time. Able to get to & from the centre. ASK www.wwt.org.uk/support/volunteer-with-wwt Amy Hannan, Volunteering Development Officer, amy.hannan@wwt.org.uk 01704 891224.

REF	538-FOCUS-OK8	JOB	PHOTOGRAPHER
BE4	N / A	LOC	CASTLE ESPIE, COBER, COUNTY DOWN
PAY	Discounts & training, out of packet expenses	FOR	WILDFOWL & WETLANDS TRUST

DES Minimum 6 months commitment preferred. In this role you will be visiting your local WWT centre on a weekly basis to capture wildlife spectacles, species, visitors' experiences & our volunteers for inclusion in promotional material for print, online & social media. A few hours per week for wildlife & landscape photography, & / or as required for event photography. Volunteers may do one or all these kinds of photography, depending on their level of skill. BUT No

formal qualifications required but ideally able to provide good quality examples of images you have taken to demonstrate a high level of skill in any or all of wildlife, landscape or people photography. Proactive in seeking out photo opportunities; keen eye for interesting & inspiring photos; don't mind working in all weathers & interacting with visitors, volunteers & staff; use of your own photographic equipment. Current driving licence essential. ASK Amy Hannan, Volunteer Development Officer, amy.hannan@wwt.org.uk 01704 891 224

REF	539-FOCUS-OK8	JOB	ANIMAL CARE - BIRDS
BE4	N / A	LOC	CASTLE ESPIE, COBER, COUNTY DOWN
PAY	Discount & training	FOR	WILDFOWL & WETLANDS TRUST

DES By working as part of the Volunteer Support team you will assist in providing the highest standards of animal husbandry & welfare, & gain professional experience in a specialised field of animal management. Assist with day to day management of waterfowl exhibits, including: feeding, health checks & species audits; cleaning animal facilities, equipment, ponds & exhibits; weeding; pond maintenance; assisting with our breeding programme & running of our duckery unit; promoting the work of WWT to all visitors; welcoming & engaging visitors; ensuring the safety, welfare & enjoyment of the visiting public. We will mutually agree the hours you can contribute. BUT No formal qualifications required, however this role will suit you if you have formal or informal experience or understanding of animal husbandry, conservation & welfare. Practical & physically able; able to work in a team of staff & volunteers; experienced in a visitor service environment with strong commitment to customer satisfaction; proactive & able to work with minimal supervision; keen to support the work of WWT. ASK Amy Hannan, Volunteer Development Officer, amy.hannan@wwt.org.uk 01704 891 224

Volunteer Management - The Essentials



Levels of volunteering have remained relatively stable over the last 5 years, with around three in ten adults providing unpaid help to organisations or groups. In 2015, 27 per cent



(Volunteer Scotland)

of adults provided unpaid help to organisations or groups. (*Scottish Household Survey*).

Key to any successful volunteering programme is the need to hear the volunteer's voice. It is crucial that volunteers are engaged and asked what they want and need to have a positive volunteer experience – volunteer involving organisations (VIOs) should cater for the volunteer not the other way around.

Volunteer Scotland is the only national centre for volunteering in Scotland and receives funded support from the Scottish Government and others to:

- Research, demonstrate and measure the impact made by volunteers.
- Work with organisations who can influence volunteering such as funders, Government and policy makers.
- Support paid staff and volunteers to develop skills through accessing training and easy to use volunteer development tools.
- Offer a one stop digital gateway to everyone in Scotland who wants to post and advertise or find volunteering opportunities.
- Provide an expert Disclosure Service for voluntary organisations.



(Volunteer Scotland)

Defining Volunteers' Needs

Within Volunteer Scotland, the Volunteering Services team aims to grow effective volunteer participation by improving volunteer leadership and management practice within volunteer involving organisations.



(Volunteer Scotland)

The team started by putting themselves in the shoes of a volunteer by drawing on their personal volunteering experiences. Once these needs had been identified we wanted to define what an organisation would need to have in place to ensure volunteers got that good volunteer experience. The discussion led to the creation of the volunteer management model.

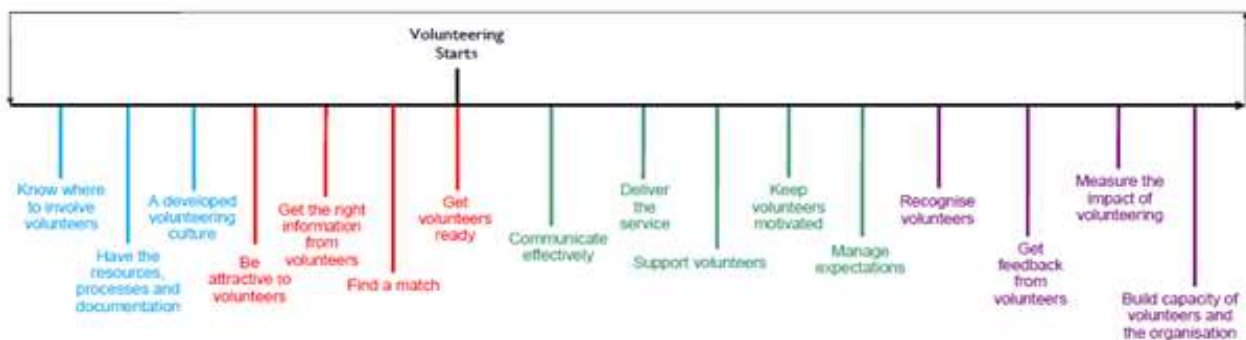
Since the development of the Volunteer Management Model it has also become a life cycle as shown below. The detail within each stage defines what volunteers need in order to have a good volunteering experience.

The real value in the volunteer management model and life cycle is that it highlights aspects that each organisation needs to consider when managing volunteers but it is flexible enough that they can decide what is right for the individual volunteer, volunteer roles and their organisation.

Organisation Needs Life Cycle

Colour code:

- Thinking about volunteering
- Getting started
- Making a difference
- Building on success



(Volunteer Scotland)

The volunteer management model and life cycles have proven themselves to be useful tools for considering the needs of volunteers within volunteer management practice. It is important to continue to listen to the volunteer voice and ensure that the model remains relevant to what volunteers need for a great experience. We hope that by continuing to promote this volunteer management model, it will have a lasting and positive impact on volunteers' experience; which in turn will enhance the wellbeing of individuals and the wider community and increase the overall level of volunteer participation in Scotland.

All of the training courses offered at Volunteer Scotland sit within the Volunteer Management model and our training calendar and further resources can be found on our website.
<http://www.volunteerscotland.net/organisations/training/>

Use the promotional code CJS FOCUS for 10% off any of our training courses. (Places will be allocated on a first come first served basis)

North East:

REF 540-FOCUSR-OK8 JOB **RETAIL ASSISTANT**
 BE4 N / A LOC RSPB BEMPTON CLIFFS NATURE RESERVE
 PAY Training & travel expenses within 25 mile radius FOR RSPB
 DES 9 - 5 Saturday or Sunday. The main duty in this role is chatting to our visitors & advising them on the products that we sell, with the ultimate aim of bringing in additional sales for our shop. This will increase both visitors' enjoyment & our income for the benefit of wildlife conservation. BUT Experience in retail desirable, but not essential as any necessary training will be provided. ASK Please email john.dyson@rspb.org.uk to express your interest.

REF 541-FOCUS-3/6 JOB **VOLUNTARY CONSERVATION OFFICER**
 BE4 N/A LOC HULL
 PAY Training & practical work experience FOR TCV
 DES 3 days/week over 6+ months. 6 month commitment with opportunity to extend incl training package. Join busy Voluntary Officer team leading conservation group. This role will provide you with experience of leading & supervising vols with practical conservation work on a range of different sites, liaising with clients & promoting our work. Working alongside our experienced Project Officers, you will assist staff with public engagement, environmental educational, project planning & management & publicity. This programme will provide experience & knowledge for anyone pursuing a career in the environmental sector covering practical & planning experience sought after by employers. BUT Pref over 21 years old with full driving licence held for 2 years. No practical experience required but enthusiasm to learn & gain skills. Enjoy working outside & have a passion for conservation. Punctual & friendly, able to work in a team & show initiative. ASK Leah Hallas 01482 620309, l.hallas@tcv.org.uk or visit or Facebook/Twitter pages:
<https://www.facebook.com/TCVHumber> or <https://twitter.com/TCVHumber>

REF 542-FOCUSR-OK8 JOB **VOLUNTEER LAND MANAGEMENT ASSISTANT**
 BE4 N / A LOC SHEFFIELD & ROTHERHAM NATURE RESERVES & other assoc sites
 PAY Expenses & training FOR SHEFFIELD WILDLIFE TRUST
 DES We can provide a flexible project placement enabling you to get a wide & varied experience in the conservation sector. We offer taster days to learn more about the opportunities available. Would suit someone who is keen to engage in a range of practical conservation work, incl fencing, maintaining footpaths, managing woodland, wetland & heathland habitats & invasive species control. Experience in these areas is not essential as on the job training can be provided. BUT Some level of physical fitness required as work will be mainly site based, working outdoors occasionally in remote locations. Would suit someone who is able to give a regular time commitment of 1 or more days a week, & wants to help look after nature reserves or gain experience in land management for nature conservation. Would also suit people wanting to keep physically active, wanting to return to work & to improve fitness, ideally with an interest in wildlife. ASK Jonathan Collett, 0114 2634335 j.collett@wildsheffield.com

REF 543-FOCUS-17/2 JOB **VOLUNTEER OFFICERS**
 BE4 10am 20/2/17 LOC SKELTON GRANGE ENVIRONMENT CENTRE, LEEDS, LS10 1RS
 PAY Local travel expenses FOR THE CONSERVATION VOLUNTEERS
 DES Do you care about the world around you, & want to do something to make a difference? Do you want to work in the environmental sector, but lack the experience to land your first job? Do you want to share your passion for the environment with the next generation? If so, then a Volunteer Officer position at Skelton Grange could be just the thing! Ideally we are looking for volunteers who can commit to three or four days per week (Tuesday to Friday), for six months or more, in order for you to get the most out of the experience & training on offer. However, please get in touch if you need more flexibility than this! BUT You don't need experience, just enthusiasm & the desire to work with children. ASK www.tcv.org.uk/skeltongrange

REF 544-FOCUSR-OK8 JOB **NATURAL ENGLAND VOLUNTEER**
 BE4 N/A LOC MOOR HOUSE - UPPER TEESDALE NATIONAL NATURE RESERVE
 PAY Mileage expenses & personal protective equipment FOR NATURAL ENGLAND
 DES We have a range of volunteering opportunities available from practical habitat & estate management work to assisting with public events & school visits. BUT No experience necessary but must be willing to work as part of a team. Due to the physical nature of some tasks & the terrain, a good level of fitness is required. ASK emma.king@naturalengland.org.uk

REF 545 -FOCUS-24/2 JOB **PRACTICAL VOLUNTEER OFFICER**
 BE4 27/2/17 IV w/c 6/3/17 LOC HOLLYBUSH CONSERVATION CENTRE, LEEDS
 PAY Travel expenses up to £4 p/day, PPE, in-house training FOR THE CONSERVATION VOLUNTEERS
 DES 3 days per week for 6 - 12 months. Are you passionate about conservation, improving the environment, gaining new practical skills & working with people? Do you want to gain employment skills in the environment sector? You'll gain training in a wide range of practical & project management skill, learn to deliver practical sessions to groups of vols with diverse needs; receive an individual development plan & regular progress reviews with your mentor; formal training incl Safeguarding, First Aid, Leadership & Risk Assessment & gain experience in admin, incl event management, publicity & budgets. BUT Energetic with excellent communication skills, enthusiasm & passion for the environment &

if under the age of 25. Have an understanding of native British wildlife & experience of carrying out wildlife surveys is desirable. ASK Daniel Madden daniel.madden1@nationaltrust.org.uk 01207 541825

REF 551-FOCUSR-OK8 JOB **ENVIRONMENTAL ACTION TEAM VOLUNTEER OPERATIVES**
 BE4 Ongoing LOC PEGSWOOD, WORK ALL OVER NORTHUMBERLAND
 PAY Boots & waterproofs provided FOR GROUNDWORK NE & CUMBRIA
 DES Help carry out a range of environmental improvements and conservation tasks. Work on various projects from school green space and garden installations, to habitat improvements, wild flower growing and other environmental management tasks. Work is every Friday 10am - 3pm. BUT No previous experience or quals necessary. A willingness to work outdoors in any weather condition as part of a well-motivated team. ASK 01670 514876, leanne.shingley@groundwork.org.uk

REF 552-FOCUSR-2/6 FOR NATIONAL TRUST
 BE4 Ongoing LOC BRIMHAM ROCKS, SUMMERBRIDGE, HG3 4DW
 JOB DES

Day Maker If you enjoy being in the great outdoors, love interacting with visitors & helping to ensure their day out at Brimham Rocks is a highly enjoyable & memorable experience, try being a Day Maker. From taking visitors on guided walks & helping them find specific rocks to assisting families with crafty activities & spreading the conversation message, no two days are alike. BUT Outgoing, like to listen, love conversation & enjoy working as part of a small team. You are interested in people & want to share the story of Brimham Rocks. You'll also be happy working outdoors in a moorland environment.

Retail Volunteer Everyone likes a bit of retail therapy, don't they? Retail Volunteers offer this vital service for all visitors to Brimham. They love helping people find just the thing they're looking for, & helping us achieve our sales targets, so everyone's happy! 1 day a week/fortnight. BUT This role will suit you if you are keen to make each customer feel special - just channel your inner Mary Portas, interested in helping us make a profit to support our work, flexible - we will work around your availability.

Welcome Volunteer Visitors look for a friendly face after their journey & our Welcome Volunteers are great at making people feel at home pointing them in the right direction in a helpful & friendly manner. With a smile for everyone you are the person who guarantees a great start to every visit. This is a seasonal role running from February to October. BUT This role will suit you if you are someone who loves meeting new people – there'll be plenty every day, a bit of a strategist when it comes to car parking, cheerful even when there's a nip in the air, keen to find out more about what's going on at Brimham Rocks, able to give your availability a month in advance.

Raffle Volunteer If you are a natural at sales, or someone who loves meeting new people why not join this new team for 2017? Our raffle ticket sellers here at Brimham Rocks will be great at encouraging visitors to contribute towards specific & unique projects. The Raffle Volunteers are excellent at communicating the wider aims of the National Trust & explaining the specifics of Brimham Rocks. This is a seasonal role running from February to October. BUT This role will suit you if you are Interested in Brimham Rocks and are keen to talk about the work going on here, confident at approaching people and selling to members of the public, up for a challenge and like to reach a target – it's not always easy, but you won't mind that, someone who likes being part of a team. All posts: PAY Rel training provided, travel expenses up to 30 miles covered. ASK jaanika.reinvald@nationaltrust.org.uk

Join the Green Gym at Skelton Grange Environment Centre - Whether you are a complete beginner, would like to learn new skills or just want to meet people and get some fresh air... try our gardening for health project! Refreshments provided free. Bus travel reimbursed (please keep your ticket). www.tcv.org.uk/skeltongrange

The Tees Valley Wildlife Trust require otter survey volunteers to survey a watercourse near their area on 22nd/23rd April. These surveys will form a wider part of a county Durham and Tees Valley region wide survey. For more information please contact Amy; acarrick@teeswildlife.org, 01287 636382, www.teeswildlife.org

West Boldon Lodge offer Environmental Education Assistant voluntary positions. Positions offer an insight into teaching, site management and practical conservation tasks such as maintenance and species survey work. Mentoring and guidance are provided, with the potential to independently lead an educational activity or assist with a school visit. Contact tom.mower@groundwork.org.uk

Jarrow Hall, Anglo-Saxon Farm, Village & Bede Museum offer voluntary opportunities across their Visitor Services, Bede Museum and Farm. The sessions enable people to gain customer service experience in a historical museum environment. The sessions also enable people to gain farm conservation or site environmental management skills. Contact beccy.harvey@groundwork.org.uk

Active Green Living Allotment in Ashington, Northumberland. Participants and volunteers needed for allotment project aimed at people over 50 years old. No experience necessary. This is a great social opportunity to get fit, healthy and active. Work as part of a team to grow produce and take home your share of the harvest. leanne.shingley@groundwork.org.uk 01670 514876

Enjoy being outdoors? Want to get fit and make new friends? TCV coordinate free practical conservation tasks every week. No experience needed, just enthusiasm and a passion for conservation. Join in and feel good with our weekday volunteer group. Contact TCV (York & Hull) for further details. 01904 644300 or 01482 620309 and find us on Facebook & Twitter.

Third Friday of each month Leeds Towpath Taskforce
 Office Lock, Canal Wharf, Leeds LS11 5QG, Canal & River Trust Contact: <http://c-js.co.uk/2knxvyc>
 Meet at 9.30am to tackle tasks from litter picking to lock painting on the beautiful Leeds & Liverpool Canal. All equipment provided, plus expert support and refreshments.

Every other Wednesday Environmental Conservation Assistant voluntary positions
West Boldon Lodge, Tyne & Wear, Groundwork Contact tom.mower@groundwork.org.uk
10am – 3pm. Positions offer insight into maintaining a nature site for the benefit of wildlife and the local community.
Sessions enable people to gain land maintenance awareness through activities such as planting trees.

Regular Friday Volunteering in Leeds - Join the Green Team at Skelton Grange Environment Centre - regular opportunities for everyone to come along and help out with some practical tasks on our site. You don't need any experience, just enthusiasm! www.tcv.org.uk/skeltongrange

Alternate Fridays Join the HOOTS!
Fylingdales Moor, North Yorkshire, Hawk and Owl Trust Contact: Wildlife Ranger Chris Hansell 07591 567338,
chris.hansell@hawkandowl.org
Would you like to join a small group of volunteers, the HOOTS, from all walks of life, who do practical management on Fylingdales Moor? Tasks on this non-shooting conservation moor include habitat management, looking after Public Rights of Way and carrying out surveys such as the annual grouse count. Training in tool use is provided. You will need a reasonable level of fitness. We are also looking for volunteers to drive the minibus for these tasks to pick up tools and volunteers. Training provided. The Hawk and Owl Trust manages the moor on behalf of the owner, in partnership with the North York Moors National Park Authority.

North West:

REF 553-FOCUSR-OK8 JOB **VOLUNTEER RANGER**
BE4 N / A LOC MARTON MERE NATURE RESERVE, BLACKPOOL
PAY Training FOR BLACKPOOL COUNCIL
DES Marton Mere Nature Reserve is calling all enthusiastic people with an interest in wildlife & green spaces to join our friendly Volunteer Ranger Service. Be part of our amazing 3 year, HLF project to transform the reserve & preserve Blackpool's most important ecological haven for future generations. You will work alongside an enthusiastic team of volunteers, assisting experienced staff & getting involved with a wide variety of projects including habitat conservation, estate maintenance, surveys, environmental activities as well as the promotion of our new visitor centre. BUT No experience or qualifications needed, as training is given. The only essential requirement is an interest in the environment & a willingness to get stuck in! ASK Iollan Banks, Environmental Volunteer Co-ordinator, 07768 557271 or martonmere@blackpool.gov.uk

REF 554-FOCUSR-OK8 JOB **FAMILY ACTIVITIES ASSISTANT – ARTS & CRAFTS**
BE4 N / A LOC Martin Mere Wetland Centre, Burscough, West Lancashire
PAY Training FOR THE WILDFOWL & WETLANDS TRUST
DES An excellent opportunity to work within an internationally important conservation organisation, discount is available in the café & shop & free entry to all WWT wetland centres throughout the UK. Training opportunities provided. You will take on a wide variety of roles in assisting with the organisation & delivery of arts & crafts during the key seasonal events & smaller activities for the visiting public throughout the year. The position will require work during weekdays & public holidays, exact hours to be discussed. BUT Working knowledge of artistic mediums & experience of arts & crafts with small & large groups & families; experience of working with a variety of age groups including children & adults; attention to detail & creativity; confident & friendly attitude & / or experience of successful face-to-face contact with the public; interest in & enthusiasm for the WWT & the natural world; good listening skills, with ability to adapt your approach to suit your audience; ability to work on your own initiative under the direction of the Learning Manager.
ASK Amy Hannan, Volunteer Development Officer, amy.hannan@wwt.org.uk 01704 891 224

REF 555-FOCUS-OK8 JOB **EDUCATION – FORMAL LEARNING SESSION ASSISTANT**
BE4 N / A LOC MARTIN MERE CENTRE, BURSCOUGH, LANCASHIRE
PAY Discounts & training FOR WILDFOWL & WETLANDS TRUST
DES One of two days per week, 9.30am – 2pm. Hours may vary from week to week depending on school visits. Help deliver our education programme to school groups; lead selected guided learning sessions (session plans provided) / supporting education lead; attend training sessions & meetings; being friendly & approachable to visitors, especially children; interacting with children in a sensitive & responsive manner, with awareness of procedures regarding child protection; peer mentoring & observation during guided learning sessions. BUT Experience in an educational setting; confident or experienced delivering enquiry based learning to school groups; able to work in a team of staff & volunteers; able to communicate well to a diverse range of audiences; familiarity with Martin Mere Centre an advantage. ASK Amy Hannan, Volunteer Development Officer, amy.hannan@wwt.org.uk 01704 891 224

REF 556-FOCUSR-3/3 JOB **VOLUNTEER LEARNING ASSISTANT**
BE4 ? LOC LEIGHTON MOSS & MORECAMBE BAY NATURE RESERVE
PAY Training, tools & equipment provided & expenses reimbursed necessary FOR RSPB
DES 1 day per week, Tuesday, Wednesday or Thursday. With over 100,000 visitors a year, Leighton Moss is a very busy site. We aim to deliver first class customer care at all times, as well as providing an outstanding home for wildlife. The reserve hosts many school/college/university & youth group visits during term time & family events at other times. Our professional Learning Team delivers exciting outdoor learning activities & Volunteer Learning Assistants play an important role – leading some of the standardised sessions with groups, inspiring & engaging children, students & families. BUT Experience of working with groups of young people; a friendly demeanour & ability to engage & inspire people about wildlife; ability to lead outdoor activities with groups of varying sizes, with people of varying ages & abilities; excellent communication skills; an ability to be outdoors & 'on the go' all day; a resourceful & flexible approach; an interest in wildlife, but no expertise required! ASK Carol Bamber carol.bamber@rspsb.org.uk 01524 703015

REF 557-FOCUSR-6/10 JOB **CANOE SAFARI ASSISTANT**
 BE4 Ongoing LOC MARTIN MERE WETLANDS, BURSCOUGH, LANCASHIRE
 PAY Benefits* FOR THE WILDFOWL & WETLANDS TRUST

DES We have opportunities on all days. You will be directly involved in shaping our visitor's unforgettable experiences through warm welcome, interaction with them & the info that you provide. We need friendly, outgoing people to help with the canoe safari operation which involves: giving H&S briefings; fitting buoyancy aids in a professional manner, paying particular attention to the sensitivities of older people & children; handling money taken for canoe trips; illustrating the use of canoes & paddles; completing paper work rel to canoe trips accurately; monitoring the canoe route & visitor's participation in the activity & keeping things tidy. *Discount is available in the cafe & shop on the days of volunteering. Training opportunities provided. Free entry to all WWT wetland centres on presentation of your WWT name badge. BUT Will need own transport to get to the centre. No previous experience is required as training provided. However, this role will suit you if you have a love of wildlife & the outdoors & are: confident or experienced in talking to the public; able to work in a team of staff & vols & experienced in a visitor service env with a strong commitment to excellent customer service. Experience in canoeing is an advantage. ASK Amy Hannan, Volunteer Development Officer amy.hannan@wwt.org.uk 01704 891224

Graduate Volunteer Project Assistant (VPA) programme

12 week graduate volunteer placements available now across Greater Manchester. Gain meaningful project management experience in a variety of sectors. Choose a placement that fits with your vision of a professional career. Increase your skills, confidence and employability - stand out from the crowd at interviews. Network with employers and project partners. Complete projects that change lives and improve local communities. <http://c-js.co.uk/2hUoDQz>
 Queries to John Davies, 0161 785 7411, john.davies@groundwork.org.uk



Wildflower rich grasslands are vital habitats for birds, butterflies, bees and other wildlife and our South Pennines Grassland Project needs your help to restore these endangered habitats. We run volunteer work parties every Wednesday and to find out more please contact Phil Reddell at preddell@lancswt.org.uk or ring 01772 324129.

Second Saturday of each month

Audlem Towpath Taskforce

The Shroppie Fly, Audlem, Cheshire CW3 0DL, Canal & River Trust Contact: <http://c-js.co.uk/2knf3WS>

Meet at 10am to tackle tasks from hedgelaying to lock painting on the beautiful Shropshire Union Canal. All equipment provided, plus expert support and refreshments.

North Lancashire Conservation Days. Join our volunteer team and help us carry out practical habitat management and ecological surveys on our North Lancs nature reserves. Help needed year round. Tools and training provided. Contact Steve Ryder on sryder@lancswt.org.uk, or see www.lancswt.org.uk for more info.

Midlands:

REF 558-FOCUS-31/3 JOB **SUMMER INTERN – VARIOUS ROLES**

BE4 31/3/17 LOC BRANSFORD, WORCESTERSHIRE

PAY On-site camping accomm & facilities, 3 meals a day, training FOR GREEN & AWAY

DES Full time for 2 months. Passionate & hardworking individuals to fulfil the summer internship programme across 5 departments: catering management; organiser's office; technical & maintenance; hospitality & housekeeping & sustainability & education. Interns will be responsible for the daily operation of their departments, incl management of a team of vols. A holistic training programme provided within the first week, along with continual mentoring from an experienced member of the trustee board. You will have the opportunity to measure your progress through regular check-ins with the Interns Manager. BUT Work well as part of a team as well as independently, have a passion for sustainability, charity work, ecotourism, outdoor living & enjoy taking on new challenges & responsibility. All interns are required to stay on site throughout the season & are provided with full board, incl accomm if required (although we strongly encourage individuals to bring their own tent & sleeping bag). There will also be opportunities for off-site activities, for example canoeing or visiting fellow eco-businesses, during quieter periods of the season.

ASK www.greenandaway.org/volunteering/internships

REF 559-FOCUSR-OK8

JOB **VOLUNTEER RANGER**

BE4 N / A LOC BROCKHAMPTON ESTATE, HEREFORDSHIRE

PAY Fuel expenses, in-house training FOR NATIONAL TRUST

DES At least once a month. Rangers love the countryside & being out in the fresh air, so they know what our visitors need. They're great at taking care of the wildlife & stunning landscapes of Brockhampton Estate, for ever, for everyone. BUT We need people who are outdoorsy; able to be out whatever the weather's doing; reasonably fit & healthy – you don't need to be Superman but you'll do a lot of walking & practical tasks. Keen to work with people & animals! Keen to learn about countryside management. ASK Apply through myvolunteering on the National Trust website, <http://bit.ly/2bOf56Y> or contact nicholas.hinchliffe@nationaltrust.org.uk for more information.

REF 560-FOCUS-OK8 JOB **FENN'S MOSS NNR VOLUNTARY WARDEN**
 BE4 Ongoing LOC Fenn's, Whixall & Bettisfield Mosses NNR, & NNR Base (N Shropshire)
 PAY Travel expenses FOR NATURAL ENGLAND & NATURAL RESOURCES WALES
 DES Great opportunity to assist with the restoration of part of Britain's 3rd largest lowland raised peat bog. The NNR is 690ha & straddles the English / Welsh border, 4 miles from Whitchurch, Shropshire & 10 miles from Wrexham. Role is varied & can incl practical estate & habitat management tasks, surveying / monitoring, assisting with events / guided walks & office projects. Protective clothing & some formal courses & in-house training provided. BUT Suitable for a student looking for a work placement or someone wanting to gain further experience in the conservation sector. Reliable & enthusiastic, keen interest in wildlife & conservation, physically fit & prepared to work outdoors. ASK Peter Bowyer, Senior Reserve Manager, peter.bowyer@naturalengland.org.uk 01948 880362 www.naturalengland.org.uk

REF 561-FOCUSR-OK8 JOB **CONSERVATION VOLUNTEER**
 BE4 Ongoing LOC DERBYSHIRE DALES NATIONAL NATURE RESERVE
 PAY Travel expenses(restricted distance), on the job training FOR NATURAL ENGLAND
 DES Regular commitment preferred; Tuesdays & Wednesdays only at the moment. Volunteer on a National Nature Reserve helping us to conserve one of the UK's most important sites. You will be learning practical conservation skills, such as grassland, scrub, woodland & boundary management. You would be volunteering alongside a small team of staff & vols delivering to a professional standard. Possibility of certified training for long term vols. BUT Previous experience of practical conservation & quals a benefit but not essential. Steep terrain of the site & nature of the work demands a good level of fitness. ASK CV or details of experience & certification to shaun.taylor@naturalengland.org.uk

REF 562-FOCUSR-OK8 JOB **INFORMATION VOLUNTEER**
 BE4 N/A LOC GIBRALTAR POINT VISITOR CENTRE, SKEGNESS
 PAY Training & uniform provided FOR LINCOLNSHIRE WILDLIFE TRUST
 DES 1 day per week or more depending on availability. Could you inspire visitors about the wildlife & landscape of Gibraltar Point? Vols have always been at the heart of Gibraltar Point & this won't change with the new visitor centre. Vols are critical to engaging with visitors & helping them appreciate & enjoy what they see. Assist in: putting up displays; running events; engaging the public; assisting visitor centre staff. BUT An interest in local wildlife & nature conservation, positive attitude, good people skills, enthusiasm, willingness to learn. ASK Vicki or Jennifer gibvc@lincstrust.co.uk 07903 390029 / 07584 655708

REF 563-FOCUSR-OK8 JOB **WOODLAND CONSERVATION VOLUNTEER**
 BE4 Ongoing LOC BARKERS WOOD, BULWELL, NOTTINGHAM
 PAY Genuine expenses plus* FOR BULWELL COMMUNITY TOY LIBRARY
 DES At least 1 day a week but can be Saturday. Assist community woodland manager with hands on day to day management of the woodland incl: coppicing, clearing drainage ditches, planting, hedge laying path improvement & adding value to wood products incl green woodworking for sale to work towards woodland being self sustaining. *firewood if desired, on the job training possibility of access to short courses in woodland skills / conservation. BUT Must be reasonably fit as work is physical in nature & able to work outdoors year round. Willing to undergo DBS check as may be working alongside children & young people but not a requirement of the position. Some experience in woodland work or green woodworking or knowledge of woodland environments beneficial but not essential. Most important & essential enthusiastic & willing to learn. ASK jane@toy-library.co.uk 0115 9753898

REF 564-FOCUS-28/7 JOB **MEDIA EDUCATION TEAM VOLUNTEER**
 BE4 30/7/17 LOC The Wolseley Centre, Stafford & Westport Lake Visitor Centre, Stoke On Trent
 PAY Training* FOR STAFFORDSHIRE WILDLIFE TRUST
 DES Assist the Education team in the promotion of environmental education programmes, play & youth events. Work alongside the communications staff on SWT's website & social media channels, as well as helping with marketing projects within the Education team. This is a great opportunity to develop your communications skills. Can be part of a placement (6 weeks - 9 months) or 1-2 days per week of school holidays & when available during weekends & term time. *As part of your induction you will receive training to help equip you for your role (health & safety, safeguarding etc.). BUT We are looking for a volunteer who is confident, imaginative, independent & passionate about connecting children & their families to nature. This role will suit people who have media & design experience in a different sector, but want practical knowledge within a busy Education team. Enjoy meeting people, in particular families & children, & like getting actively involved in all aspects of the communication team. The role is perfect for someone considering a career working in the media sector, working in the outdoors or wanting to develop communication skills. ASK Alison Cross a.cross@staffs-wildlife.org.uk 01782 826985 / 07854 532522 www.staffs-wildlife.org.uk/volunteer

REF 565-FOCUSR-10/3 JOB **MASTER COMPOSTER VOLUNTEER**
 BE4 Spring 2017 LOC NORFOLK, LEICESTERSHIRE, SUFFOLK, SHROPSHIRE
 PAY Training* FOR GARDEN ORGANIC
 DES Master Composters are volunteers who encourage people in their local community to start composting & offer support to those who are already home composting. 30 hours per year. * Free compost training (enquire for local dates), ongoing support, expenses & membership to garden organic. BUT Anyone can be a Master Composter, though an interest in compost & sustainable waste management is needed. You will have good communication skills, enjoy talking to people & have a positive & flexible approach to volunteering. Live in one of the project recruitment areas. ASK Kate Newman 02476 217721 kneuman@gardenorganic.org.uk www.gardenorganic.org.uk/master-composter-schemes

Every Wednesday Icknield Port Towpath Taskforce
 Icknield Port depot, Birmingham B16 0AA, Canal & River Trust Contact: <http://c-js.co.uk/2kO8L37>
 Meet at 8am to tackle tasks from litter picking to lock painting on Birmingham Main Line Canal. All equipment provided, plus expert support and refreshments.

Alternating Thursdays and Sundays Weekly workdays
Welsh Marches, working in woodlands in Wales & the Midlands around Knighton, Knighton Tree Allotments Trust
Contact: 01547 520374, woodland@tveg.org.uk, <http://c-js.co.uk/2kMTxLP>
Join our woodland conservation workdays. We are a group who come together to learn woodland skills and manage woodlands for the benefit of wildlife and our members.

Every Tuesday and Thursday Practical conservation projects
West Lindsey area and particularly around Gainsborough, TCV Contact: Darren Nortcliffe, Project Officer 07739 447956, darren.nortcliffe@tcv.org.uk
Projects range from tree planting, pruning, vegetation clearance, footpath construction and many more.

Sunday 12 March Conservation Day
Thorganby, Lincolnshire Chalk Streams Project Contact: 01522 555783, william.bartle@lincolnshire.gov.uk, <http://c-js.co.uk/2k0pBeB> Thanks to funding from WREN (www.wren.org.uk) we're able to run volunteer conservation days to look after Lincolnshire's rare chalk streams.

We are looking for a team of passionate gardeners, ranging in experience to volunteer at Ryton Organic Gardens. We have a lot of ambitious plans for our garden in 2017. We offer the opportunity to socialise and develop your horticultural skills. Contact Debi Maltby on 02476 308237.

Anglia:

REF 566-FOCUS-OK8 JOB **VISITOR CENTRE VOLUNTEERS**
BE4 ? LOC Various, see below
PAY Travel expenses FOR NORFOLK WILDLIFE TRUST
DES To welcome visitors to the centre, providing excellent visitor care. Helping with all centre duties including sales, promoting membership & boat trips (at some centres) BUT Friendly & enthusiastic & welcoming personality. Customer services skills & confidence. Love of wildlife & wild places. Numerate, reliable time keeper and able to work as part of team & on own initiative. Able to multi-task. Centres host frequent school parties, child friendly approach essential.
LOC DES / BUT
Hickling Broad Visitor Centre 1 day per week or provide cover on more flexible basis. Open 10- 5 daily Easter - October.

NWT Holme Dunes The Centre is at the end of a mile long gravel track & is part of warden's accom. No public transport. Open 10-5 daily Easter - October, option to work weekends during winter.

NWT Ranworth Broad, both Centres Regular half / full day per week / fortnight. Open daily 10-5 April - Sept plus weekend & school holidays in October.

NWT Weeting Heath Part of Wings over the Brecks project. Live video footage of stone curlews. Help to promote the work of project partners, RSPB & Forestry Commission. Open daily 9.30-4.30 March to August, flexible would prefer half day per week. ALL: ASK <http://c-js.co.uk/1xhHX6P> volunteer@norfolkwildlifetrust.org.uk

REF 567-FOCUS-OK8 JOB **RESERVE VOLUNTEER / DATA ENTRY ASSISTANT**
BE4 Ongoing LOC Broadwalks Nature Reserve and Hampton Nature Reserve, Peterborough
PAY ? FOR FROGLIFE
DES Froglife reserve volunteers are friendly & welcoming, we undertake ecological surveys for a range of wildlife in spring & summer. During autumn & winter we carry out habitat management to improve habitat quality & connectivity for a range of wildlife incl reptiles, amphibians, invertebrates, birds & mammals. We are also seeking volunteers to assist with data entry. BUT Interest in wildlife, enthusiasm for working outdoors in all weathers. Moderate level of physical fitness for reserve tasks. ASK <http://www.froglife.org/what-we-do/events> email the warden liz.morrison@froglife.org

REF 568-FOCUS-3/3 JOB **PROTECTED LANDSCAPES VOLUNTEER PLACEMENT**
BE4 6/3/17 LOC MELTON, WOODBRIDGE, SUFFOLK
PAY Travel expenses, training FOR DEDHAM VALE AONB & SUFFOLK COAST & HEATHS AONB
DES 3 days per week for 6 months – negotiable. Participate in regular practical conservation tasks incl activities such as waymarking; hedgerow management; river restoration & Beachwatch events. There will be a chance to develop skills in community engagement, communications, partnership working & securing small grants. BUT Suitable for an undergraduate placement, recent graduate in an environmental discipline or someone wishing to gain experience for a career change to the conservation sector. Enthusiastic, confident, organised & flexible person who is keen to be part of the team & willing to learn & participate in a wide range of work. Previous experience isn't essential, but some experience of practical work outdoors beneficial. Must be able to get to & from Melton for the duration as no onsite accomm. A full clean driving licence is essential & a pool vehicle is available for work-related journeys. ASK Please send CV to paula.booth@suffolk.gov.uk www.dedhamvalestourvalley.org www.suffolkcoastandheaths.org Chat: Paula Booth 01394 445225, paula.booth@suffolk.gov.uk

REF 569-FOCUSR-31/3 JOB **FAMILY EVENTS ASSISTANT - NORWICH**
BE4 31/3/17 LOC NORWICH, NORFOLK
PAY Appropriate training & expenses reimbursed where necessary FOR RSPB
DES 1 day per week between 1 May - 31 August. Do you want to do something special to help children & their families experience & connect with nature on their doorstep? Join a team to help us engage families in outdoor nature based activities in local parks & green spaces, with the aim of connecting children & families to nature. Activities will focus on features of signs of spring & summer & will include minibeast hunting, nature trails & scavenger hunts. BUT Essential: enthusiasm for connecting children to nature; ability to stay calm when there's a bit of pressure (we engage a lot of people!); good timekeeping & organisational skills; ability to run an activity according to RSPB guidelines;

willingness to learn along with the children; willing & able to work outdoors in all weather; able to be on your feet, ready for anything. Desirable: some experience of working with children & families; basic nature knowledge. ASK Hannah Dryland hannah.dryland@rspb.org.uk 01603 660066

Every other Wednesday

Conservation work party

Trumpington Meadows Nature Reserve in Cambridge, The Wildlife Trust for Bedfordshire, Cambridgeshire and Northamptonshire

Contact: trumpingtonmeadows@wildlifebcn.org

Join the rangers for this new conservation work party. Tasks vary: coppicing, hay raking, wildlife monitoring. A great way to meet others and enjoy the outdoors. No experience necessary.

Help us to look after the Suffolk coast and estuaries by being our eyes and ears on the ground and recording specific issues as advised by the AONB. For more information, please contact Lynn Allen, Suffolk Coast & Heaths AONB, 01394 445225 or lynn.allen@suffolk.gov.uk

Beachwatch is the Marine Conservation Society's national beach cleaning and litter surveying programme. Our marine wildlife and environment is under threat from litter and pollution. Join an existing Suffolk team or establish your own! Contact Lynn Allen at Suffolk Coast & Heaths AONB, 01394 445225 or lynn.allen@suffolk.gov.uk

So you want to work in ecology and environmental management?

Getting onto the career ladder in our profession is challenging as any aspiring ecologist, environmental manager or conservation officer will tell you. Whilst there are a wealth of degree programmes and some (not enough) apprenticeships, getting that first paid job can be a struggle.



There are jobs out there though. One way to give yourself the best chance to maximise your chances of landing a job is to make sure you have the knowledge and skills that employers are looking for. So what are they looking for?



Getting to grips with species identification is an essential skill © James Constant

At the Chartered Institute of Ecology and Environmental Management (CIEEM) we use feedback from employers and early career members to influence the content and learning outcome criteria of degree programmes that we accredit (<http://www.cieem.net/cieem-accredited-degrees>). We believe that accredited degree programmes give graduates the best chance of being equipped to successfully get that first job. But whether following an accredited programme, a non-accredited programme or entering the profession through a non-academic route, there are things that you can do to increase your employability.

In 2011 we published the findings of research into skills gaps and skills shortages in the sector. Closing the Gap: Rebuilding ecological skills in the 21st century (CIEEM, 2011) was a response to anecdotal evidence of growing concerns that, at a time when arguably the demand for ecological and conservation management skills has never been greater, the critical skills are in decline in the UK. The key findings of this research identified a number of specific skills gaps and shortages:

- Species identification in general but especially of invertebrates, fish and lower plants.
- Ecological survey, data assessment, evaluation and monitoring for fish and invertebrates.
- Ecological impact assessment across a range of habitats.
- Habitat creation, restoration and management in marine, coastal and upland habitats.

There were also knowledge gaps, particularly in the following areas:

- Application of environmental economics and techniques for the valuation of ecosystem services.
- Understanding of freshwater, marine and coastal processes.
- Understanding of spatial planning.
- Knowledge of mitigation techniques across a range of habitats and species.
- Understanding of environmental legislation and its policy implications.

Balanced against these findings is the need to understand the extent to which these skills are required. For example fish identification is quite specialised and the number of potential employers is relatively low.

During the latter half of 2016 we undertook further research to establish where we are now in terms of skills gaps and shortages and to understand which areas of professional development are considered to be a priority for investment because of the needs of the roles. A report on this work, which was led by Dr Debbie Bartlett CMLI FCIEEM and Eulalia Gomez-Martin MSc Grad CIEEM, will be published later this year but the initial findings may be surprising.

Participants were asked to identify recent and future development needs by using the CIEEM Competency Framework, which identifies 40 technical and transferable competencies – the latter being common to most professions. The findings indicated that, whilst species and habitat identification and management skills are still key, it is some of the transferable competencies that individuals and employers are investing heavily in. Examples include:

- Communication skills.
- Project management.
- Business management including an understanding of the realities of the work environment, whether that be in a commercial, voluntary or public sector role.

Feedback from employers suggests that these are skills rarely found in early career job applicants.

So how can these skills, apparently so highly valued by employers, be acquired? Is it in the classroom? Well, yes, some of them can be to a limited extent. But surely the most effective place to learn is in the workplace. If employers want applicants who can demonstrate at least a basic level of understanding and skill in these areas then they need to provide more opportunities for potential employees to acquire them, ideally through appropriate work experience.

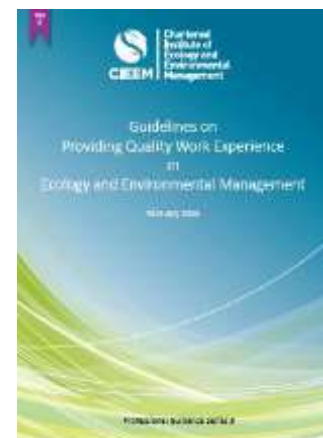


Working with colleagues in the field is a vital part of work experience
(Shutterstock)

In early 2016 CIEEM published new guidance for members on providing work experience (<http://c-js.co.uk/2k6GQq5>) (5.5MB). The guidance, aimed primarily at employers but also of use to those seeking work experience, sets out ways in which a successful experience can be planned and provided to the benefit of both parties. There are some key principles to bear in mind.

- Work experience should be planned to ensure that the participant gets a range of experiences that will help their career.
- There should be an exchange of expectations so both parties are clear on what will happen.
- There should be proper supervision and support – the workplace can be very daunting. Host organisations should be generous with their time, resources and access to relevant training.
- It is not a source of unpaid or cheap labour – participants are there to learn.

Employers must take responsibility for encouraging and supporting enthusiastic, talented and motivated people to find a way into our sector and helping them become established. Work experience is not the only way. It sits alongside accessing knowledge networking opportunities (for example through the CIEEM Member Network events), providing input into academic programmes and supporting practical studies. But work experience is the best way, if not the only way, to provide aspiring ecologists with an insight into the realities and pressures of the work environment and the opportunity to acquire, pre-employment, those transferable competencies employers require as well as the more generic technical skills in an applied context. Besides, most employers find those undertaking work experience bring with them knowledge, ideas and commitment that can be of real value to the host organisation.



Good work experience opportunities are an important means of improving employability
(CIEEM)

Sally Hayns
CEO, CIEEM

For more information about CIEEM, membership and our practical resources and guidance please visit www.cieem.net

Wales:

REF 570-FOCUSR-OK8 JOB **EVENT VOLUNTEER**
 BE4 All year LOC MID WALES
 PAY 0 FOR RSPB - CYMRU

DES / BUT We are looking for enthusiastic, outgoing volunteers who will inspire the public to support the conservation work that we do through public engagement at community events. This varied role involves attending events from local village fairs to national shows. You will be working with RSPB staff members where you will be chatting to the public, assisting with the set-up of the stand & running engaging activities for families. We have a fantastic partnership with Famous Grouse Whisky, which allows us to fundraise through whisky tasting & selling raffles, with the prize being a whisky hamper. ASK Emily Sinclair, emily.sinclair@rspb.org.uk 02920 3532000.

REF 571-FOCUSR-OK8 JOB **TRUSTEES**
 BE4 N/A LOC BRECON, POWYS
 PAY 0 FOR BRECKNOCK WILDLIFE TRUST

DES/BUT Join the charity as a trustee. Would you like the opportunity to give something back to your local community & help the natural environment? Want to put your skills to good use & help shape the future of the leading local wildlife charity in Brecknock? ASK For an informal discussion about the role, what you could contribute & the recruitment process please contact Phil Sutton, Chief Executive Officer psutton@brecknockwildlifetrust.org.uk or write to Brecknock Wildlife Trust, Lion House, Bethel Square, Brecon, Powys LD3 7AY 01874 625708

REF 572-FOCUS-24/2 JOB **TRAINEE WARDEN**
 BE4 28/2/17 LOC FLAT HOLM - an Island situated 5 miles off the coast of Cardiff
 PAY Food, a travel expenses allowance & on the job training provided FOR FLAT HOLM PROJECT

DES A min commitment of 6 months required. An exceptional opportunity to work on a unique SSSI & local Nature Reserve, for a committed volunteer to become part of a small, close-knit team. Duties: Habitat management (incl vegetation management, coppicing, footpath maintenance, step construction, dry stone walling, livestock husbandry & tractor driving); building maintenance (incl painting, repairing fences & gates, rendering, & system checks); biological monitoring (incl bird, rock shore line, insect, slow worm, butterfly & plants); visitor guiding (incl tour guide, pub & shop keeper). All vols live & work on the island in basic accomm but are required to make their own arrangements during the regular periods when vols are off the island. BUT Applicants should be enthusiastic, possess strong social skills & be able to work in all weather conditions. Desirable: good all round wildlife knowledge; desire to pursue a career in conservation; experience in using tools; social media skills. They must also be prepared to attend an informal interview session which will be held on the Island & may incl an overnight stay. ASK C.V. & cover letter to: marianne_bony@hotmail.com 07929 365077

Every Tuesday, Thursday, some Wednesdays & Sundays Habitat Management Volunteering
 Swansea &/or Neath Port Talbot areas, Wildlife Trust South & West Wales Contact: Tara Daniels, 07855 009622
 t.daniels@welshwildlife.org
 9.00 – 15.00. Come along up to 3 days a week & make a difference at one of our regular volunteer work parties. The New Wild Woodlands Project is undertaking habitat management improvement work near you. Why not come & get experience at coppicing, non-native species control, meadow management & surveys.

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

**South:**

REF 573-FOCUSR-OK8 JOB **VISITOR EXPERIENCE VOLUNTEER**
 BE4 Ongoing
 LOC BEDGEBURY PINETUM & FOREST
 PAY Full training & uniform
 FOR FORESTRY COMMISSION

DES Three hour shifts once or twice month. Enthusiastic & friendly volunteers to work as part of Visitor Services team, giving directions, advice & warm welcome.

BUT Friendly open personality, good communication skills. Enjoy meeting people, like working as part of a team.
 ASK susan.baines@forestry.gsi.gov.uk 01580 879820

REF 574-FOCUS-31/3 JOB **LEARNING & EVENTS ASSISTANT, LONG TERM VOLUNTEER**
 BE4 31/3/17 IV 6 & 7/4/17 to start 2/5/17 LOC BOX HILL, SURREY HILLS
 PAY Accommodation provided, outdoor first aid training, extensive in house training FOR NATIONAL TRUST

DES 30 hours per week for 8 - 12 months. Deliver & help co-ordinate volunteers to deliver the courses. The experience you will gain during your time here will be far reaching & will serve you well in future ventures. The chosen candidate will have a tailored experience which develops areas specific to them in order that this experience truly helps their forward career progression. BUT Essential: good presentation skills & a degree of self-confidence to deliver to all



ages; good communicator with cheerful disposition; experience working with young people; understanding of British nature & the natural world; able to work alone or within a team, prioritise tasks & manage own time; self motivated; IT literate & willing & able to work outdoors in all weathers. Desirable: visitor management, customer care or marketing experience; working with vols; teaching qual & knowledge of National Curriculum & full UK driving licence.

ASK Express your interest to Catherine McCusker, Learning & Events Officer catherine.mccusker@nationaltrust.org.uk

REF 575-FOCUS-3/3 JOB **VOLUNTEER PROJECT LEADER**
BE4 ? LOC CROYDON
PAY Travel expenses, training FOR THE CONSERVATION VOLUNTEERS

DES At least three days (Tue-Thurs) every week for a period of around six months. Help plan, lead & deliver projects & help us to expand to take on new projects. We currently run project days on Tuesday, Wednesday & Thursday, taking groups of vols to sites in & around Croydon to work on improving green spaces. The tasks incl coppicing; planting; fencing & footpath work; pond maintenance; & general habitat creation & management. We work on a wide variety of sites, from urban parks & ponds to ancient woodland & chalk grassland meadows. BUT You do not need any previous experience. Your willingness to "have a go" & be involved is the most important qual. We use a minibus to transport our vols & tools to project sites & so a full, clean driving license held for over two years is highly desirable – training to drive the minibus would be provided. ASK Peter Underwood 020 86864993 p.underwood@tcv.org.uk

REF 576-FOCUSR-30/6 JOB **PRACTICAL ACTIONS VOLUNTEER OFFICER**
BE4 Ongoing LOC HASTINGS, EAST SUSSEX
PAY Training & reasonable travel & out of pocket expenses covered FOR The Conservation Volunteers

DES 2 days per week for minimum of 6 months. Help advertise & promote the work we do throughout Sussex. Be a key member of the team supporting practical action on the ground; supporting & running conservation tasks, supporting community groups, associated admin; marketing; publicity & growing the business. BUT Best suits someone looking to increase their knowledge of: practical conservation methods & techniques; knowledge & understanding of handling tools & equipment; supervising others, ensuring compliance with H&S; publicity & marketing of our engagement incl press releases, social media & articles for local news outlets, parish websites & others sources. This role is ideal for a candidate that enjoys being outside & seeing the "finished product" of their labours. ASK For a copy of the Volunteer Officer pack or any other queries please contact Tim or Jenny 01424 444675 volunteers-sussex@tcv.org.uk

REF 577-FOCUSR-30/6 JOB **PUBLICITY VOLUNTEER OFFICER**
BE4 Ongoing LOC HASTINGS, EAST SUSSEX
PAY Reasonable travel & out of pocket expenses covered FOR THE CONSERVATION VOLUNTEERS

DES 2 days per week for minimum of 6 months. Help advertise & promote the work we do throughout East & West Sussex. Be a key member of the team in supporting our advertising, marketing & promotional activities & helping to support & build local relationships. Make contact with key media outlets & find out what their interests are; support the design of bespoke promotional materials; maintain & develop distribution lists; support on site events by taking photos & talking to visitors / participants to get good quality quotes to use in press work. Manage Facebook & Twitter profiles, linking to other rel profiles to increase awareness such as YouTube, Vimeo & Flickr to enhance our online features. BUT Please be aware that travel may be required. Use of Microsoft Office; social media; writing press releases; creating posters & leaflets; communicating with community groups & professionals; creating &/or amending websites; Photoshop; be capable of working unsupervised; communicate effectively both online & in person; bring new ideas to the table. ASK For a copy of the Volunteer Officer pack or any queries please contact Tim or Jenny on 01424 444675 email volunteer-sussex@tcv.org.uk

REF 578-FOCUS-24/2 JOB **CONSERVATION INTERN**
BE4 23/2/17 informal IV 24/2/17 LOC RAILWAY FIELDS LNR, HARINGEY
PAY Travel expenses FOR THE CONSERVATION VOLUNTEERS

DES / BUT TCV is the largest environmental volunteering charity in the UK. We work in woodlands, nature reserves & parks, carrying out conservation tasks such as coppicing, hedge laying, vegetation management & tree planting. We also construct paths, steps, pond dipping platforms & bridges. Working on Mondays, Tuesdays & Wednesdays, you will be working closely with the North London Project Officer on various sites including Stanmore Country Park, Bentley Priory & Coldfall Wood. You will gain valuable skills & experience in the conservation sector & have access to rel TCV training such as first aid, project leadership & wildlife ID. ASK Mat Pendergast, Railway Fields LNR, 020 83486005 m.pendergast@tcv.org.uk

REF 579-FOCUS-24/2 JOB **BIODIVERSITY ASSISTANT**
BE4 28/2/17 6pm IV early March LOC CARSHALTON, LONDON
PAY Travel expenses* FOR Sutton Nature Conservation Volunteers / London Borough of Sutton

DES Able to commit to min of three days a week for 6 months. This trainee position is an excellent opportunity for a motivated individual with a keen interest in nature conservation to gain further valuable experience in working towards a career in this competitive sector. Support the SNCV & Biodiversity Team in the day-to-day running of Sutton's nature reserves. Assist with & lead on practical vol days, as well as surveys & monitoring of local wildlife. Involved in engaging the public with the work undertaken by the Team; which incl writing regular blog posts & managing social media sites, as well as assisting with environmental events. BUT Essential: demonstrable interest, experience & knowledge in biodiversity & conservation; practical conservation experience & demonstrable willingness to gain further experience; good wildlife ID skills; willingness to work outdoors in all conditions; excellent written, communication & IT skills. Desirable: rel degree or training course; practical licences (Chainsaw, strimmers, pesticides, tractor etc.); knowledge of the BAP process & wildlife legislation; full, clean driving license. ASK <https://tinyurl.com/SNCVBA> CV & a covering letter (no more than two pages) detailing how you meet the person specification & the name of one referee to: sncvvolunteers@hotmail.co.uk

REF 580-FOCUS-24/2 JOB **ENVIRONMENTAL EDUCATION VOLUNTEER OFFICERS**
 BE4 28/2/17 LOC RAILWAY FIELDS LNR, HARINGEY
 PAY Training FOR THE CONSERVATION VOLUNTEERS

DES / BUT Railway Fields LNR serves as an outdoor education centre for primary schools in Haringey. Every summer term the team delivers environmental education sessions with hands on activities such as minibeast hunting, pond dipping & natural arts. TCV Haringey are looking for Environmental Education Volunteer Officers to assist the Project Officer in delivering these sessions. You will help the students discover the wildlife around them, & as you gain confidence & understanding you may lead your own small groups & activities. You will gain valuable experience working with children in the field of outdoor education & you will be given support, regular informal training & feedback from the Project Officer. You will also have access to training such as first aid, safeguarding & wildlife ID skills. TCV will fund your CRB Enhancement Disclosure. ASK Lizzy, 020 83486005 l.nazer@tcv.org.uk

REF 581-FOCUS-10/3 JOB **SUNDAY VOLUNTEER OFFICER**
 BE4 N / A LOC HARINGEY, LONDON
 PAY Training FOR THE CONSERVATION VOLUNTEERS

DES / BUT TCV is the largest environmental volunteering charity in the UK. We work in woodlands, nature reserves & parks, carrying out conservation tasks such as coppicing, hedge laying, vegetation management & tree planting. We also construct paths, steps, pond dipping platforms & bridges. You will be working closely with the Project Officer on various Haringey parks, woodlands & LNRs. As you gain skills & experience you will take a leading role on practical days, assisting other volunteers. You may also be asked to do some promotion & administration tasks at our office, Railway Fields LNR. You will gain valuable skills & experience in the conservation sector & have access to rel TCV training such as first aid, project leadership & wildlife ID. ASK Lizzy Nazer or Trudi Wilkinson, Railway Fields LNR, 020 83486005 l.nazer@tcv.org.uk t.wilkinson@tcv.org.uk

REF 582-FOCUSR-4/8 JOB **LIVESTOCK CHECKER / LOOKER**
 BE4 N/A LOC WINCHESTER

PAY Half day training, mileage can be claimed FOR Butterfly Conservation: Hampshire & Isle of Wight branch
 DES 1 - 2 hours, once a week. Livestock checkers (lookers) carry out a brief visual inspection to assess that livestock are healthy & in the right place. Lookers take a walk around the nature reserve checking each group of animals (cattle, sheep & ponies). They will also check fences for damage & check gates are closed. No physical contact with the animals is required. BUT No experience is necessary as the Reserve Officer will show you around the reserve & explain in more detail what is involved. You must be at least 18 years old, have a liking for animals & be comfortable walking on uneven ground. A mobile phone & binoculars are useful, but not essential. ASK Jayne Chapman, Reserves Officer jchapman@butterfly-conservation.org 01962 808400 07909 968657

REF 583-FOCUSR-4/8 JOB **EVENT VOLUNTEER**
 BE4 N/A LOC HAMPSHIRE

PAY Training & support provided FOR Butterfly Conservation: Hampshire & Isle of Wight branch
 DES 4 - 6 hours per event, once or twice a year. Interested in helping out at some of Butterfly Conservation's events? We are looking for vols to help at county shows & other events to explain how Butterfly Conservation works to protect our threatened butterflies & moths. You can help at events near your home in Hampshire. Events usually involve setting up the event tent, running children's craft activities & speaking to the public about how they can get involved in protecting our threatened species. BUT There is no need to be an expert on butterflies or moths to help out. All we ask is that you are enthusiastic, flexible, outgoing & like dealing with the public. You will also need your own transport as some of the site events are rural. ASK Clive Wood clivepwood@gmail.com

REF 584-FOCUSR-28/7 JOB **VOLUNTEER RIVER MONITORING SCHEME COORDINATOR**
 BE4 28/7/17 LOC ELM TREE COURT, LONG STREET, DEVIZES, WILTS, SN10 1NJ
 PAY Travel expenses & training FOR WILTSHIRE WILDLIFE TRUST

DES To coordinate the long-running Wiltshire Rivers Monitoring Scheme, incl the local (Angling) Riverfly Monitoring Initiative (www.riverflies.org) & other river based monitoring programmes. Collate monitoring data & maintain the central database; support volunteer monitors throughout the county; assist with training of new monitors. The Water Team is widely recognised as a key player in preparing, planning & delivering river restoration & habitat improvement projects throughout Wiltshire. Monitoring river health & the effectiveness of our restoration projects are very important parts our work. 1 or 2 days a week. BUT Enthusiastic with a number of the following skills, however, training & support of the team will be provided to improve skills if necessary: affinity with & passion for freshwater conservation; Knowledge of Wiltshire's rivers & wildlife – especially invertebrates & plant species; experience with working with volunteers; good computer skills, particularly MS Excel [& Access]; good & clear communicator; quick learner & motivator. ASK CV to Martijn Antheunisse (Team Leader Water, martijna@wiltshirewildlife.org), & give us your motivation why you would like to take on this role, & how you could help with growing & maturing our volunteer base. Info: 01380 736066.

REF 585-FOCUS-OK8 JOB **VOLUNTEER OFFICERS & LEADERS**
 BE4 N / A LOC ESSEX
 PAY Work experience FOR THE CONSERVATION VOLUNTEERS

DES Role is flexible and negotiable but usually involves 2 days per week for a min of 6 months. We have 4 weekly vol groups and work with community groups across the county. Whether part of one of our action teams or helping to organise & deliver projects to improve green spaces; vols are essential to everything we do. Volunteer officers & leaders can train to lead vol groups on a range of practical conservation activities & can get involved in all aspects of running projects depending on their interests & skills they want to develop. This is a great opportunity for someone looking to gain work experience in conservation, community building or someone looking to use their skills to help others. We can provide: work experience in conservation & community building; opportunity to use your skills to help others; leadership experience. BUT All level of experience is welcome. Enjoy working outdoors; passion for nature. Community orientated & enjoy assisting people. ASK Nicola Downs, Senior Project Officer, 01206 764470 essex@tcv.org.uk

- REF 586-FOCUSR-OK8 JOB **GREEN AIDERS**
 BE4 N / A LOC HERTS, WEST ESSEX, CAMBS & BEDS
 PAY Training & travel FOR GROUNDWORK EAST
 DES / BUT Want to volunteer outside & help vulnerable residents? The join Groundwork's Green Aiders team! Put your skills into action with weekly gardening sessions in gardens across Hertfordshire, west Essex, Cambridgeshire & Bedfordshire. Get buckets of experience – two new gardens every time. Free training in gardening & power tool use. All PPE, tools, equipment, lunches & travel costs covered. ASK www.groundwork.org.uk/east To book a place, arrange a taster day or for more information contact Stephen, 01707 255183 or stephen.windmill@groundwork.org.uk
- REF 587-FOCUSR-OK8 JOB **EVENT ASSISTANTS**
 BE4 N/A LOC SURREY & HAMPSHIRE (near Farnham & Hazeley Reserves)
 PAY Travel expenses FOR RSPB
 DES 1 day per month incl weekends. Work as a team, assisting with a range of events in order to help us raise the profile of the RSPB & the reserves. Variable time required but approx. BUT Enthusiastic with great communication skills & the ability to be able to share your enthusiasm for nature, birds & wildlife with people of all ages. Outgoing personality. An enjoyment of hands-on activities e.g. badge making, mask making etc. is useful for family events. Required to travel to events. ASK Mary Braddock, Farnham & Hazeley Heath Reserves 07714 271024 / 01252 795632 mary.braddock@rspb.org.uk
- REF T588-FOCUS-OK8 JOB **WORK EXPERIENCE & TRAINING**
 BE4 Ongoing LOC LONDON, SE11 4AS
 Pay QCF Level 2 Award/Diploma in Horticulture* FOR Trees for Cities (with Walworth Garden Farm)
 Des 4 months time commitment. This training incl 3 days a week work experience with Trees for Cities & 1 day a week classroom based training at Walworth Garden Farm. The hours are Monday – Thursday, 8:30am – 4:30pm.
 *Subsidised Lunch & Travel up to £15 per day for those aged between 18 & 24. BUT The course is aimed at people who are not in work, who are reliable, physically able, hardworking, & have a passion for urban greening. ASK Sylvia Linton (Facilities & HR Manager) 07714 559470 training@treesforcities.org
- REF 589-FOCUSR-OK8 JOB **OUR PAST, OUR FUTURE VOLUNTEER**
 BE4 N / A LOC NEW FOREST NATIONAL PARK
 PAY Travel expenses FOR NEW FOREST NATIONAL PARK AUTHORITY
 DES The Our Past, Our Future Landscape Partnership Scheme volunteers can take part in archaeological digs, botanical surveys, digitising historical documents, recording the history of commoning, clearing invasive plants, monitoring water quality & much more. The range of activities are supported by 11 different partners to inspire a new generation to champion & care for the New Forest. Volunteers can give as much time as they would like. BUT No previous experience or qualifications required, just a desire & passion to learn about, improve & enjoy the New Forest National Park. ASK Richard Austin, richard.austin@newforestnpa.gov.uk
- REF 590-FOCUSR-OK8 JOB **BAT CARERS**
 BE4 N / A LOC HAMPSHIRE
 PAY Training provided FOR HAMPSHIRE BAT CARE NETWORK
 DES There are lots of different roles involved with bat care, & you can commit to as much or as little as you want. From picking up injured bats as an 'ambulance driver', to caring for them & rehabilitating, all important steps in making sure these bats have the best chance of being released back into the wild. We are looking for new volunteers all across the Hampshire region but especially in the New Forest area. Help with advertising & recruiting new bat carers in the New Forest area currently needed. BUT Previous experience in small mammal care an advantage, but more important is a willingness to learn & desire to make a practical impact on the conservation of bats. ASK Eva, evalaysan@gmail.com
- REF 591-FOCUS-OK8 JOB **VOLUNTEER EDUCATION LEADER**
 BE4 Ongoing LOC LEATHERHEAD & / OR GODSTONE, SURREY
 PAY Training FOR SURREY WILDLIFE TRUST
 DES / BUT From finding fairies with 4 year olds to teaching 16 year olds to survey plantlife, from pond dipping with 10 year olds to calculating diversity with A-level students, every day with the Education Team is different, & most importantly, every day is fun. Assist our staff team with the delivery of sessions & lead small (up to 15 children) walk groups around the reserve, enthusing & teaching them about the natural world. Likely timings are 9.30-14.30 (lower key stages) or 9.00-15.30 (KS3 upwards); 1 - 3 days a week. Our sessions complement the national curriculum so we are looking for teachers or anyone with a keen interest in natural history to join our brilliant team of volunteers & help us to deliver inspirational days out at our educational nature reserves. This is also a great opportunity for those who want to work in environmental education to gain experience. You can choose the age group you work with & we'll give you all the training you need, so no prior experience of environmental education is required, although those with experience are very welcome! We will arrange first aid training, if necessary, & a DBS check. ASK Lucy at nowerwood@surreywt.org.uk or 01372 379509.
- REF 592-FOCUSR-OK8 JOB **CONSERVATION VOLUNTEERS**
 BE4 Ongoing LOC VARIOUS LOCATIONS IN HERTFORDSHIRE, ESSEX & LONDON
 PAY Uniform, tool training FOR LEE VALLEY REGIONAL PARK AUTHORITY
 DES Volunteers attend conservation tasks supervised by the Ranger Team & Volunteer Leaders to carry out management of the Lee Valley Park. Help to undertake management Plan & Biodiversity Action Plan driven tasks & activities to benefit conservation, the environment, fauna & flora, & visitors in the Lee Valley Park. Please see the latest Conservation Tasks Programme for more examples. BUT Time commitment is flexible. You should be of an active nature. Knowledge & experience of conservation management helpful. ASK volunteers@leevalleypark.org.uk 01992 709 867

We're looking for volunteers with a passion for enthusing children about the natural world. After shadowing the Schools Outreach Officer you will then lead our workshops with classes of children aged 3-11. These workshops inspire children to get close up to the nature in their school grounds. Brighton based. Contact: stephanie.downes@rspb.org.uk

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

Practical conservation volunteering with the Downlands Partnership (NE Surrey / Croydon / Sutton) and/or Lower Mole Partnership (North Surrey / Kingston) is great for health, happiness & habitat. All ages welcome (over 15 years). Weekly seasonal scheduled task programmes to enjoy. Full details at www.surreycc.gov.uk/surreycountrysidepartnerships. The Downlands crew would especially welcome some more helping hands please!

We care for and maintain Woodcock Hill Village Green in Borehamwood. Tasks from scrub bashing to meadow creation and pond installation and we always welcome new volunteers. If you feel this opportunity is for you, please email Alex Melson: asmelson93@gmail.com

Learn new skills and improve your physical and mental wellbeing, whilst taking care of your local environment! Join The Conservation Volunteers at the Camden Green Gym and choose from six weekly sessions! Volunteering with TCV is free, simple and no experience is necessary. Email gg-camden@tcv.org.uk or call 07768 710359

Voluntary Officer, SE London. Help support our food-growing Green Gym with young offenders serving community reparation orders. Previous horticultural / carpentry experience less important than willingness to attend regular Saturdays on the allotment, additional admin time optional. Training available. Six month commitment preferred. Contact James Squires, Project Officer 07740 899689 or j.squires@tcv.org.uk

First & Third Wednesday of the month Countryside Volunteer
Frensham Great Pond, Bacon Lane, Churt, Surrey GU10 2QB, Waverley Borough Council Contact: 01483 523394, parksandcountryside@waverley.gov.uk
10am-3.30pm. Spring & summer tasks: removing invasive plants, improving paths, creating steps, installing seats for visitors, litter-picking & hay-making. Autumn & winter tasks: hedge laying, coppicing, vegetation clearance, planting trees & clearing ponds of excess vegetation. Uniform, Tea & coffee provided (but bring your own lunch).

Every third Wednesday Countryside Volunteer
Broadwater Park, Summer's Road, Godalming, GU7 3BH, Waverley Borough Council Contact: 01483 523394, parksandcountryside@waverley.gov.uk
Meet at 10am at the Rangers Office. Spring & summer tasks: removing invasive plants, improving paths, creating steps, installing seats for visitors, litter-picking & hay-making. Autumn & winter tasks: hedge laying, coppicing, vegetation clearance, planting trees & clearing ponds of excess vegetation. Uniform provided.

Every Tuesday Green Gym
Hounslow Heath, TCV Contact: Nadia 07801 686014, n.ward@tcv.org.uk, @TCVHounslow
Join Hounslow Heath Green Gym volunteers 10.45 - 2pm. TCV help manage woodlands, meadows, heathland, and ponds on this iconic park. Learn new practical conservation skills, see great wildlife, meet new people and stay active on Hounslow Heath. Sessions are free, no experience necessary.

East Sussex Health Walks are looking for more Volunteer Health Walk Leaders to join and expand their successful programme of guided walks across East Sussex. If you would enjoy helping others to improve their health and enjoy the outdoors, contact Jenny on 07740 899559 or email j.deering@tcv.org.uk

Volunteers / Internships are available at Church Farm, a mixed ecological farm in Hertfordshire. We provide all amenities, and if you stay more than 6 months we pay expenses of £50 weekly. We also welcome volunteers to get involved in community farm life and to learn new skills. Contact Tony at tony@farm2table.co.uk

Volunteers required for our Swingbridge community boats in West Surrey - no experience required and training is provided. Some people volunteer every week; for others it is a more occasional commitment. For more information visit www.swingbridge.org.uk

Join one of our 4 weekly volunteer work parties carrying out practical conservation tasks in Essex. Upcoming activities for all groups can be found at www.tcv.org.uk/eastern Get more details about volunteering with TCV or book a place on one of our activities by contacting Nicola Downs at essex@tcv.org.uk or 01206 764470

To participate in surveys to monitor woodland condition and ground flora in the Oxlip Woods Living Landscape, alongside the Reserves Officer. Digitalising survey records, both past and present, using Microsoft Office, and collating and reporting the results of the surveys. Please contact volunteering@essexwt.org.uk

Butterfly Surveyor Needed. No experience necessary, just an interest and willingness to learn. Full training provided. Two hours a week from April-August. Please phone: 07725 246192 / 01708 857245 email: dhrutibell@littlebelhuscountrypark.co.uk

The Steyning Downland Scheme manages 165 acres of the South Downs National Park near Steyning, West Sussex. Volunteers carry out habitat management, manage a herd of Dexter cattle and record an amazing variety of wildlife on the site. To volunteer for us, contact Matthew Thomas, Project Manager at: SDS@wistonestate.co.uk

Wednesday & Thursdays Conservation volunteer
 Dartford, Sevenoaks, Bexley & Gravesend, North West Kent Countryside Partnership, KCC Contact: 01322
 621239, sara.spellman@kent.gov.uk

We work in meadows, woodlands, shallow chalk rivers, schools, community areas, public rights of way and green spaces to provide natural flood defence, create and manage habitats, deliver improvement works to nature areas within schools as well as improving areas for wildlife and the community to use together.

First Sunday of the month & some Wednesdays Work party
 Cockaynes Wood, Wivenhoe, Essex Wildlife Trust Contact: volunteering@essexwt.org.uk
 Volunteers required in a great way to get involved with hands on conservation work whilst enjoying the company of other people.

First Sunday of the month Work party volunteers
 Chigborough Lakes in Maldon, Essex Wildlife Trust Contact: volunteering@essexwt.org.uk
 9am - midday. It is a great way to get involved with hands on conservation work whilst enjoying the company of other people.

Saturdays every two weeks and Wednesdays Work Party volunteers
 Danbury reserves, Essex Wildlife Trust Contact: volunteering@essexwt.org.uk
 Help on the reserves. It is a great way to get involved with hands on conservation work whilst enjoying the company of other people.

One Sunday a month (September to March) Work party
 Lexden Gathering Grounds Nature Reserve, Essex Wildlife Trust Contact: volunteering@essexwt.org.uk
 Work party volunteers wanted. It is a great way to get involved with hands on conservation work whilst enjoying the company of other people.

Third Thursday of each month Devizes Towpath Taskforce
 Caen Hill depot, Devizes SN10 1QR, Canal & River Trust Contact: <http://c-js.co.uk/2jr2VV2>
 Meet at 10am to tackle tasks from tree planting to lock painting on the beautiful Kennet & Avon Canal. All equipment provided, plus expert support and refreshments.

Working with Volunteers

By Derrick Hale, Assistant Hedgelaying Secretary of the Brailsford and District Ploughing and Hedgecutting Society and Secretary of the newly formed Heart of England Hedge Laying Group

A notable amount of hedgelaying is carried out by volunteer groups, from conservation, environmental, countryside ranger and other organisations. Here are some of my experiences of working with such groups.

Volunteer groups are usually comprised of people of both sexes, with a range of ages, a range of life and work experiences and with a range of physical abilities. Individual motivation for joining a volunteer group varies too and can include simply enjoying being outdoors, through wishing to maintain fitness, to perhaps being involved in a long term project for example canal or railway restoration. I have found hedgelaying to be a very popular activity with the volunteer groups I have met and worked with.



Hedge layed at Staunton Harold reservoir by Volunteer Rangers working for Severn Trent Water (Derrick Hale)



Some practical problems tend to arise regularly with volunteer groups. One is the "dilution of skills" process in which training is given by persons who have received limited training themselves. As time goes on and this process continues, person to person, the basic principle of hedgelaying, if learned in the first place, can be lost.

Another familiar problem is that of tool sharpness, tool maintenance and even lack of provision of the correct tools for the job. The essential tools for hedgelaying are the axe and the billhook. So often with volunteer groups the tools arrive in a box or bag, the billhooks never having been sharpened properly and only ever rubbed over with a dry carborundum stone. I have found that axes, which

have suffered the same fate, are often in short supply. A result of this is that the volunteers become frustrated and pick up the only sharp tools available, bow saws, pruning saws and loppers and the result of

this, combined with loss of basic principles, is side branches disappearing and stems being sawn into at right angles to the grain and split back. The latter, for me, has nothing to do with hedgelaying and cannot be justified in terms of the health and regrowth of the hedge.

The above is starting to sound rather hopeless but all problems can be resolved. With regard to training one option is to put volunteer groups in touch with local experienced trainers and the local hedgelaying societies which run courses. Another option is to invite members of organisations which employ volunteers on to the NHLS/Landex Train the Trainer courses. My experience indicates that some sort of further top-up or updating courses are valuable.

As a trainer working with a volunteer group it is vital to be clear about the basic principles of hedgelaying and to keep reinforcing these. My personal basic principles criteria has three parts 1. Building a living stock proof barrier, or where stock are not kept, a living fence 2. Cutting to promote growth from the base of the hedge 3. Laying the hedge in the appropriate regional style. I can, in specific circumstances be flexible on the third point and I can add "should look good" on the basis that if it looks right it is right. I find that encouraging volunteers to build a hedge can be difficult as there is often a drive and focus to make cuts and get the stems down. This goes back to understanding the principles - hedgelaying is not about dropping material on the ground but about building a living, working structure.

Working side by side with volunteers the principles and methodology can be taught. By encouraging visits back to the hedge to see the progress of regrowth makes sense of these to all.

The blunt tool problem can also be overcome. Organisations employing volunteers will usually have a workshop, somewhere. Otherwise a full time member of staff or volunteer might take an interest in this side of the work. Regarding other tools someone with a chainsaw certificate can be very useful but care needs to be taken to ensure that the chainsaw is not over used.

All the members of a group of people with mixed experience and mixed abilities, as described at the start of this article can be involved in a hedgelaying task. Not everyone will have the physical strength needed to carry out all the elements of hedgelaying, or the required stamina but there are other jobs to do, for example stake sharpening, clearing brash, or feeding the bonfire (an inevitable volunteer group feature). Rotating roles can give everyone a chance to try their hand, develop new skills and give them ownership of the finished result.

With regard to the finished result this can be a source of satisfaction and pride for the volunteers who have laid a hedge. Almost everyone appreciates the aesthetic appeal of a laid hedge, the straight lines, the consistent angles, the way it fits so well into its surroundings, its clear function. Then there is the satisfaction of a product resulting from hard work, for nothing is easy in hedgelaying.

The hedge shown in the attached photographs was laid by a volunteer group, the members of which can be justifiably pleased with their efforts.

Contact Derrick on d.hale054@btinternet.com for information.

South West:

One morning a month we will be carrying out habitat management, reserve maintenance or invasive species removal at Goss Moor and Golitha Falls NNRs. Please wear clothing suitable for wet outdoor working. Meet at 9.30 at reserve base, to book call 07769 914022 or contact eastcornwall.nnrs@naturalengland.org.uk Next event Wednesday 8th March

Every Tuesday & Thursday

Conservation Work Parties

Berry Head National Nature Reserve, Torbay, Devon, Torbay Coast & Countryside Trust Contact:

berryhead@countryside-trust.org.uk

Work alongside our reserve team performing valuable practical conservation work in a stunning location, with other friendly, likeminded volunteers. No experience necessary. Full training given in use of tools. PPE, tea & coffee provided. Bring lunch.



Hedge laid at Staunton Harold reservoir by Volunteer Rangers working for Severn Trent Water (Derrick Hale)

REF 593-FOCUSR-OK8 JOB **DISCOVERY HUT WARDENS**
 BE4 Ongoing LOC SEATON WETLANDS, DEVON
 PAY 0 FOR EAST DEVON DISTRICT COUNCIL
 DES Be the public face of Seaton Wetlands, welcome people, answer questions about the site & share any knowledge on wildlife & birds seen in the area. In the Discovery Hut there is a nature table which the Wardens can show to children. Make tea & coffee, hire out the mobility tramper & pond dipping equipment & record visitor data. Fun & varied role on Saturday or Sundays (Monday during the summer). Training sessions are run for Wardens on the Tramper & First Aid. Also social events. BUT Volunteers must enjoy meeting people & have great communication skills.
 ASK Countryside Team 01395 517557 countryside@eastdevon.gov.uk

REF 594-FOCUS-OK8 JOB **VOLUNTEER**
 BE4 N/A LOC CORNWALL
 PAY Training FOR WILD FUTURES THE MONKEY SANCTUARY
 DES Minimum stay is two weeks & maximum three months. To help clean the monkey enclosures, prepare their food and enrichment. Helping with children's workshops & in the cafe. Gardening & helping in the day to day running of the sanctuary. BUT No qualifications or experience required, just a willingness to be involved. ASK Antony Williams will@wildfutures.org

REF 595-FOCUSR-24/2 JOB **FORUM MEMBERS**
 BE4 22/2/17 LOC DEVON
 PAY 0 FOR DEVON COUNTRYSIDE ACCESS FORUM
 DES/BUT The Forum is a statutory local access forum under the Countryside & Rights of Way Act 2000. It has 16 members who advise on the "improvement of the public access to land for the purposes of open-air recreation & the enjoyment of the area." The Forum gives independent advice to a number of Government bodies in addition to Devon CC, district & borough councils & parish & town councils. Currently appointing members and want to receive applications from anyone with an interest in recreational access. Would love to hear from landowners & managers, access users & people with other professional interests such as planning, education, sport, sustainable transport & tourism. The Forum holds three public meetings a year plus a training day. ASK Details & app form www.devon.gov.uk/dcaf

REF 596-FOCUSR-OK8 JOB **VISITOR CENTRE VOLUNTEERS**
 BE4 Ongoing LOC BERRY HEAD VISITOR CENTRE, TORBAY, DEVON
 PAY 0 FOR TORBAY COAST & COUNTRYSIDE TRUST
 DES/BUT Help staff Berry Head Visitor Centre from Easter – Oct. Can you spare a few hours per week in the summer? Help us welcome visitors to a National Nature Reserve. Working in the VC, informing our visitors about the wildlife or history or just being a point of reference for other info. Shifts are 10 – 1pm or 1 – 4pm, 7 days per week.
 ASK berryhead@countryside-trust.org.uk

REF 597-FOCUSR-OK8 JOB **UK BUTTERFLY MONITORING SCHEME VOLUNTEERS**
 BE4 Ongoing LOC BERRY HEAD VISITOR CENTRE, TORBAY, DEVON
 PAY 0 FOR TORBAY COAST & COUNTRYSIDE TRUST
 DES From April to September take part in the annual butterfly monitoring scheme on a limestone grassland reserve. The scheme has monitored changes in the abundance of butterflies throughout the UK since 1976. Transects take two hours to walk, in typical butterfly friendly conditions, i.e. dry & still. BUT Ability to cover uneven & sloping ground required. No survey experience needed but an ability to identify species required. Training will be given.
 ASK berryhead@countryside-trust.org.uk

REF 598-FOCUSR-3/3 JOB **PRACTICAL RESERVES VOLUNTEERS - WEEKENDS**
 BE4 ? LOC WWT STEART MARSHES, SOMERSET TA5 2PU
 PAY Training, uniform & free entry into WWT sites FOR WILDFOWL & WETLANDS TRUST (WWT)
 DES One weekend day once a fortnight, once the group is established. Help deliver practical management of our Reserve. Typical tasks incl habitat management, hedge maintenance, path maintenance, planting & so on. Volunteering throughout the Reserve you will also act as an advocate for WWT Steart Marshes, helping to explain the rationale behind the project & dealing with any queries from members of public who you may meet while undertaking the practical tasks. BUT Will suit you if you have formal or informal experience or an understanding of gardening & wildlife & are: practical & physically able; able to work in a team of staff & vols; have an interest in & basic knowledge of the natural world; committed to good customer service & are willing to engage our visitors with the work of WWT.
 ASK www.wwt.org.uk/volunteer Taster session will be held on Sunday 26th February 10am - 2pm to book a place call 01278 651090.

10 steps to a successful volunteer fair

Jim Mitchell, Interpretation and Outreach Manager, New Forest National Park

The New Forest National Park Volunteer Fair is now in its seventh year. We attract over 40 groups and over 500 keen potential volunteers each year. Here are some steps you can take to help plan your own volunteer recruitment event.

1 Choose your time of year carefully

It's critical to get the best time of the year to run your event. Even with all the best planning and promotion, if people are busy doing other things then this will limit your numbers. Think about when the most people who are keen on volunteering are around and likely to be free. For this reason we pick



NEW FOREST
NATIONAL PARK

the early part of the year as there are fewer competing events, and we can make the most of the New Year resolutions people might have to try something new.



New Forest Volunteer Fair 2016
(New Forest National Park Authority)

2 Choose your date and time
Once you know the rough time of year, think about which day to hold your event. Weekends are usually best, but for some e.g. workplace or student volunteering a date in the week might work. Check for any local or national events which might clash and reduce your audience. Large sporting events are good to avoid. Also consider if you could combine with other events if suitable, so that you know you will have additional footfall. However in our experience most people are coming specifically because they want to volunteer, so don't rely on passing trade.

3 Pick a venue
This is an important choice. Make a list of all that you need and then draw up a list of sites

to visit. You are likely to need public parking, exhibitor parking, public transport, covered space, outside space, café facilities, toilets, power, good Wi-Fi, lots of tables and chairs, activity space. A site which people already know such as a community hall or sporting hall can be a good location.

4 Get the word out to the volunteering community
Who are you looking for volunteers for? People who volunteer their time often do so for several different organisations, so don't think of yourself competing with other volunteer offers. Get together with other volunteering groups to run the fair. Form a small steering group and share the burden of organisation.

5 Plan your resources
Perhaps you can share costs with other organisers, or invite all of the local groups and charge a small fee to come to the fair. Who will run the catering offer, if there is one, and how will that be paid for? We offer some free tea and coffee vouchers for the groups running the stalls; this always goes down very well. What help will you have to run the event? Get the date in staff and volunteer diaries - plan to have more help for the first part of the day: the set up and first hour of the event are always the busiest. Make sure you allocate enough budget to advertising and promotion. Make an event safety plan and carry out risk assessments for activities taking place. Ensure you have adequate insurance for the event and those groups attending also have their own insurance.

6 Book the groups
If you are running an event for several volunteering groups, a good booking system is important. It doesn't need to be complicated, but groups need to know the space they have and you need to know their requirements. Explain any constraints on the booking form. Do they need power, Wi-Fi, extra space for displays? Ask the groups to think of fun and engaging ideas to get their volunteering offer across - using activities, talks, quizzes, demonstrations, films etc.

7 Maximum promotion
Over seven years of running the fair, we haven't found one individual magic way to promote it. Instead you need to use as many different channels as you can to reach people. Facebook and other social media can be very effective; consider paid advertising on these sites as it can be targeted to specific areas and interests. But don't forget the local papers, local radio and posters and flyers. Get posters printed and send them out to all the local libraries and local parish or community councils. Get a strong visual design which catches people's eyes and quickly lets them know that this is an event for volunteering opportunities. Use good people stories from current volunteers to get into the media. Collect testimonials and photos from people about what volunteering means to them and post them on social media every day in the month leading up to the event. Use the other volunteer groups to help promote your event through their e-newsletters and media activities. And when you have done all that, promote it some more.



Forestry Commission stand at New Forest Volunteer Fair 2016
(New Forest National Park Authority)

8 Widen your audience

Volunteers come from all sectors of society, so think about providing something for everyone. Will you have offers for those under 18 if they come to the fair? Promote these through local schools, colleges and youth groups. What about opportunities for those with other requirements, such as those with a disability? You can directly contact groups who represent these people and ensure that they are aware of the event.

9 The big day

On the day make sure you have time to walk the floor and speak to both those recruiting and those attending. Consider talking to those who have visited the event as they leave, maybe via a volunteer with a questionnaire. What are they interested in? How did they find out about the event? Use a clicker to get an accurate number of people through the doors. Get the groups to record the number of enquiries they have to help monitor the event. Take contact details wherever possible and then follow these up as soon as you can after the fair. Remember to have fun and enjoy yourself - volunteering is an incredibly positive thing!

10 Do it all again!

Sit back and have a good rest, and then start making plans for the next event! Perhaps it could be an annual event. Once people know it happens every year then this makes organisation and promotion easier. Perhaps you could do a follow up 'have a go' taster day where groups can introduce people to volunteering in the countryside. Email the groups attending for their feedback now the event is over, and file these to look at when planning the follow-up.



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

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

PLEASE REMEMBER to DOUBLE CHECK the BE4 (closing date) of the vacancies.

And please contact only the person, telephone number, email address given.

This CJS Focus was published on 13/2/17.

The CJS Team would like to thank everyone who has contributed adverts, articles and information for this CJS Focus publication.

Next edition will feature Fundraising & Promotion, published 22/5/17

A4 sides this CJS Focus: 29 Adverts: 85 - Details believed correct but given without prejudice, Ends.