



Countryside Jobs Service

Focus on Volunteering

In association with the National Trust



12 February 2018

The importance of volunteering with the National Trust

The National Trust is supported by over 60,000 volunteers who gift their time, energy and skills in many different ways. From toad patrollers to trainers, room guides to rangers, our volunteering roles benefit both the individual and the organisation, and they all have one thing in common – an effective volunteer manager. The way that we involve, support and manage volunteers directly impacts on their ability to support and champion our cause.



Keely, VMT trainee, and volunteer team at Fan Bay, White Cliffs of Dover © NT Images

It's vital therefore that we are constantly investing in the development of our volunteer managers – usually paid staff, although sometimes this role is carried out by volunteers as well. 40% (approximately 4,500) of our staff manage volunteers, usually as part of a wider role. Part of our investment in this area was the 'Volunteer Management Traineeship Project', which tested the merits of a structured, accredited, training programme for volunteer managers. Between 2013 and 2017, with funding from the Heritage Lottery Fund's 'Skills for the Future' Programme, we hosted 17 full time, paid trainees in volunteer management.

An entry level programme, trainees spent 18 months at a variety of National Trust places around the country, including historic properties like Tyntesfield and outdoor places like the White Cliffs of Dover. Each trainee followed an ILM level 3 qualification in the Management of Volunteers. We learnt a huge amount about volunteer management through this programme which is useful for the sector as a whole. This is what we found:

Dedicated volunteer managers have a positive impact

The project gathered data about the impact of having a dedicated volunteer management role within the team, rather than as an add-on or as part of a wider role. As you might expect, paid staff were in support: *"Having someone dedicated to volunteer management at a property made a huge difference to what we were able to achieve, and really improved communications between staff".*

What was perhaps more surprising (given the often-held assumption that volunteers don't want or need to be 'managed') was that 67% of volunteers at the places with a trainee felt that the role improved their volunteering experience. 589 volunteers, across 16 places, took part in the survey.



Volunteer Urban Rangers from the Green Academies Project © NT Images

Furthermore, performance indicators at participating places demonstrated the value of a dedicated volunteer management role, with key drivers such as leadership, engagement, communication and staff confidence in managing volunteers all increasing over the lifetime of the project.

On-the-job experience is more important than accreditation

The project tested the value of accredited training for volunteer managers. All 17 trainees successfully completed their qualification; however it was the framework for the training that provided the biggest benefit, rather than the accreditation itself. Combining regular classroom training days, one day a week for paid study, a cohort learning pathway and on-the-job experience proved a winning formula for the trainees, all of whom moved on to related employment.

Leadership matters

We selected host places based on their support for the traineeship to it to be a success. Where this



Volunteers pull ragwort at Trevoze Head, Trevoze, North Cornwall © NT Images

leadership remained consistently in support of the importance of volunteer management, trainees and volunteers rated their experience as more positive. As the manager at one participating site put it: *"the role of the leader can make or break the success of the volunteer culture, and of the way volunteering is seen"*. It's crucial that those in leadership roles have support and training to enable them to understand the volunteering culture of the organisation, and empower their teams to make great volunteering happen. Including volunteer management in the induction for leaders is key, and volunteer managers on site can play an important role in communicating this aspect to new leaders.

Support networks are beneficial

The trainees were well supported, with a line manager, a local buddy to provide pastoral care and advice, and a mentor. Volunteer management is often hugely fulfilling, enjoyable and rewarding, but, like any role, can have its ups and downs. Encouraging support networks can provide much needed advice, especially when a volunteer manager might be the only person in that role within a team. The network was hugely valuable to the trainees, but also provided development for the mentor, and is certainly a transferable model to other discipline areas. Within this project, 38% of the mentors were external to the National Trust, offering valuable alternative perspectives and providing links into other organisations for the trainees.

Investing time in recruitment pays dividends

Spending time planning a recruitment strategy is time well spent, especially if you are looking to appeal to staff and volunteers from under-represented groups. The project aimed to ensure recruitment was inclusive, suitable for entry level roles, and reflected the local population. The recruitment window was long at 6 weeks, and we worked with and through partners to ensure we reached a large number of people. Getting the images and wording right on the advert was key – 50% of applicants were attracted by the 'no experience necessary' angle and representative imagery ensured that 61% of applicants were from either BAME backgrounds or within the 16-25 age range. The application and selection process used creative methods too, to encourage a wide range of people to apply - not just those with academic talents. Applicants could submit a short film or visual presentation alongside their written statement, and selection days were designed around group activities.



Volunteers at a summer school, Birmingham Back to Backs © NT Images

To find out more about the project and to download resources, including role profiles, recruitment tips, training plans, mentoring guides and more, go to <https://www.nationaltrust.org.uk/documents/resource-pack.pdf>

REF 359-FOCUS-OK8 JOB **MARINE BIOLOGY VOLUNTEER**

BE4 N / A LOC ST ABBS

PAY Travel expenses from reasonable distance, training FOR ST ABBS MARINE STATION

We are looking for medium term volunteers available for 1-3 months, minimum 3 days a week, hours between 9am – 5pm. St Abbs Marine Station is currently accepting applications for volunteers to work in our research aquarium & laboratory for our busy spring & summer periods. We are seeking individuals who are 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. There will also be opportunities to aid & develop research projects, work in invertebrate larval rearing, carry out fieldwork, sample collection & analysis, & help with public outreach activities. Training will be provided as necessary. Please send your CV (2 page maximum) & a 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

REF 360-FOCUS-16/3 JOB **MARINE RANGER x 2**

BE4 16/3/18 IV end March LOC EYEMOUTH

PAY Accommodation, training & skills development FOR St Abbs & Eyemouth VMR Management Committee

4 – 6 months. This is an excellent opportunity for applicants to gain interdisciplinary & transdisciplinary experience while working with a unique marine conservation charity. The St Abbs & Eyemouth Voluntary Marine Reserve (or VMR, established in 1984) encompasses 10.3km² of some of the most diverse & stunning marine environment along the East Berwickshire coast, supporting a variety of commercial & recreational interests. The Marine Rangers will be the public / visible arm of the VMR. Activities will include raising awareness of the marine environment & the organisation through education & interpretation, public events (particularly along the shore), questionnaires, community engagement & liaison with stakeholders & user groups, social media campaigns, as well as some more traditional scientific research activities. The Marine Rangers will be an integral part of the VMR team ensuring delivery on projects that have successfully secured funding for 2018. This post is full time, flexible hours & some weekend working. Application packs & more information available from Sarah Russell, berwickshirecoast@gmail.com 0781 8227307 www.facebook.com/berwickshirecoast

REF 361-FOCUSR-OK8 JOB **VOLUNTEERING ROLES**

BE4 N / A LOC MILLPORT FIELD CENTRE, ISLE OF CUMBRAE, SCOTLAND

PAY 0 FOR FIELD STUDIES COUNCIL

FSC is an environmental education charity providing informative & enjoyable opportunities for people of all ages & abilities to discover, explore & understand the environment. FSC is an independent charity receiving no core revenue funding from statutory sources & we therefore rely on fees paid by our visitors & on the generosity of donors, trust funds & grant bodies to finance our activities. Ideally we are looking for someone to welcome people to the aquarium & museum at weekends 10am – 4pm, who would be willing to do stock takes, keep shop clean, take small payments, greet anyone coming in. If willing or keen we are looking for someone to do guided tours of the museum & aquarium too. If you feel that you meet the skills we are looking for, then we want to hear from you. To find out more please email Alex MacFie, Centre Manager, alex.sco@field-studies-council.org

REF 362-FOCUS-16/3 JOB **VOLUNTEER ASSISTANT RANGER**

BE4 14/3/18 IV wb 26/3/18 LOC MULL AND IONA RANGER SERVICE, WEST SCOTLAND

PAY Accommodation, travel & training FOR National Trust for Scotland & Mull & Iona Community Trust

3 months full time. The role involves assisting with varied tasks over a number of island sites, including wildlife survey work, delivery of education projects and public events programme, providing information to visitors, practical maintenance tasks. Enthusiasm for wildlife and the great outdoors. Some knowledge / experience in the relevant field. Flexibility, good communication skills, ability to work under own initiative, and a desire to learn essential. You will need to be willing and able to work outside or inside in all weathers, including some lone working in rugged coastal terrain. Some weekend/evening hours will be required. Contact Emily Wilkins, ewilkins@nts.org.uk 01681 700659, 07717 581405, for more details and an application form (no CVs please).

REF 363-FOCUSR-2/3 JOB **Saving Scotland's Red Squirrels - Volunteer Spring Squirrel Surveyor**

BE4 1/3/18 LOC AYRSHIRE, DUMFRIES & GALLOWAY, SCOTTISH BORDERS

PAY Training and mentoring will be provided FOR SCOTTISH WILDLIFE TRUST

Throughout March and April each year the Saving Scotland's Red Squirrels project engages in a massive survey of red and grey squirrels across all the regions where we work. The survey areas available would suit people based near the following towns - Barrhill, Balkissock, Colmonell, Girvan, St. John's Town of Dalry, Crossmichael, New Galloway, Castle Douglas, Dumfries, Moffat, Craigieburn, Coldstream, Eyemouth, Ayton, Berwick-upon-Tweed, Foulden, Chirnside and Allanton. Tasks will include siting and place squirrel feeder boxes and hair traps, monitoring the feeders three times each during the survey period, data entry and record keeping, sending hair traps by post to local project staff. Good level of fitness required, and ability to travel by car or bike to some of the more remote locations. Survey materials and full training with on-going support from local project staff. Some travel expenses will be reimbursed at a rate of 35p per mile agreed in advance with your volunteer line manager. Time Commitment: Three survey days over March and April. Please contact squirrels@scottishwildlifetrust.org.uk to register interest.

REF 364-FOCUS-23/2 JOB **VISITOR EXPERIENCE VOLUNTEER INTERN**

BE4 21/2/18 IV wb 26/2/18 LOC RSPB LOCH GARTEN OSPREY CENTRE, ABERNETHY NNR

PAY Accommodation FOR RSPB SCOTLAND

Six months starting mid-March. Experience every aspect of an RSPB Visitor Experience Officer's role, as part of a dedicated & passionate team at the world-famous Osprey Centre, Abernethy NNR, delivering top quality visitor experience & 1st class customer care. On-going professional development & appropriate training. A mentor to monitor your progress & help with personal / professional development. Experience of working with & supervising other volunteers, both residential & day. Access to RSPB internal vacancies. Membership Recruitment, 1st Aid, Safeguarding, Working with Volunteers, public affairs, opportunity to gain research or conservation experience on Abernethy reserve.

Free accommodation in stunning location. Chance to attend osprey chick ringing (if we get chicks) Free accommodation in beautiful location on RSPB Abernethy NNR. Email jess.tomes@rspb.org.uk Phone 01479 821409 and ask for Jess or Chris.

Corporate Social Responsibility, perspectives from Keep Wales Tidy

Corporate Social Responsibility (CSR) is a phrase passed around by businesses and other organisations and is taken to many different levels. Importantly, well organised CSR is very good for the image of the company and the wellbeing of staff who take part.



For Keep Wales Tidy, one of Wales' leading environmental charities, CSR is an opportunity to make significant positive changes to local communities and the environment across Wales. Sometimes an area needs a big piece of work doing before a community group can take over responsibility, sometimes there is no community group nearby and a piece of work needs the help of many hands primarily for the benefit of the environment. Often CSR activities help employees to understand first-hand how things such as microplastics, flytipping, or invasive species impact on the environment and people's lives. Importantly, it encourages people to come outside and be the difference.



Replacing a rustic bench using storm damaged trees
(Keep Wales Tidy)

There are hardly any examples of the hundreds of CSR volunteers we have organised events for not enjoying what they have done. Contrariwise, there are many examples of business volunteers saying that they weren't looking forward to it, but then really enjoyed it and found it valuable. Most end up recycling more and think about what they buy. The hope is that by volunteering with us, we can help to motivate, enthuse and educate staff around environmental issues while developing their own team(s) within their workplace.

We have had staff who have gone on to join community groups outside of work and some who have signed up as Keep Wales Tidy Litter Champions. Businesses see what we do and often ask us for help to look at their own waste including plastics, waste electrical

and electronic equipment (WEEE) and paper shredding, all of which Keep Wales Tidy can help them to deliver. These relationships are mutually beneficial and help our charity to gain crucial non grant-funded income. Frequently, Keep Wales Tidy uses support from CSR days to complete contract or smaller grant funded projects without the need for heavy machinery. This has proven to be very useful in very sensitive or inaccessible areas.

Health and wellbeing is taken so seriously and the positive effects of doing something beneficial for local communities or the environment on their wellbeing cannot be understated. Volunteering a day with us can burn a thousand calories more than if the member of staff was sitting in their office in front of a computer. These all help to reduce stress which is one of the biggest issues in the modern workplace. Something funny normally happens during a day and this is fondly remembered by staff who take part. Staff learn new things about their colleagues which they may never have known outside of the work environment. Problem solving, communication and leadership skills also come out on CSR days with us.



Helping to do a beach clean (Keep Wales Tidy)



Helping to build gabions on a nature reserve
(Keep Wales Tidy)

From Keep Wales Tidy's perspective, CSR days can often be quite challenging and there is a lot of work involved. We need to be able to plan the event, the date and times, brief the teams about the work beforehand, ensure there is enough equipment so that the work can be done safely and is fulfilling for staff. We work with partners and land owners to make sure permissions are in place and if it is a litterpick that it is removed afterwards. We have a responsibility for health and safety and ensure risk assessments are in place beforehand and followed through on the day. We ensure a safety briefing is given at the start of the day and that all equipment is safe and suitable for its intended use. Our

experienced staff have to keep an eye on everyone and they work very hard to make sure that everyone is having fun while also working hard to complete the task. There is always a fantastic buzz at the end of a CSR day and it is very rewarding for our staff too knowing that they have played their part in making it end this way.

For more information about CSR opportunities with Keep Wales Tidy, contact Chris Partridge on chris.partridge@keepwalestidy.cymru.

Wales:

REF 365-FOCUSR-OK8
JOB **WOODLAND & COUNTRYSIDE SKILLS PARTICIPANT**
BE4 Ongoing
LOC MID & WEST WALES
PAY Travel expenses / training
FOR TIR COED

2 days / week for 12 weeks or 1 full week. Learn how to build paths, coppice woodland, build simple structures, identify species & more. Accredited training in a range of skills for persons who are unemployed, under-employed, disabled etc.

Supportive environment. Free woodland skills training while volunteering with the charity Tir Coed. All levels welcome incl people with disabilities or long-term health problems; some minimum criteria (age, benefit status) are in place for some opportunities due to funding restrictions. Must live in / near to Ceredigion, Powys, Pembrokeshire. Details on the website at www.tircoed.org.uk



REF 366-FOCUS-2/3
BE4 5/3/18
PAY Accommodation / expenses
JOB **UPLANDS RANGER (FULL TIME VOLUNTEER)**
LOC Brecon Beacons, National Trust base at Dan y Gyrn, Blaenglyn Farm
FOR NATIONAL TRUST

3 or 4 days a week. The purpose of this role is to assist our uplands ranger team with maintenance work and activities across our sites in the Brecon Beacons and Monmouthshire, in particular our footpath repair work and family events, whilst helping to preserve these special places for future generations. As and when appropriate spending time at our information point at Pont ar Daf in the Brecon Beacons, engaging with our visitors and providing them with information on the area and the National Trust. There may also be other tasks, projects or activities required throughout the duration of this role. For further details contact Lead Ranger Robert Reith, 01874 625515 / 07771 980123 or robert.reith@nationaltrust.org.uk. Apply: <http://c-js.co.uk/2ofWOU1>

REF 367-FOCUSR-OK8
BE4 N / A
PAY Training & out of pocket expenses
JOB **VOLUNTEERS**
LOC KNIGHTON, POWYS
FOR KNIGHTON TREE ALLOTMENTS TRUST

One day per week, alternating Thursdays & Sundays, 9.15am to approx 2.30pm. We are a group of volunteers who come together to share & learn woodland skills & use them for the benefit of wildlife & our members. We aim to manage woodland sustainably & to allow our members access to affordable woodland products – such as firewood & timber. We need help with hands-on woodland management (such as tree planting & firewood processing), regular flora & fauna surveys & admin tasks. Volunteers choose how much of the day to stay for & work at their own pace. KTAT provides all the tools & training needed. Where funding allows, formal training to industry recognised qualifications. Enthusiasm & willingness to get involved in our activities. A certain level of fitness is required for physical work in our woodlands, but we have a very wide variety of roles. We welcome those with plenty of experience & those with none, but one area we would appreciate help with is flora & fauna surveys. Find out more on <http://c-js.co.uk/2kMTxLP> or woodland@tveg.org.uk 01547 520374 or 520929.

REF 368-FOCUS-30/3
BE4 31/3/18
PAY Full board plus £50 a week expenses
JOB **ORGANIC GROWING ASSISTANT**
LOC PRIMROSE ORGANIC FARM, VELINDRE, HAY ON WYE
FOR PRIMROSE ORGANIC FARM

Primrose Organic Farm is a market garden supplying organic fruit and veg to local people. Anticipated time commitment required. 35 hours per week. Assisting in growing harvesting and delivering fruit and veg to the Hay-on-Wye Market and local pubs and restaurants. Please e-mail primroseorganicfarm@gmail.com or ring 01497 847636.

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 info@keepwalestidy.cymru

Actif Woods Gwynedd are currently seeking volunteers to help with health and wellbeing activities in woodlands in Gwynedd. Volunteers should enjoy spending time outdoors, be happy to meet and greet participants and assist leaders in a variety of woodland activities. There will also be opportunities for training. Contact Melissa for further details on actifwoodsgwynedd@smallwoods.org.uk

Montgomeryshire Wildlife Trust is the leading wildlife conservation charity in the county. Volunteers are vital to every aspect of our work, which includes regular nature reserve work parties, wildlife surveys, engaging with members of the public and much more. Visit: www.montwt.co.uk find us on Facebook or follow us on Twitter. To find out more about volunteering with MWT email: vol@montwt.co.uk

REF 369-FOCUSR-OK8 JOB **PEMBROKESHIRE COAST NATIONAL PARK ACTIVITY VOLUNTEER**
 BE4 N / A LOC PEMBROKESHIRE
 PAY Expenses & training FOR PEMBROKESHIRE COAST NATIONAL PARK AUTHORITY

Our Activity Volunteers support the National Park's Activities & Events programme, chatting to participants, keeping groups together on a guided walk, helping out on bat walks / twilight walks, family events & at our centres, Carew Castle, Castell Henllys & Oriel y Parc. No fixed amount of time required. Opportunities are available to become Volunteer Walk Leaders & full training such as walk leader training, first aid & risk assessment is provided. Please contact the National Parks's Volunteer Co-ordinator, Gayle Lister gaylel@pembrokeshirecoast.org.uk

REF 370-FOCUSR-9/3 JOB **COMMUNITY COASTODIAN**
 BE4 N / A LOC WALES
 PAY Travel expenses FOR NATIONAL TRUST

The National Trust looks after 157 miles of the Welsh coast & to help we employ local Rangers who carry out a myriad of tasks to ensure that the wildlife, history & visitor facilities are maintained in good condition. Your role is to help our Rangers to care for our places & involve more people in our work. Our places are very varied, so the role will vary from place to place. Examples of tasks: visiting your site as often as possible, walking paths & checking the condition of agreed items, maintaining a log book; being visible to visitors & encouraging others to lend a hand & become 'taster' COASTodians; using local knowledge to help visitors enjoy their visit; recording & / or photographing any notable sightings. You will not be expected to enforce byelaws by approaching anyone damaging the property. Your contact in this role will be stackpole.volunteers@nationaltrust.org.uk

REF 371-FOCUS-9/3 JOB **FULL TIME CAMPSITE SUPERVISOR – GUPTON FARM**
 BE4 N / A LOC PEMBROKESHIRE
 PAY Accommodation FOR NATIONAL TRUST

The principal on-site volunteering role for Gupton Farm, helping to run this exciting new venture with brand new accommodation provided just a few hundred metres from one of the best surfing beaches in the UK. Help lead the campsite team with both office based & practical work; help each visitor feel welcome, process arrivals & departures, making suggestions so they have a safe & enjoyable day; learn more about Gupton & Stackpole, its history, landscape, nature & archaeology & share this with our visitors; letting staff know of any issues.. You need to be available for around 30 hours a week, happy to live on site, outdoors orientated, whatever the weather, reasonably fit & keen to work with people (and animals!). We provide brand new one-bedroom accommodation on site. You will only be on duty during agreed volunteering hours. Your contact in this role will be stackpole.volunteers@nationaltrust.org.uk

REF 372-FOCUS-9/3 JOB **VOLUNTEER RANGER**
 BE4 N / A LOC STACKPOLE ESTATE, PEMBROKE
 PAY Training FOR NATIONAL TRUST

Work alongside the rangers to deliver habitat management work across the estate – including woodlands the rangers to deliver habitat management work across the estate – including woodlands & forestry, meadows & grasslands, coastal zones & wetlands; estate maintenance work – including path creation & maintenance, improvement of the historical landscape, keeping to site free from litter; develop your knowledge of the Stackpole area, its wildlife, habitats, history, geology & archaeology; gain skills & experience using a wide range of tools & equipment as required to carry out practical tasks; assist rangers in leading guided walks & events; help record our work & life on the estate to share our social media platforms. You need to be aged 21 or over, keen to work in the outdoors, whatever the weather; looking to gain experience, knowledge & skills with a view to enter the professional countryside management sector; reasonably fit & healthy; UK driver with full driving licence, own transport useful. If you are available 5 days a week for 6 months you'll get a good introduction to the role, but if you are here for 12 months you will gain the fullest range of skills, knowledge & experience. Please contact Tracy Whistance, 01646 623110 stackpole.volunteers@nationaltrust.org.uk

REF 373-FOCUS-9/3 JOB **NATURE CONSERVATION ASSISTANT**
 BE4 N / A LOC STACKPOLE ESTATE, PEMBROKE
 PAY Training FOR NATIONAL TRUST

Help deliver a variety of different events at Stackpole from planning & preparation to setting up & running activities on the day. It's about offering something fun & memorable for visitors & encouraging them to return, & / or tell their friends about us. Become part of a friendly & dedicated team; meet people from all walks of life & make new friends; improve your communication skills & learn new skills; enjoy new experiences & learn something new every day. Help with the nature conservation management of the estate involving practical habitat management & help undertake a variety of biological monitoring & survey tasks. You need to be aged 21 or over, keen to work in the outdoors, whatever the weather; looking to gain experience, knowledge & skills with a view to enter the professional countryside management sector; reasonably

fit & healthy; UK driver with full driving licence, own transport useful. If you are available 5 days a week for 6 months you'll get a good introduction to the role, but if you are here for 12 months you will gain the fullest range of skills, knowledge & experience. Please contact Tracy Whistance, 01646 623110 stackpole.volunteers@nationaltrust.org.uk

REF 374-FOCUSR-OK8 JOB **GREEN ACADEMIES PROJECT / PROSIECT ACADEMAIU GWYRDD**
 BE4 N / A LOC ERDDIG, WREXHAM, LL13 0YT
 PAY 0 FOR NATIONAL TRUST ERDDIG

"We are champions of youth work and nature is our tool." GAP is part of Our Bright Future, a £33m programme funded by the Big Lottery Fund. Website: www.nationaltrust.org.uk/features/green-academies-project-2
 Facebook: www.facebook.com/ErddigNT Twitter: @ErddigNT Mobile: 07484 503674 Email: stephanie.fletcher@nationaltrust.org.uk

Northern Ireland:

REF 375-FOCUS-OK8
 JOB **RANGER (LONG TERM VOLUNTEER)**
 BE4 N / A
 LOC CROM ESTATE, CO FERMANAGH, NORTHERN IRELAND
 PAY Shared accommodation is provided*
 FOR NATIONAL TRUST

Min 25 hours per week. What's involved? Assist in the management of Crom Estate, working on a wide range of practical conservation skills; practical conservation techniques from seasonal habitat work such as scrub clearance to maintaining fences, gates and other access points; monitoring work including compilation of fauna surveys and botanical quadrats/transects; invasive species control; environmental education and interpretation work including website articles and press releases; maintaining good working relationships with tenants, farmers, neighbours, other voluntary organisations, local communities and local authorities; welcoming and liaising with visitors by providing information and guidance, which may include public speaking and guided walks; undertaking such other appropriate practical and administrative tasks as may be reasonably requested; occasional weekend working; becoming familiar with and then following the National Trust's Health and Safety Policy at all times; you will be required to support Florence Court and Castle Coole ranger teams in a variety of works - primarily with events. We will cover agreed cost, these will be discussed and clarified at interview. * Heat (oil central heating), wood burning stove and electricity costs are all covered. Contact Colin Beacom on tel 07818017160 or email colin.beacom@nationaltrust.org.uk or visit website www.nationaltrust.org.uk/crom/



Farmland Bird Surveyor - East County Down. A chance to assist the RSPB with high priority work. Good opportunity to improve bird identification skills, increase knowledge of farmland bird ecology and learn more about farming. Four early morning surveys April - June on pre designated farms. Contact: Colin Graham 02890 491547, colin.graham@rspb.org.uk

Residential Volunteering Scheme - Portmore Lough, Aghalee, Craigavon. Short Term (two weeks) and long term (up to 6 months). Develop your skills in: Habitat & Estate Management, Practical Conservation work, Survey & Monitoring, Visitor Engagement. Accommodation is a three bedroomed cottage adjacent to the Reserve. Contact: Colin Graham 02890 491547, colin.graham@rspb.org.uk

Residential Volunteering Scheme - Rathlin West Light Seabird Centre. Short term (2 weeks minimum) opportunities available for 2018 summer season. Mid March - Mid September. Experience the sights and sounds of the seabird colony and help us give all our 20,000 visitors a memorable visit by being one of our Visitor Experience Assistants. Contact: Colin Graham 02890 491547, colin.graham@rspb.org.uk

Wildlife Trust Trainee scheme proves valuable to the future careers of biological recorders & biodiversity alike.

Author: Julia Simons, Biodiverse Society Project Officer, Lancashire Wildlife Trust

There are 12 new and enthusiastic naturalists in the North West following an ambitious three-year biological recording project.



Trainees Molly and Tony survey Sandwich Terns on the Sefton Coast © Cheryl Knott

The Biodiverse Society project succeeded in updating knowledge of Local Wildlife Site (LWS) systems through engagement of volunteers, local naturalist groups & provision of wildlife survey training. The provision of year-long traineeships for 12 participants were integral to the delivery of the 3 year project, whilst also being a key outcome and expanding the scope of work that could be achieved.

The traineeship built on previous successful trainee schemes such as the Marine & Coastal Heritage Scheme (2014-17) that addressed 'growing skills shortage and a lack of 'work ready' individuals for the UK environmental sector (LANTRA 2010)'. The Biodiverse Society traineeships provided successful



Lancashire,
Manchester &
N Merseyside

applicants experience in wildlife surveying, including phase 1 habitat surveys & protected species experience, knowledge of legislation at the local & regional level and awareness of the planning process. 2016 trainee, Catrin Watkin said 'we've learnt so much about the workings of a conservation charity and the importance of all our volunteers. The skills and experience we have gained throughout the year will be incredibly valuable for our future in the conservation sector.'

It was important that the traineeships be open to all, not just recent graduates or those in the 16 -25 category. As a result of this, we were able to recruit 3 individuals who were keen to make a career change that didn't fall into either the graduate or 16-25 category.



Trainee Mark Pritchard sharing knowledge with local naturalists
© Brian Jones

The main role of the trainees over the 3 cohorts, was to carry out condition assessments on LWS across Lancashire & North Merseyside whilst also creating biological records and phase 1 habitat maps. The standard that was expected of them was very high & an intensive 4 week induction ensured that each cohort bonded and supported each other through their learning. Personal development plans made sure that the individual needs of each trainee was addressed to meet their short-term goals and long-term career aspirations.

A generous training budget supported their continuous learning throughout the year, with trainees attending numerous internal & external training courses.

These included courses that would be directly applied to the role such as FSC and MMU Day courses in botany, Great Crested Newt Surveying and GIS. Some courses were attended for personal development such as assertiveness training, whilst others to further their career prospects gaining licences in pesticides, brush cutter & chainsaw. Each gained an Outdoor First Aid certificate lasting 3 years. Trainees were able to gain experience in local, regional and national conservation training opportunities, including strategic and landscape scale wildlife conservation discussions. In 2016 two trainees were able to attend the RSWT (The Royal Society of Wildlife Trusts) national conference as 'future young leaders'. The conference was part of the living landscapes initiative to explore wildlife in post-brexit reconstruction.

Throughout the year with the project, numerous networking opportunities provided occasions for learning from local naturalists, and partnership working with the Local Environmental Record Centres & Museums. These proved to be mutually beneficial as local naturalists were able to pass on their knowledge to the next generation of recorders, and Local Environmental Record Centres and Museums gained exposure to the wider recording community, enabling better use of their resources & collections to assist in data collection & harvesting.

2017 Trainee Johnny Pescod, said: 'This year has really been a fantastic opportunity for me, both to build up my skills in species ID and working with volunteers, and to meet interesting and knowledgeable people from all over the North-West. Whether walking the green beach at Ainsdale with Dr Phil Smith, or learning about plant natural history with Hilary Bedford, I've learned a lot from a lot of different people.'



Johnny Pescod and Mark Pritchard gain hands on training in microscope use © Catrin Watkin

The success of the traineeship can be seen in the eight trainees that secured further employment or voluntary field work within 3 months of completing the traineeship, taking up various positions with Natural England, Lancashire Wildlife Trust, ecology firms and

outdoor education companies. 3 of the most recent trainees are currently looking for positions within the ecology sector.

Achievements for wildlife as a direct result of the work of the trainees are reflected in the 162 Local Wildlife Site condition assessment reports with management recommendations that were delivered to landowners. Over 40,000 biological records were produced for use at Local Environmental Record Centres to inform local and strategic conservation planning. This information has already been used to update the LWS citations, inform decision making on planning applications, extension of Local Wildlife Site boundaries & cited features and contributed to the Lancashire and Cheshire Fauna Society vertebrate Atlas on the distribution of all



2015 trainees presented with certificates by LWT Chair Steve Garland © Brian Jones

vertebrate species in North Merseyside and Lancashire. Community Awareness of the importance of Local Wildlife Sites & their associated wildlife was increased. In addition, trainees were able to survey sites to gather fauna and flora records, with a view to extending existing LWS and enabling the proposal of new LWS, gathering information from these sites to assist decision making in coming years.

The Wildlife Trust for Lancashire, Manchester & North Merseyside are continually building on these experiences to apply to future trainee schemes. The Carbon Landscape, our latest landscape scale project produced by the Great Manchester Wetland Partnership, is recruiting a number

of short and long term work placements over 5 years. Long term placements will include restoration and connectivity of the landscape, empowering local groups and communities and improving access to the landscape and short term placements will assist the project and research. The advantage of these placements is that successful applicants will get to network with all 12 partners, including Natural England & City of Trees. The next long term placements will be advertised in May 2018 and will be found at <http://carbonlandscape.org.uk>, where you can also keep up to date with the current trainees via their blog or their Facebook page @CarbonLandscapeTrainees.

We also regularly recruit placements for the rest of the organisation including within our Education team. All paid traineeships & voluntary positions are advertised through our website <http://www.lancswt.org.uk/jobs>

For more information on the Biodiverse Society Project and its outcomes, please visit <http://www.lancswt.org.uk/biodiversity-society-project> or contact Project Manager Joanne Brierley-Moore jmoore@lancswt.org.uk. For information on traineeships & volunteering at the Lancashire Wildlife Trust please contact our Volunteer Co-ordinator Catherine Haddon chaddon@lancswt.org.uk both can be reached through 01772 324129.



North East:

REF 376-FOCUSR-3/8
 JOB **PRACTICAL CONSERVATION VOLUNTEER**
 BE4 2/8/18
 LOC HOLLYBUSH CONSERVATION CENTRE, KIRKSTALL, LEEDS
 PAY Expenses up to £4 per day
 FOR THE CONSERVATION VOLUNTEERS

1-3 days per week. Gain well-rounded experience in many practical skills. Our team of project staff & fully trained volunteers – Hollyvols – work locally to enhance the natural environment. People from all backgrounds regularly participate & the work ranges from footpath construction, planting trees & dry stone walling in local green spaces & the countryside to building wildlife gardens, growing areas & outdoor classrooms in schools. Volunteers can expect training in the use of many different hand tools & conservation techniques, a lively, sociable team to be part of & some amazing outdoor places to visit & enhance. Hollyvols runs Tuesday, Wednesday & Thursday each week, 9.15am to 4pm. Boots, waterproofs, tea / coffee & biscuits are provided. Contact Col Powell or Michael Bird, The Conservation Volunteers, Hollybush Conservation Centre, Broad Lane, Kirkstall, Leeds LS5 3BP 0113 274 2335 c.powell@tcv.org.uk or m.bird@tcv.org.uk



Every second Sunday and fourth Thursday The Friends of Armley & Gotts Park Practical Group
 Armley or Gotts Park, Leeds, West Yorkshire organised by Leeds City Council Parks and Countryside Wade's Ranger.
 Contact: 07712 215638 claire.rogers@leeds.gov.uk <http://www.facebook.com/leedsparks>
 Do you want to make a difference to Armley and Gotts Park? Do you enjoy the outdoors, being active and learning new skills, then why not join us?! 10 - 12pm to carry out vital conservation work in both parks. All are very welcome, no experience required.

The Conservation Volunteers (TCV) - Help enhance and protect green spaces in and around York & North Yorkshire. Join in and make a difference. You'll learn new skills, make friends. Practical tasks run every Tuesday, Wednesday & Thursday. We offer free transport, full supervision, tools and equipment provided. Please contact TCV - York (01904) 414927 or email: york@tcv.org.uk Facebook: www.facebook.com/TCVYork

Discover beautiful woodlands, learn how to manage woodland habitats or even how to make charcoal. Join our weekly tasks every Monday and Thursday and help protect our natural heritage for future generations. No experience necessary, wear outdoor clothes and bring a packed lunch. Peter Downes 07484 093411 pdownes@durhamwt.co.uk

Join the Ranger team on the Cragside Estate managing nearly 40 miles of footpaths, 4 lakes, 6 miles of historic carriage drives, meadows, grasslands and great facilities such as the Adventure Play Area. The work can be physically demanding at times but is extremely rewarding and satisfying. Contact 01669 622026 or leigh.philp@nationaltrust.org.uk.

Would you like to spend time in the outdoors; learn to grow organic vegetables & meet great people? We need volunteers to help us maintain our allotments for schools and community groups. Thursday 10am-1.30pm. Grimsthorpe Allotments Sheffield, S4 8LE. For more information contact Jenny on volunteering@greencityaction.org.uk or leave a message on 0114 2440353.

The Friends of York Cemetery Task Day Group meet on the first Saturday of every month. Meet outside the Gatehouse at 10am work until 2pm with a break for lunch. Tools, gloves, refreshments supplied. The work involves bramble and nettle bashing, weeding and planting out. Contact Clive Dawson. 01904 610578 yorkcemeteryvolunteers@gmail.com

Seal Watch volunteer, Ravenscar near Scarborough. 4 hours, one day per week. Engage with visitors about Ravenscar's colony of up to 300 grey seals and how to behave around them, plus monitor and count seals. Training given. Outdoorsy; reasonably fit to walk up the cliff; keen to work with people and wildlife? Contact yorkshirecoast@nationaltrust.org.uk 01723 870423.

Whether you prefer to be a Volunteer Ranger patrolling the Park, an Archaeology Volunteer helping conserve iconic structures from the Industrial Age or a Visitor Centre Assistant co-leading educational family activities; we're sure that we have a volunteering opportunity just for you. Please see our website for more details <http://c-js.co.uk/2nn1rNj>



REF	377-FOCUSR-OK8	JOB	LAND OF OAK & IRON EVENTS VOLUNTEER
BE4	Ongoing	LOC	DERWENT VALLEY, NE ENGLAND
PAY	Training	FOR	Land of Oak & Iron (through Groundwork NE & Cumbria)

Approx. 1 day / month. Provide support to the Land of Oak & Iron staff team & partner orgs in organising & helping on the day at a range of events to promote Land of Oak & Iron & opportunities for local people to take part. Tasks may include event planning & publicity, setting up on the day, running activities & talking to members of the public. Individuals need no prior experience, just enthusiasm & passion for the area. Find out more from Kath Marshall-Ivens kath.marshall-ivens@groundwork.org.uk 01207 524883 / 07966 330028

REF	378-FOCUSR-OK8	JOB	VOLUNTEER ECOLOGICAL RECORDS ASSISTANT
BE4	?	LOC	MORLEY, LS27 7JQ
PAY	Expenses / training	FOR	WEST YORKSHIRE ECOLOGY SERVICE

Min 1 day per week for several months. WYES is the Local Ecological Records Centre for West Yorkshire. The objective of this post is to research protected/notable species & habitat data & input this data from a variety of sources into the WYES databases. Records are input into Excel & then imported into Recorder 6, an ecological recording package. These are then exported to a Mapinfo GIS system so that they can be viewed spatially. This will provide exposure to professional ecological survey reports, use of Recorder 6 & GIS packages & rel work exp. Records need to be entered accurately at the highest spatial resolution possible following WYES data structures. Keen interest in a career in ecology or similar discipline & be computer literate in the use of Microsoft Excel. The position would be ideal for under graduates or recent graduates looking for rel work exp. If you would like to be considered please email a CV to Robert Masheder robert.masheder@wysj.org.uk.

REF	379-FOCUSR-OK8	JOB	VOLUNTEER GARDENER
BE4	Ongoing	LOC	VALLEY GARDENS, HARROGATE
PAY	0	FOR	FRIENDS OF VALLEY GARDENS HARROGATE

Weekly or fortnightly mornings. Volunteer gardener to help our professional gardeners to maintain the award-winning park. Volunteers also required to show visitors the restored Old Magnesia Well Pump Room once or twice a month. Further information email Jane Blayney, Chair, Friends of Valley Gardens jane.blayney23@gmail.com

REF	380-FOCUS-27/7	JOB	BUTTERFLY HABITAT IMPROVEMENT OFFICER
BE4	N / A	LOC	TEES VALLEY
PAY	Reduced cost accommodation	FOR	TEES VALLEY WILDLIFE TRUST

3 months minimum. As part of the Wings of the Tees Project, there is an interesting butterfly project that would be suitable for a current second year student to start considering to undertake for their final year dissertation. We would like to look at improving habitat for the Grayling and Dark Green Frillfly. Both these species are struggling within the Tees Valley area. The idea of the project would be to do a feasibility study into the best areas within the River Tees Rediscovered Project area (areas immediately adjacent to the River Tees from the South and North Gares up to Croft on Tees). The Wings of the Tees project has funds to be able to pay for plug plants of the caterpillar food species. Groups of volunteers would be available to help with preparing the ground for habitat management and improvement and to assist with planting of the plug plants. The project would involve collating and looking at data of past surveys (which are very limited) and undertaking further surveys for evidence of these species currently. Vegetation surveys would be required to establish if the area is suitable to be managed for the butterfly species in question. Advice from a highly experienced botanist can be provided to assist with the project. sbarry@teeswildlife.org 01287 636382.

REF	381-FOCUS-2/3	JOB	INSPIRING PEOPLE VOLUNTARY TRAINEE
BE4	28/2/18 (5pm) IV 5/3/18	LOC	STIRLEY COMMUNITY FARM NEAR HUDDERSFIELD
PAY	Travel & training*	FOR	YORKSHIRE WILDLIFE TRUST

3 days per week for 12 months. A few miles from Huddersfield Stirley Community Farm shows how agriculture and conservation can go hand in hand. We have a herd of holistically reared shorthorn beef cattle, wildflower meadows and a brilliant community vegetable garden. We welcome school groups and the public to join in with activities that showcase local produce, promote conservation farming and inspire them to connect with nature. This voluntary role is for 12 months, 3 days per week. You will gain experience and skills in a wide range of people engagement and education tasks including marketing, event programme development and educational delivery. A keen interest in outdoor learning and inspiring children and young people about the natural world is essential as are excellent communication skills. The most important thing however is a willingness and desire to learn. *Travel expenses, competitive training budget, internal training and development all included. Full details (including application forms) can be found on our website at: <http://www.ywt.org.uk/voluntary-trainee-vacancies> Applications should be sent to volunteering@ywt.org.uk

REF	382-FOCUSR-OK8	JOB	LEAD VOLUNTEER STANDEDGE VISITOR CENTRE
BE4	N / A	LOC	MARSDEN, WEST YORKSHIRE
PAY	0	FOR	CANAL & RIVER TRUST

We are looking for a Leader for our volunteers at Standedge Tunnel Visitor Centre, undertaking tasks like outside garden and maintenance work, and indoor DIY/maintenance. You'll work alongside staff and volunteers to plan, deliver, and celebrate volunteering at this fascinating and inspiring site at Marsden, West Yorkshire. This is a responsible role with a lot to offer the right person, so if it sounds just what you've been looking for, we'd love to talk to you about it. Find out more at <http://c-js.co.uk/2E45McU>

REF	383-FOCUSR-9/3	JOB	PRACTICAL CONSERVATION VOLUNTEERS
BE4	N / A	LOC	NORTHUMBERLAND
PAY	Training	FOR	NORTHUMBERLAND WILDLIFE TRUST

We are looking for volunteers to help with restoration work, such as tree planting to restore one of the wildest landscapes in England for the 'Kielderhead Wildwood' project. The project is to establish low density, native upland woodland, on 100 ha of open land along Scaup Burn at Kielderhead. As one of the remotest places in England in partnership with the Forestry Commission & funded by HLF. Tree planting begins in March 2018 (dates to be confirmed). No experience is necessary, all training will be given. So if you want to be part of this exciting project please visit www.nwt.org.uk/volunteer or contact Lou Chapman, Volunteer Co-ordinator, louise.chapman@northwt.org.uk

REF	384-FOCUSR-29/6	JOB	VOLUNTEER RANGER
BE4	27/6/18	LOC	HARDCASTLE CRAGS
PAY	Travel & equipment	FOR	NATIONAL TRUST

Rangers love the countryside and being out in the fresh air, so they know what our outdoor visitors need. They're great at taking care of the wildlife and stunning landscapes of Hardcastle Crags, for ever, for everyone. By getting involved you could be: helping the ranger team with practical work to keep the countryside in great condition including learning many skills, dry stone walling, scything hay meadows, improving our ancient woodland, footpath maintenance, construction tasks, invasive species removal, timber extraction and general estate repairs; act as information assistants for the National Trust, communicating with the public whilst onsite, maintaining exceptional standards of customer service as part of delivering the visitor experience; maintenance of vehicle and cleaning tools; maintaining a clean and tidy workshop, container and yard; adhering to the National Trusts health and safety procedures; making each visitor feel welcome, helping people understand why we need to take care of special places and thinking about the needs of all visitors; letting staff know of any issues with fences, footpaths etc.; maintaining good relationships with people who share the land. We provide equipment to help you do this role well and safely. We'll also cover agreed costs of your travel between home and Hardcastle Crags. Contact: Emily Taylor 01535 607075 emily.taylor@nationaltrust.org.uk

REF	385-FOCUSR-9/3	JOB	RIVER STEWARD LEAD VOLUNTEER
BE4	N / A	LOC	HOLMFIRTH
PAY	Training	FOR	RIVER HOLME CONNECTIONS

We are a charity with ambitious plans to improve the whole catchment of the River Holme. We are looking for someone to help raise funds for the area, volunteer with us on work party days, be part of a 'friends of group' for the riverside trail, bring ideas to phase two of the project, support art & access improvement projects & attend 4 steering group 'catch ups' per year. This requires ongoing involvement, year round, & half a day per month for fundraising. You need knowledge of wildlife, access & practical working. Please contact Elizabeth Dudley, Volunteer Engagement Officer, 01484 925529 volunteering@riverholmeconnections.org

REF	386-FOCUS-9/3	JOB	VOLUNTARY OFFICER
BE4	N / A	LOC	YORK
PAY	Training	FOR	THE CONSERVATION VOLUNTEERS (TCV)

If you are looking for experience to land you a job in the environment sector or you would like to get stuck in to a committed practical volunteering opportunity which will support an environmental charity, becoming a Voluntary Officer might be for you! You will receive training in lots of aspects of conservation work, including practical skills, leadership skills, first aid, risk assessment & health & safety, & even minibus driving if you're eligible. You will have real responsibility over the planning & execution of practical volunteer tasks, & be an integral member of our team. We ask in return that you commit ideally for 3, 4 or 5 days a week for at least 6 months. For more information contact TCV on 01904 414927 or york@tcv.org.uk

REF	387-FOCUSR-23/2	JOB	VOLUNTEERING DEVELOPMENT VOLUNTEER
BE4	26/2/18	LOC	SOUTH YORKSHIRE
PAY	Travel & training*	FOR	YORKSHIRE WILDLIFE TRUST

Are you a whizz with a spreadsheet and nose about what's going on around you? The Volunteering Development Team are looking for volunteers to help us learn about Yorkshire and connect more people with nature in 2018. Volunteering at our Potteric Carr office you'll develop posters and recruitment campaigns to send out for specific volunteer roles. It might be getting more gardeners for our farm site near Huddersfield or finding inspiring people to lead events in communities around Doncaster. Whatever the role you'll take charge from start to finish for each project, dealing with enquiries and application forms until the role is filled. Commitment: 2-7 hours per week. We're looking for people with good computer literacy and an eye for detail. Applicants should be interested in researching local communities and have a drive to connect people with nature. * Travel expenses are available and all volunteers have access to our volunteer training programme. For more information please email volunteering@ywt.org.uk

REF	388-FOCUSR-9/3	JOB	RIVER STEWARD VOLUNTEER
BE4	N / A	LOC	HOLMFIRTH
PAY	Training	FOR	RIVER HOLME CONNECTIONS

We are a charity with ambitious plans to improve the whole catchment of the River Holme. We are looking for enthusiastic individuals who are passionate about our aims to bring people to their local rivers, to improve the appearance & natural habitats of the river corridor & learn about our natural & industrial heritage in fun & engaging ways. The Crown bottom car park in Holmfirth is one of the only places to access the river but it has become run down. Our exciting new project aims to have better access to the river, to see more wildlife; better plant, tree & environment management. So we are looking for a small team of volunteers to maintain our new development through land maintenance & habitat management. The maintenance volunteers will need to be self-motivated & willing to work under their own steam. Approximately 2 hours per fortnight – a day of your choosing. We supply hand tools. Please contact Elizabeth Dudley, Volunteer Engagement Officer, 01484 925529 volunteering@riverholmeconnections.org

REF	389-FOCUSR-23/2	JOB	RESEARCH VOLUNTEER
BE4	26/2/18	LOC	SOUTH YORKSHIRE
PAY	Travel & training*	FOR	YORKSHIRE WILDLIFE TRUST

Are you a whizz with a spreadsheet and nose about what's going on around you? The Volunteering Development Team are looking for volunteers to help us learn about Yorkshire and get more people involved and connected to nature in 2018. As a research volunteer you'll work from home researching a small area or postcode. You'll be sent an empty spreadsheet and we ask you to fill it with as much information about local groups, community centres or businesses as you can. We want to know where we can send or put up posters and which groups might be happy to share our volunteer roles with their members. We're looking for people with good computer literacy and an eye for detail. Applicants should be interested in researching local communities and have a drive to connect people with nature. *Travel expenses are available and all volunteers have access to our volunteer training programme. Time Commitment: 15 minutes upwards per week. For more information please email volunteering@ywt.org.uk.

REF	390-FOCUS-2/3	JOB	CONSERVATION FARMING VOLUNTARY TRAINEE
BE4	28/2/18 (5pm) IV 5/3/18	LOC	STIRLEY COMMUNITY FARM NEAR HUDDERSFIELD
PAY	Travel & training*	FOR	YORKSHIRE WILDLIFE TRUST

3 days per week for 12 months. A few miles from Huddersfield Stirley Community Farm shows how agriculture and conservation can go hand in hand. We have a herd of holistically reared shorthorn beef cattle, wildflower meadows and a brilliant community vegetable garden. We welcome school groups and the public to join in with activities that showcase local produce, promote conservation farming and inspire them to connect with nature. This voluntary role is for 12 months, 3 days per week. You will gain experience and skills in a wide range of land management and livestock tasks including office based admin as well as fencing, calving, hay making and dry stone walling. A keen interest in conservation farming is essential as is a willingness to get stuck into tasks in all weathers. Driving licence is essential but most other skills can be learnt in role. If you're looking for experience of conservation farming this is for you! *Travel expenses, competitive training budget, internal training and development all included. Full details (including application forms) can be found on our website at: www.ywt.org.uk/voluntary-trainee-vacancies Application should be emailed to volunteering@ywt.org.uk

REF	391-FOCUS-OK8	JOB	WILDLIFE AMBASSADOR
BE4	Ongoing	LOC	YORKSHIRE WIDE
PAY	Training	FOR	YORKSHIRE WILDLIFE TRUST

As a Wildlife Ambassador you would be assisting our Wildlife Supporter Officers by talking to visitors at our sites and going to events with them, or you could fly solo and attend events local to you. You will be helping to spread the word in your ambassadorial role by raising awareness of the Trust and telling our stories that will inspire people to take action for wildlife. We'd like to hear from you if, you enjoy being part of a team of passionate individuals, enjoy talking to people

about the importance of nature conservation, would like telling our stories and be able to actively encourage people to join up should the moment arise. The role will be based from York for training and your staff contact, however we want volunteers based across Yorkshire. All enquiries to volunteering@ywt.org.uk or 01904 659570

REF	392-FOCUS-OK8	JOB	BUTTERFLY SURVEYORS
BE4	Ongoing	LOC	NORTH YORKSHIRE
PAY	Training	FOR	YORKSHIRE WILDLIFE TRUST

Spending time outdoors is good for our wellbeing and getting some exercise is good for our health. Luckily we have the perfect opportunity for you if you enjoy being outside and walking around beautiful nature reserves. So what's catch, well we'd like you to count butterflies while you're there. We have some fantastic species on our sites from delicate Marbled Whites, to diminutive Duke of Burgundy and not leaving out the spectacular Peacock butterfly. We need Butterfly Surveyors at many of our nature reserves in North Yorkshire, you'd be part of a team of surveyors, on a rota to survey the site over a 6 month period. You will survey the same section of site each time, making a note of what species you encounter on the visit. As the survey period stretches from spring to autumn you will be able to see the delightful seasonal changes on your reserve. For enquires and application form email volunteering@ywt.org or call 01904 659570

REF	393-FOCUSR-30/3	JOB	WILD WATCH SURVEY VOLUNTEER
BE4	31/3/18	LOC	NIDDERDALE AREA OF OUTSTANDING NATURAL BEAUTY
PAY	Travel expenses to survey sites	FOR	NIDDERDALE AONB

We are looking for a commitment of approx 4 days May - September to attend training and carry out surveys. The Wild Watch is your chance to be part of Nidderdale Area of Outstanding Natural Beauty's biggest ever wildlife survey and help your wildlife flourish. We are recruiting volunteers to carry out a variety of surveys, gathering information on wildlife right across the AONB, ready for the 2018 survey season. Volunteers will walk a 1km survey route between May and September 2018 (timing will depend on species being surveyed), recording sightings of target species. The routes can be walked at a time convenient to you, each transect should take 1-2 hours. Find out more <http://c-js.co.uk/2DT0seC> or email Alice Crosby, The Wild Watch Project Officer alice.crosby@harrogate.gov.uk

REF	394-FOCUSR-OK8	JOB	COMMUNITY ENGAGEMENT VOLUNTEER
BE4	Ongoing	LOC	NORTH YORKSHIRE
PAY	Training / expenses	FOR	NORTH YORKSHIRE COUNTY COUNCIL

The role involves promoting the North Yorkshire Rotters project and offering information and practical advice about the 'three R's': reduce, reuse and recycle – by promoting campaigns such as love food hate waste and home composting. You will have chance to talk to the public at events and help them to find out about ways that they can reduce waste sent to landfill and protect the environment. Opportunities are also available to help deliver waste prevention workshops to schools and deliver talks to community groups in your area. You should have an interest in helping your community, good communication skills, enthusiastic and enjoy volunteering as part of a friendly and helpful team. For further information and to apply email nyrotters@northyorks.gov.uk or 01609 797212. <http://c-js.co.uk/2DT6NZd>

REF	395-FOCUSR-OK8	JOB	WILDLIFE CHAMPION WASHINGTON TO CONSETT
BE4	Ongoing	LOC	NORTH EAST
PAY	Training	FOR	SUSTRANS

We are looking for Wildlife Champions to cover the Coast to Coast track from Washington to Consett. You will be responsible, along with others, for monitoring the biodiversity along this route. This involves collecting data that enables us to record, improve & promote the diversity of wildlife on walking & cycling routes. You will be expected to monitor your allocated section every month to allow us to gain an accurate picture of the area's biodiversity. This should take no more than a few hours. In addition you will need to dedicate a day or two a year to supporting or organising an engagement event in your area. You will be supported by a local Group Coordinator & receive an induction pack with full instructions, guidance notes & resources & staff will be on hand to provide support & dedicated training. You don't need to be a wildlife or biodiversity expert to take part! All we need is your enthusiasm & dedication. Contact volunteers-north@sustrans.org.uk 0191 2616160 for details.

REF	396-FOCUSR-OK8	JOB	WILDLIFE CHAMPION RYHOPE TO SEAHAM
BE4	Ongoing	LOC	NORTH EAST
PAY	Training	FOR	SUSTRANS

We are looking for Wildlife Champions to cover National Cycle Network Route 1 from Ryhope to Seaham. You will be responsible, along with others, for monitoring the biodiversity along this route. This involves collecting data that enables us to record, improve & promote the diversity of wildlife on walking & cycling routes. You will be expected to monitor your allocated section every month to allow us to gain an accurate picture of the area's biodiversity. This should take no more than a few hours. In addition you will need to dedicate a day or two a year to supporting or organising an engagement event in your area. You will be supported by a local Group Coordinator & receive an induction pack with full instructions, guidance notes & resources & staff will be on hand to provide support & dedicated training. You don't need to be a wildlife or biodiversity expert to take part! All we need is your enthusiasm & dedication. Contact volunteers-north@sustrans.org.uk 0191 2616160 for details.

REF	397-FOCUS-OK8	JOB	LAND MANAGEMENT ASSISTANT VOLUNTEER
BE4	Ongoing	LOC	SHEFFIELD
PAY	Training / expenses	FOR	SHEFFIELD & ROTHERHAM WILDLIFE TRUST

The work takes place on our reserves, in & around Sheffield & Rotherham from Blacka Moor & Wyming Brook on the edge of the Peak District to Centenary Riverside, a flood alleviation scheme & nature reserve on an ex steel works site, on the edge of the River Don near Rotherham town centre. Our current living landscapes project, Rotherham Rivers, funded through Waste Recycling Environmental, sees us visiting & improving sites, managed by other organisations for the benefit of wildlife, such as water voles, kingfishers & otters, in & around Rotherham, including Rother Valley Country Park, Don Island, Kilnhurst Ings & Whiston Meadows. This role would suit someone who is keen to engage in a range of

practical conservation work, including site maintenance such as fencing, & habitat management such as woodland & heathland. Volunteering with the Land Management Team helps people develop practical conservation skills, build knowledge about local wildlife habitats, keep physically active & is a great place to start developing a career in the sector. In return we can cover expenses, on the job training & funding for relevant external courses such as brush-cutter & first aid at work. Apply on: <http://www.wildsheffield.com/volunteer> 0114 2634335

REF	398-FOCUSR-OK8	JOB	WILDLIFE CHAMPION YORK
BE4	Ongoing	LOC	YORKSHIRE
PAY	Training	FOR	SUSTRANS

We are looking for Wildlife Champions to cover sections of our National Cycle Network in York - NCN 62 at Foss Islands and NCN 65 Solar System Way (Skelton to Riccall). You will be responsible, along with others, for monitoring the biodiversity along this route. This involves collecting data that enables us to record, improve & promote the diversity of wildlife on walking & cycling routes. You will be expected to monitor your allocated section every month to allow us to gain an accurate picture of the area's biodiversity. This should take no more than a few hours. In addition you will need to dedicate a day or two a year to supporting or organising an engagement event in your area. You will be supported by a local Group Coordinator & receive an induction pack with full instructions, guidance notes & resources & staff will be on hand to provide support & dedicated training. You don't need to be a wildlife or biodiversity expert to take part! All we need is your enthusiasm & dedication. Contact volunteers-north@sustrans.org.uk 0191 2616160 for details.

North West:

Every Tuesday, Wednesday & Thursday Practical Conservation Volunteer

Meet on Tues at Town Hall, Knowsley Street, Bury, BL9 0SW, Wed & Thurs on Major St, opposite the coach station, Manchester M1 3ED, The Conservation Volunteers Contact: 0161 962 9409 manchester@tcv.org.uk
Meet at 9.30am. Get involved in conservation tasks all over Greater Manchester. You can learn practical skills such as path and steps construction, tree felling, pond creation, tree planting and traditional skills such as hedge laying and dry stone walling.

The Conservation Volunteers are looking for volunteers to help out on task days every Tuesday, Wednesday and Thursday. Tasks include woodland management, habitat creation, and construction. We pick up at Liverpool museum for nine thirty, we provide hot drinks, good company. Please contact Eric Joinson at e.joinson@tcv.org.uk.

Ribble Rivers Trust has various conservation volunteering opportunities available in Lancashire and the Yorkshire Dales; tree-planting, electrofishing, riverfly monitoring, fencing, invasive species control and more. If you want to do something worthwhile, get outdoors or gain job experience contact us at admin@ribbletrust.com or ring 01200 444452. See ribbletrust.org.uk/calendar for more.

Join friendly Chester National Trust Volunteers for a day: details see our website: <https://chesterntv.wordpress.com/> CNTV Tuesday & Thursday groups do voluntary work at NT sites across Cheshire, Marches, Wirral in alternate weeks. Previous experience unnecessary, a job for everyone, Tools provided, friendly welcome – Brian Payne, briansue.payne@btinternet.com

Volunteer opportunities for people looking to gain experience or spend time outdoors working on an exciting environmental conservation project. Regular days are Wednesdays, Thursdays, and Fridays. Lead Officer: Hamish Jeffreson, contact on 07928 668581 or email hjeffreson@lancswt.org.uk

We volunteer on Sundays at National Trust sites mainly across the North West undertaking rhododendron bashing, fence construction, pond clearance, footpath maintenance, hedge laying etc. No previous experience is necessary; just enthusiasm and a willingness to get your hands dirty. Contact: info@mntv.org.uk <http://www.mntv.org.uk>
Tel: 0161 2866542

Merseyside National Trust Environmental Volunteers work at National Trust sites in Merseyside and nearby on Sundays about fortnightly, e.g. hedge and tree planting, woodland, heath and footpath maintenance, coastline conservation. Previous experience unnecessary, tools provided, friendly welcome. Under 16 must be accompanied by adult. Contact John at 0151 677 9664, jmh@noc.ac.uk

REF	399-FOCUSR-OK8	JOB	CANAL & RIVER EXPLORERS LUNE AQUEDUCT
BE4	N / A	LOC	LANCASTER
PAY	0	FOR	CANAL & RIVER TRUST

If you love working with children and enjoy being outdoors join our team of education volunteers in Lancaster. Help children discover the magic of the waterways through our Canal & River Explorers programme by leading sessions for primary schools, cub scouts and brownie groups in their classrooms, meeting places and out and about on our canals & rivers. Find out more at <http://c-js.co.uk/2Ep9rpa>

REF	400-FOCUSR-OK8	JOB	VOLUNTEERS
BE4	N / A	LOC	WEAVERHAM, CHESHIRE
PAY	0	FOR	MERE BROW FARM LTD

A new organic permaculture project seeking year round volunteers to assist on an ad-hoc basis. Mainly outdoor-based tasks available. Volunteering available Monday – Friday, as much or as little time as you can commit to. Previous experience of volunteering is preferred but not essential & we are interested in working with people who have an interest in permaculture & organic growing. Find out more on www.facebook.com/merebrowfarm or contact Sadie on volunteering@merebrowfarm.co.uk

REF	401-FOCUS-OK8	JOB	CONSERVATION VOLUNTEER
BE4	Ongoing	LOC	CHESHIRE
PAY	0	FOR	CHESHIRE WILDLIFE TRUST

We have been working in the region for over 50 years & manage 45 nature reserves with habitats ranging from grasslands & wet meadows to reedbeds, coastal dunes & wetlands. Our reserves provide a refuge for rare species incl natterjack toads, great crested newts, the bittern & a wide range of dragonflies & butterflies. We carry out practical habitat management on our reserves & require assistance from volunteers in doing so. No specific quals required, we just ask for a good level of fitness, a love for the outdoors with an ability to work in all weathers & have your own transport. Download a volunteer registration form at www.cheshirewildlifetrust.org.uk/volunteering & email to volunteering@cheshirewt.org.uk

REF	402-FOCUSR-OK8	JOB	WASTE REDUCTION VOLUNTEERS
BE4	Ongoing	LOC	CHESHIRE
PAY	Training / travel expenses	FOR	KEEP BRITAIN TIDY

No min length of commitment, this is a fully flexible role. Events & talks take place during the week, weekends & evenings & you can attend as little or as many of these whenever you are available. Help us to reduce waste across Cheshire West & Chester by doing any of the following: attending events, local shows, fetes & fairs, giving individual advice; delivering workshops in schools; working with community groups; writing articles for press or websites; delivering talks & presentations to local groups & organisations; working with waste management departments at larger events; or anything that suits their skills! Benefit from developing communication skills in a variety of settings with a wide range of people, whilst helping local people save money & help the environment. Age 18+. Driving licence & vehicle may be necessary to attend events. See: <http://c-js.co.uk/2DjJj4> Margaret Warren, Project Coordinator margaret.warren@keepbritaintidy.org 07583 019497

REF	403-FOCUSR-9/3	JOB	CANOE SAFARI ASSISTANT
BE4	N / A	LOC	WWT MARTIN MERE
PAY	Training, WWT Benefits & Discounts	FOR	WILDFOWL & WETLANDS TRUST

At the Wildfowl and Wetlands Trust we believe that the best way for people to understand and connect to wetlands is to experience them, so we bring awe-inspiring nature up close. We are looking for friendly, outgoing volunteers to help run our canoe safari from March to November, ensuring that our visitors feel part of something amazing. The role will involve assisting with: provision of instructions and advice to visitors on using the canoes safely; illustration of the use of canoes and paddles (demonstrating where necessary); completion of paperwork relevant to canoe hire and cleaning / maintenance of the canoe hut and surrounds. No previous experience is required as training will be provided. However this role will suit you if you have a love of wildlife and the outdoors. Experience of canoeing is an advantage. We have opportunities on all days from March to November. For further information and to apply please see our website: <http://c-js.co.uk/2qDK75r> Should you have any questions please email volunteer.martinmere@wwt.org.uk

REF	404-FOCUSR-9/3	JOB	BOAT OPERATOR
BE4	N / A	LOC	WWT MARTIN MERE
PAY	Training, WWT Benefits & Discounts	FOR	WILDFOWL & WETLANDS TRUST

At the Wildfowl and Wetlands Trust we believe that the best way for people to understand and connect to wetlands is to experience them so we bring awe-inspiring nature up close. We are currently seeking confident volunteers to conduct watery guided tours around our canoe safari channels, driving our silent electric boat through reed beds and wet woodlands, ensuring that our visitors feel part of something amazing. Duties will include: driving the boat carefully and safely (after training); interacting with visitors; assisting with completion of paperwork relevant to boat trips and assisting with cleaning/maintenance of the canoe hut and surrounds. No previous experience is required as training will be provided. However this role will suit you if you have a love of wildlife and the outdoors. Preferably one or two days each week, from March until November. For further details and to apply please see our website: <http://c-js.co.uk/2qDK75r> If you have any questions please email volunteer.martinmere@wwt.org.uk

REF	405-FOCUSR-2/3	JOB	YOUTH RANGER / ASSISTANT RANGER
BE4	28/2/18 IV early March	LOC	FELL FOOT, CUMBRIA
PAY	Travel expenses, ongoing training	FOR	NATIONAL TRUST

Once a month on a Sunday. Youth Ranger Assistant Leaders support the Rangers to help create, plan, organise, promote and facilitate engaging outdoor activities on monthly sessions, where young people aged 12-17 can volunteer and take part with countryside and conservation activities within Fell Foot. Email Kelley Sproston-Heath, Volunteering & Community Involvement Officer at Fell Foot, kelley.sprostonheath@nationaltrust.org.uk for more information or apply on-line through the National Trust website: <https://myvolunteering.nationaltrust.org.uk/opportunity-search>

REF	406-FOCUSR-OK8	JOB	EDUCATION – FORMAL LEARNING SESSION ASSISTANT
BE4	N / A	LOC	WWT MARTIN MERE
PAY	WWT benefits & discounts	FOR	WILDFOWL & WETLANDS TRUST

1 to 2 days per week (Monday to Friday) 9.30am – 2pm during term times. At WWT we believe that the best way for people to understand & 'connect' with wetlands is to experience them, so we bring awe-inspiring nature up close. You will be directly involved in shaping children's unforgettable experiences through the warm welcome you give them, your interactions with them & the information you provide. We need enthusiastic people to help deliver our education programmes to school groups & in doing so ensuring that the feel part of something amazing. You will be assisting with school groups, leading selected guided learning sessions (session plans provided). Experience in an educational setting would be an advantage but not essential. You will need good communication skills & the ability to work well in a team of staff & other volunteers. For further information & to apply: <http://c-js.co.uk/2sawpLD> Should you have any questions: volunteer.martinmere@wwt.org.uk

REF	407-FOCUSR-OK8	JOB	LEAD VOLUNTEER COSTUMED INTERPRETATION
BE4	N / A	LOC	ELLESMERE PORT
PAY	0	FOR	CANAL & RIVER TRUST

We are looking for enthusiastic and committed individuals to coordinate existing and new volunteers in our costumed interpretation team for weekends and events at the National Waterways Museum in Ellesmere Port. You will take a part in helping to engage more volunteers with costumed interpretation and to work with staff in developing this opportunity and activity across the site and at events. This is a responsible role with a lot to offer the right person, so if it sounds just what you've been looking for, we'd love to talk to you about it. Find out more at <http://c-js.co.uk/2BYP4tx>

REF	408-FOCUSR-OK8	JOB	VOLUNTEER ENVIRONMENTAL ASSISTANT – NORTHWICH
BE4	N / A	LOC	NORTHWICH
PAY	0	FOR	CANAL & RIVER TRUST

We're looking for a Volunteer Environmental Assistant as a voluntary sandwich year placement within our Environment Team. Based at Northwich, you can expect to travel regularly to our offices, canals and rivers across the North West and North & mid Wales on both field and office based work. You'll need a good understanding of environmental issues, and have good research, data management, communication and time management skills. The placement will be available for a minimum period of 36 weeks and is being offered for a minimum of 3 days per week. Find out more at <http://c-js.co.uk/2Em4pti>

Why the UK's National Parks are celebrating their Volunteers



There are 15 members in the UK National Park family. These vitally protected areas span the length and breadth of the country, renowned for their beautiful countryside, wildlife and cultural heritage. National Parks are full of life, people live and work amongst these most treasured landscapes and the farms, villages and towns are protected along with the land and wildlife. English National Parks alone welcome over 90 million visitors a year and all Parks provide opportunities for everyone to experience, enjoy and learn about their special qualities.

Last year, nearly 5,000 people volunteered their time across the UK's 15 National Parks. Volunteering is an important part of stewarding these precious landscapes for future generations, and it's about so much more than clearing litter, as Rosie Hancock Pook, Communications Manager at National Parks UK tell us: "National Park Volunteers give their time, energy, skills and enthusiasm to help us conserve and enhance the country's 15 greatest assets and safeguard them for future generations to experience and enjoy. It's easy to get involved, each National Park lists volunteering options on its website, with roles ranging from practical work to more ambassadorial roles in visitor centres and promotion at events and festivals. Volunteers can also be called on to carry out wildlife surveys, lead guided walks and work with schools on educational visits.



A South Downs National Park volunteer assists with scrub clearance
(National Parks UK)

Most parks run volunteer ranger programmes too, with the opportunity to work with full-time rangers.

Our volunteers come from all walks of life. From retirees who want to 'give something back' to students and young people looking to widen their experience and aid their first step into work. Some come to us individually, others as part of an existing group or as a corporate volunteering task with their employers. What all our volunteers have in common is the wish to give

their time, energy and skills to help the National Parks achieve their purposes of conserving their special qualities and helping visitors to enjoy and experience all the Parks have to offer.

James Gillies, 52, from Glasgow, agrees: "I wanted to give something back", he told The Guardian. "Volunteering is a great way for me to put all that knowledge about the countryside I've picked up over the years to good use." Gillies volunteers as a ranger in the Loch Lomond and the Trossachs National Park, maintaining upland hill paths and working in the park's visitor centre. The keen walker has also become an Adopt a Path volunteer, surveying a trail at Beinn Ime Mountain in the Arrochar Alps twice a year, with his reports informing the park's maintenance work.

For Gillies, volunteering has offered a lifeline during a spell out of work. "It keeps me busy and shows potential employers that I've not just sat around doing nothing. Working in visitor centres has made me much more confident talking to people, too."

Over on the Pembrokeshire Coast, the National Park's youth rangers are helping to inspire local people. The group is open to 18 to 25-year-olds, and members regularly take part in conservation work, as well as running children's activities and talking to the public about the park. "Taking part gives the young people a greater sense of community and pride in the National Park and where they live," coordinator Tom Moses told the Guardian website.



Cat Edwards and Arianne Arnold from the Pembrokeshire Coast National Park Youth Rangers lend a hand in the Gwaun valley (National Parks UK)

James Gillies and the Pembrokeshire Coast National Park youth rangers are both past nominees in the National Parks UK Volunteer Awards. We run the annual awards to recognise and reward the transformative action made by our dedicated National Park volunteers. Any individual, group, young person or project volunteering in National Parks can be nominated and winners are selected by an expert panel including television presenter and National Park advocate, Julia Bradbury.



Nominees and winners at the 2017 National Parks UK Volunteer Awards (National Parks UK)

We are delighted to be able to showcase through the awards just how incredible our volunteers are and for the nominees and winners it provides an opportunity to meet like-minded people from across the UK and take a well-deserved break from their hard work in the Parks.

The 2017 awards ceremony was held at Kendal Mountain Festival and saw winners presented with their prizes by BAFTA-winning adventurer, writer and television presenter Steve Backshall. Winners received bursaries toward future volunteering activity and the latest outdoor kit from official National Parks outfitter Columbia Sportswear, who also generously

sponsored the event.

Derek Collins from Dartmoor Preservation Association won the Individual category for his tireless work across Dartmoor National Park - from bracken management to clearing ground around ancient scheduled monuments, and the mucky job of clearing water leats.

Caitlin McCauley spends her university holidays supporting families and children from the most deprived areas of the Tees Valley in their visits to North York Moors National Park and was the recipient of the Young Person category award. The Cleveland Way Adoption Scheme, winner of the Project award, enables families, scout troops and other groups to carry out practical conservation in North York Moors National Park and provides crucial information to the Cleveland Way Maintenance Ranger and National Trails Officer.

The winner of the Group award was the Peak District Mosaic group; a collective made up of individuals from BME (black and minority ethnic) communities around the Peak District National Park. They give their time to mentor,



Yvonne Witter from the Peak District Mosaic Group, Winners of the 2017 Group Award (National Parks UK)

conservation & quala a benefit but not essential. Steep terrain of the site & nature of the work demands a good level of fitness. CV or details of experience & certification to shaun.taylor@naturallengland.org.uk

REF T415-FOCUS-OK8 JOB **INSTRUCTOR TRAINING GAP YEAR OPPORTUNITIES**
BE4 N / A LOC STAFFORDSHIRE, SHROPSHIRE & NORTHAMPTONSHIRE
PAY £200 per month spending money, training, accommodation & food FOR ACUK

Free 12 month training scheme. The Firm Foundations Instructor Training Scheme is run at our 3 ACUK centres: Whitemoor Lakes is our watersports centre in Staffordshire; Pioneer Centre is our outdoor centre set near the Wye Forest in Shropshire; Benham Sports Arena is a busy indoor sports centre in Northamptonshire. We offer various qualifications across the 3 centres. You can earn nationally recognised qualifications from the British Canoe Union, British Fencing Association & many more awards ranging from watersports to climbing, archery to first aid. On top of this you will also receive centre-specific training. 2nd year option available for full salaried position & extra training. ACUK is the wholly owned operating company of registered charity Northamptonshire Association of Youth Clubs (NAYC). Operating upon a foundation of Christian principles & offering service regardless of race, religion or creed, NAYC has over 50 years' experience in providing people with opportunities. Open to 18-24 year olds across the UK.
www.acuk.net/firm-foundations

REF 416-FOCUS-OK8 JOB **VOLUNTARY OFFICER**
BE4 N / A LOC LEICESTER / NATIONAL FOREST
PAY Travel expenses, full training provided for trainee leader roles FOR THE CONSERVATION VOLUNTEERS
Time: 2+ days per week. A range of posts available for keen people wanting to be involved in conservation - we have opportunities for practical conservation and leadership roles including for complete beginners, but also vacancies for back office work e.g. in publicity and social media, funding applications, communications for those with relevant skills. Get in touch and we will find you a niche! We are also looking for casual volunteers for our practical work days. Please contact K Thompson at kay.thompson@tcv.org.uk

REF 417-FOCUS-9/3 JOB **CONSERVATION VOLUNTEER**
BE4 N / A LOC GIBRALTAR POINT NNR
PAY Training & accommodation FOR LINCOLNSHIRE WILDLIFE TRUST
Long term, 3-6 months. We seek a volunteer with a keen interest in wildlife to work alongside the nature reserve management team and undertake a variety of practical conservation work. This includes: a wide range of habitat management – grassland, wetland, woodland, scrub; livestock management, survey and monitoring, data handling plus an opportunity to get involved in education/interpretation/events programme. In house training provided, some funding for formal/certificated training. Accommodation provided in static caravan on site. Please send CV and covering letter to: Gibraltar Point National Nature Reserve, Gibraltar Rd, Skegness, Lincs PE24 4SU. For more details, tel Kevin Wilson 01754 898079 or email kwilson@lincstrust.co.uk

REF 418-FOCUSR-27/7 JOB **ENGAGEMENT VOLUNTEER**
BE4 30/8/18 LOC WENLOCK EDGE
PAY Fuel expenses FOR NATIONAL TRUST
Help the ranger team to provide our visitors with experiences that move, teach and inspire. You will support the ranger team to prepare for and help deliver events, guided walks, children's activities and to develop interpretation. This role is quite flexible to suit your availability and interests, with activities taking place on weekends and in the week (activities tend to centre around the Spring and Summer with the exception being our Halloween events). Fuel expenses paid from home to the property. Every other month we run training days for our volunteers and we hold volunteer socials. Once you have completed 50 hours in a given year you are entitled to a National Trust volunteer card with various benefits. Time: Supporting with a minimum of 4 events over the year. Apply via the website: <http://c-js.co.uk/2EK6DAI> or email: kate.price@nationaltrust.org.uk

REF 419-FOCUSR-OK8 JOB **CANAL & RIVER EXPLORERS BIRMINGHAM CENTRAL**
BE4 N / A LOC BIRMINGHAM
PAY 0 FOR CANAL & RIVER TRUST

If you love working with children and enjoy being outdoors join our team of education volunteers in Birmingham. Help children discover the magic of the waterways through our Canal & River Explorers programme by leading sessions for primary schools, cub scouts and brownie groups in their classrooms, meeting places and out and about on our canals & rivers. Find out more at <http://c-js.co.uk/2BbHZck>

REF 420-FOCUSR-OK8 JOB **LEAD VOLUNTEERS ASSET DELIVERY**
BE4 N / A LOC LAPWORTH, STRATFORD UPON AVON CANAL, SOLIHULL
PAY 0 FOR CANAL & RIVER TRUST

We are looking for potential Leaders for our expanding volunteer teams on planned works, on tasks like moving boats to lock repairs, installing towpaths, and maintaining bridges. You'll work alongside staff and volunteers to plan, deliver, and celebrate volunteering, particularly on the Grand Union and Stratford Canals in Warwickshire. This is a responsible role with a lot to offer the right person, so if it sounds just what you've been looking for, we'd love to talk to you about it. Find out more at <http://c-js.co.uk/2FOdDMc>

REF 421-FOCUSR-OK8 JOB **VOLUNTEER RANGER**
BE4 N / A LOC BROCKHAMPTON ESTATE, HEREFORDSHIRE
PAY Fuel expenses, in-house training FOR NATIONAL TRUST

Time: At least once a month. Rangers love the countryside and being out in the fresh air, so they know what our outdoor visitors need. They're great at taking care of the wildlife and stunning landscapes of Brockhampton Estate, for ever, for everyone. Apply through myvolunteering on the National Trust website - <http://bit.ly/2bOf56Y> or contact nicholas.hinchliffe@nationaltrust.org.uk for more information.

We run practical conservation volunteer days across Birmingham and the Black Country. We provide tools, equipment and training (and tea and coffee!). Meet new people, learn new skills, enjoy being outdoors and make a difference to greenspaces and wildlife on your doorstep. Details from: <http://www.bbcwildlife.org.uk/whats-on>; alison.w@bbcwildlife.org.uk or 0121 523 0094.

If you love getting involved in nature this is the role for you! Grounds volunteers do practical work to help keep the Castle site looking great. The role is extremely varied and perfect if you like getting out come rain or shine. Contact Tattershall Castle for more details on maggie.everington@nationaltrust.org.uk.

The National Trust is looking for local volunteers in South Birmingham. We support work with Millennium Green Park charitable trust in Kings Norton (B38). On Saturdays, volunteers are involved in everyday practical tasks to keep the site looking its best. Training, PPE provided. Many other opportunities available! peter.emms@nationaltrust.org.uk

Anglia:

Practical conservation work party every Wednesday, 9am-3pm. Come and join the Woodwalton Fen NNR team for a variety of practical management tasks. Suit those of a practical nature who are physically fit & can work outdoors in all weathers. No previous experience necessary. Contact us for more information john.kerr@naturalengland.org.uk

REF	428-FOCUSR-2/3	JOB	WINDPUMP GUIDES
BE4	Ongoing	LOC	HORSEY WINDPUMP, HORSEY, NR29 4EF
PAY	Training / expenses	FOR	NATIONAL TRUST

4-6 hpw. Volunteers will be involved in many aspects of the recently restored Windpump, helping visitors to understand its operation, share the story 'so far', engage visitors with our local industrial heritage, maintaining equipment, general housekeeping and assisting with visitor enquiries. This is an exciting, flexible role in which no two days will be the same, typical duties involve: providing a warm welcome to visitors, checking membership cards, selling tickets and giving out leaflets or trails; developing a good knowledge of Horsey Windpump and the wider offer so that so that all visitors receive accurate and rel information to enhance their visit and 'make a day of it'; assisting colleagues and fellow volunteers in the maintenance of the working equipment; interpreting the water drainage process to visitors through answering questions, giving talks or leading short guided tours; assisting with special events or any other circumstances as required; becoming familiar with and then following the National Trust's Health and Safety Policy at all times. For further information please contact Sarah at Horsey Windpump; sarah.keenan@nationaltrust.org.uk, 07585 980745 or 01493 393904

REF	429-FOCUSR-OK8	JOB	CONSERVATION VOLUNTEER
BE4	N / A	LOC	NORWICH
PAY	Training in practice conservation techniques	FOR	THE CONSERVATION VOLUNTEERS

Time: You can come along for as long as suits you. The Conservation Volunteers help hundreds of thousands of people each year to reclaim green places. Through our own environmental projects and through our network of 2,000 community groups, we see people every day, and all across the UK joining in and feeling good. The Conservation Volunteers receive no core funding from the government to carry out our work supporting people and places. We rely entirely on the generous help of our volunteers and supporters. Debbie Murray 01603 274512 07740 899691.

REF	430-FOCUSR-OK8	JOB	VOLUNTEER OPPORTUNITIES IN THETFORD FOREST
BE4	Ongoing	LOC	SUFFOLK / NORFOLK
PAY	Volunteer benefits available	FOR	FRIENDS OF THETFORD FOREST

Friends of Thetford Forest is a voluntary organisation set up to help increase understanding, knowledge & enjoyment of Thetford Forest & to encourage the involvement & support of the community in its development. We have a wide range of outdoor & conservation volunteering opportunities supporting the Forestry Commission & are always looking for new volunteers. We are currently in particular need of 'Meet & Greet' volunteers welcoming visitors & providing information at High Lodge Forest Centre in Suffolk, & volunteers to inspect local walking trails. For more information about our volunteering opportunities, please visit https://www.fotf.org.uk/content/fotf_contact_us or email volunteering@fotf.org.uk

South:

Conservation Volunteer for Celtic harmony Camp.

The conservation team meets every Monday and Thursday 10-4pm. Our skilled conservation team need help to conserve the natural habitats of Bourne Wood and maintain access facilities for visitors. Activities vary from conservation work such as woodland management to wattle fencing to working on the herb garden. Complete the application form at www.celticharmony.org/volunteering

The Thanet Coast offers free training and support for volunteer 'Coastal Wardens/Guardians' 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

Discover opportunities to get involved in nature surveys, citizen science and wildlife photography at Morden Hall Park in London. Join our Nature Group to get involved regularly, or volunteer at events such as our annual BioBlitz survey event (2nd - 3rd June 2018). To find out more visit www.nationaltrust.org.uk/mordenhallpark

Friends of Peartree Green are looking for volunteers to assist with some conservation work parties, using hand tools, at Peartree Green LNR, Southampton. The sessions will take place on 18th February and 18th March. Please contact Phil Budd (07748 236666) for more details.

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

Join our volunteer force to help conserve 110 acres of SSSI woodland near Cobham, Kent. We'll be working to our approved management plan to remove sycamore seedlings and rhodo, cut back scrub for the OCND project, plant trees to replace sycamores etc. Usually 9.30 on the 1st Sun in the month, visit wkdct.org.uk email mike@mikeadams12.plus.com

CCV is always seeking new volunteers to join their regular Sunday conservation tasks in nature reserves around the Chichester area. Lifts can be arranged. Training & tools will be provided. Physically fit volunteers of any age over 16 will be welcome. Contact Scott Robertson: 01243 552113, scottrob293@hotmail.co.uk

Volunteers welcome to help with surveying areas of Greater London for a range of wildlife including butterflies and plants; and also of more 'specialist' groups. Details from the website at www.lnhs.org.uk

Bournemouth Parks has many opportunities for volunteering. With ten fantastic nature reserves, including Hengistbury Head, Stour Valley and Turbary Common, there is plenty of conservation work to get involved with, as well as wildlife monitoring and recording. For more details, please contact Richard Hesketh - richard.hesketh@bournemouth.gov.uk

Amphibian and Reptile Conservation Trust Tuesday Work Party. Habitat management/ surveying for rare reptile species on SSSI Lowland heathland sites across the Surrey/Hampshire Weald. We meet every Tuesday at the Witley Centre. Contact: Ralph Connolly ARC Weald Volunteer Coordinator, ARC, Witley Centre, Godalming, Surrey GU8 5QA ralph.connolly@arc-trust.org 07387 261217 www.arc-trust.org

Help a local garden get ready for spring and get some exercise outdoors too. The Capital Growth garden map is an interactive tool where you can find many different growing spaces in London. Build some valuable skills, meet amazing people, and help us build a greener city! <http://www.capitalgrowth.org/spaces/>

London Wildlife Trust's team of Survey Volunteers are surveying London's freshwater habitats, dragonflies and damselflies. We are running dragonfly and damselfly ID workshops in June and July, and survey the adult insects between April and September with the goal of creating an atlas of Odonata for London! Contact: wfw@wildlondon.org.uk

We have a wide range of opportunities for volunteering including gardening, craft activities, jam making, helping with fundraising events, minibus driving, funding applications, administration support and more. You will work alongside our highly skilled team and help provide support to adults with learning disabilities. For more info <http://c-js.co.uk/2GV36A5>

Reigate Area Conservation Volunteers, undertakes conservation tasks around the Reigate area of Surrey. With over 30 years' experience, including DoE students at all levels, RACV has undertaken work for Wildlife Trusts, Local Authorities, National Trust, Woodland Trust, and private landowners & companies. Come and join us! See: www.racv.org.uk

Join the Wood Wardens, a friendly group of volunteers who help manage Broxbourne Woods National Nature Reserve near Hertford. They meet on the 1st Friday and 3rd Sunday every month to undertake practical woodland management. Activities include tree planting, clearing ponds, scrub management and boardwalk construction. No experience necessary. Email: miriam.linforth@hertfordshire.gov.uk tel 01992 588433.

Enjoy seasonal scrub clearance, coppicing, path/step work & pond restoration task days with our great conservation crew. Task days run Mon, Tues, Weds, Thurs and 1-2 Sundays/month in NE Surrey, Croydon & Sutton areas. Also voluntary livestock checker/farm helper opportunities. Info: www.downlandsproject.org.uk; Downlands Partnership Facebook; Twitter @downygrazers; call 01883 341140.

Enjoy seasonal scrub clearance, path maintenance, woodland management, signage making (carpentry in our Horton Country Park workshop) & pond restoration task days with our great conservation crew. Task days run Tues, Weds and Thurs in North Surrey & Kingston areas. Info: www.lowermoleproject.org.uk; Lower Mole Partnership Facebook; @ExploreSurreyUK; call 01372 743783.

Grow your own food? Team PollinATE is looking for volunteers in Brighton & Hove to help collect data on home-grown food. If you'd like to: learn how to identify pollinators, meet other growers and find out how much your produce, visit www.teampollinate.co.uk to find out how you can get involved.

REF 431-FOCUSR-OK8

BE4 N/A

PAY Travel expenses

JOB **OUR PAST, OUR FUTURE VOLUNTEER**

LOC NEW FOREST NATIONAL PARK

FOR NEW FOREST NATIONAL PARK AUTHORITY

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. No previous experience or

qualifications required, just a desire & passion to learn about, improve & enjoy the New Forest National Park. Contact Richard Austin, richard.austin@newforestnpa.gov.uk for more details.




Volunteer at Bedgebury?

Your time could help others.

-  Our Visitor Experience Volunteers help our visitors to get the most from their time at Bedgebury.
-  They play a key role in meeting the visitors, helping them with their queries, giving them directions and advice.
-  You could make a real difference by giving visitors a warm welcome at Bedgebury.




If you are interested – please get in touch:
bedgebury@forestry.gsi.gov.uk



REF 432-FOCUS-OK8
JOB **VOLUNTEER RANGER**
BE4 N / A
LOC BADBURY WOODS, OXFORDSHIRE
PAY 0
FOR NATIONAL TRUST

Rangers love the countryside and being out in the fresh air, so they know what our outdoor visitors need. They're great at taking care of the woods, wildlife and stunning landscapes of Badbury Woods for ever, for everyone. Developing a good knowledge of the property, its history, landscape, archaeological and biological importance, supporting Rangers and other volunteers to complete outdoor and indoor practical tasks in all types of terrain and ground conditions. Welcoming visitors by providing information and guidance. Assisting with the upkeep and maintenance of our countryside properties in North Anglesey and achieving high standards of conservation and presentation. Maintaining good working relationships with visitors, tenants, farmers, neighbours, other voluntary organisations, local communities and local authorities. Monitoring conditions of footpaths and fences and reporting incidents and situations that may require follow up. Being aware of the different access requirements of all our visitors and assisting with these where necessary. Becoming familiar with and then following the National Trust's Health and Safety Policy at all times. There may be other activities where we could use your help. Contact rachel.coltman@nationaltrust.org.uk

REF 433-FOCUS-OK8 JOB **VOLUNTEER OFFICERS & LEADERS**
BE4 N / A LOC ESSEX
PAY Work experience FOR THE CONSERVATION VOLUNTEERS

Role is flexible & negotiable but usually involves 2 days per week for a min of 6 months. We have 4 weekly vol groups & 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. All level of experience is welcome. Enjoy working outdoors; passion for nature. Community orientated & enjoy assisting people. Further information from Nicola Downs, Senior Project Officer, 01206 764470 essex@tcv.org.uk

REF 434-FOCUSR-OK8 REF **HERTFORDSHIRE HEALTH WALKS AMBASSADOR**
BE4 Ongoing LOC COUNTYWIDE OPPORTUNITIES
PAY Training & materials provided FOR Countryside Management Service, Hertfordshire CC

1 or 2 hours per week. Man stalls at health & wellbeing awareness events; give talks to community groups & orgs who are potential advocates (GP patient participation groups etc.) or to potential walkers (diabetes, pulmonary rehab or cardiac support groups etc.); actively seek out opportunities for promotion & building partnerships within your local community to increase awareness of & signposting to the Health Walks initiative; lobby locally, use social media & engage with press to promote the Health Walks locally; support new walks & struggling walks to ensure sustainability long-term; attend 3 x yearly Ambassador steering groups with CMS & provide feedback for the 3 x yearly Health Walk Leader meetings in your area; maintain a stock of up-to-date promotional literature (programmes, flyers, posters etc.) at libraries, GP surgeries, tourist information etc. This role requires & can help to develop the following skills: ability to think creatively & communicate the health & wellbeing messages supporting the initiative; public speaking experience & confidence speaking in front of groups; ability to motivate others into action; proactive & organised; ability to plan ahead & see a project or task through to the end. Find out more on 01992 588433, healthwalks.cms@hertfordshire.gov.uk

REF 435-FOCUS-OK8 JOB **CONSERVATION VOLUNTEER**
BE4 Ongoing LOC HERTFORDSHIRE, ESSEX & LONDON
PAY Uniform, tool training FOR LEE VALLEY REGIONAL PARK AUTHORITY

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. Contact: volunteers@leevalleypark.org.uk, 01992 709867

evaluation and informal feedback. Manage the daily finance of the activities including taking money, recording and following financial procedures. Work with the Learning Assistant and the rest of the team to ensure that all sessions are adequately resourced and staffed in advance. Act as a good ambassador for the National Trust, providing a warm, friendly welcome to all visitors. Learn about Morden Hall Park as a whole so you can tell our visitors about it. To apply for this role, please complete the online application form on the National Trust Volunteering web page, or alternatively contact the Learning Assistant for more details at mordenhallparklearning@nationaltrust.org.uk

REF	445-FOCUSR-9/3	JOB	WELCOME TEAM ROAMING MEMBERSHIP RECRUITER
BE4	N / A	LOC	WWT ARUNDEL, WEST SUSSEX
PAY	WWT Benefits & Discounts	FOR	WILDFOWL & WETLANDS TRUST

As a Membership Recruitment Volunteer you will help develop the Arundel Centre and charity's support by engaging with our visitors, and enhancing their experience with your knowledge and enthusiasm. This will inspire people to support us as members of WWT. Roaming our reserve and actively engaging our visitors with our mission to save wetlands for wildlife and people, you will be asking visitors about their day and persuading them what a great idea membership would be by tailoring the benefits to their needs. Training in how to do this will be provided. You will really enjoy this role if you enjoy meeting and chatting with people and have great communication skills. Ideally two weekly shifts, 10.30am to 1.00pm or 2.00pm to 4.30pm. Please see our website www.wwt.org.uk/support/volunteer-with-wwt for more details and to apply. If you have any questions please email volunteer.arundel@wwt.org.uk

REF	446-FOCUSR-OK8	JOB	EDUCATIONAL VOLUNTEERS
BE4	Ongoing	LOC	Greenwich Park, Regents Park, Bushy Park, QE Olympic Park & Stratford
PAY	0	FOR	FIELD STUDIES COUNCIL

We are looking for volunteers to help deliver environmental education sessions, providing an opportunity for people of all ages and abilities to enjoy and learn through first hand experiential activities. Activities for primary schools include pond dipping, minibeast hunts and sensory activities. There are also sessions for secondary schools. Other activities you may help with include guided walks, professional development, training for teachers and family activity days. Please email aaron.lr@field-studies-council.org

REF	447-FOCUSR-9/3	JOB	EDUCATION – SCHOOL FACILITATOR
BE4	N / A	LOC	WWT LONDON WETLANDS CENTRE
PAY	WWT Discount & Benefits	FOR	WILDFOWL & WETLANDS TRUST

At WWT, we believe the best way for people to understand and connect to wetlands is to experience them, so we bring awe-inspiring nature up close. We are looking for people to join our London Wetland Centre Learning Team and contribute to this aspect of our work by assisting them in facilitating our special school visits. Your role will be to assist the Learning Team with preparatory tasks in advance of school visits, greeting and briefing school groups upon arrival, engaging learners during the self-guided portion of their visit, assisting with guided learning sessions, and to tidy up resources after schools have left. We are looking for volunteers on weekdays during Spring/Summer/Autumn school terms - shifts from 9am to 3pm. Please complete and submit an online application form via our website <http://www.wwt.org.uk/support/volunteer-with-wwt/> If you have any problems completing the application online please email volunteer.london@wwt.org.uk Successful applicants will be asked to come and meet the team to find out more about the role and discuss availability before being offered a placement.

REF	448-FOCUSR-OK8	JOB	CANAL & RIVER EXPLORERS CROFTON PUMPING STATION
BE4	N / A	LOC	CROFTON, MARLBOROUGH
PAY	0	FOR	CANAL & RIVER TRUST

If you love working with children and enjoy being outdoors join our team of education volunteers at Crofton near Marlborough on the Kennet & Avon Canal. Help children discover the magic of the waterways through our Canal & River Explorers programme by leading sessions for primary schools, cub scouts and brownie groups in their classrooms, meeting places and out and about on our canals & rivers. Find out more at <http://c-js.co.uk/2siJ4wj>

REF	449-FOCUS-OK8	JOB	SURREY COUNTRYSIDE PARTNERSHIPS VOLUNTARY INTERNSHIPS
BE4	Ongoing, flexible opportunities	LOC	Based at Caterham (Downlands) &/or Epsom (Lower Mole)*
PAY	Experience	FOR	Surrey Countryside Partnerships (hosted by Surrey County Council)

Gain a wide range of practical conservation experience working to maintain/restore a diverse range of habitats, in particular rare chalk grassland & woodlands. Principally weekdays; we are flexible on duration/days of week. You would be principally joining in on scheduled task days, gaining essential on-the-job experience learning about targeted countryside/rare habitat management practices; helping to prepare for tasks, carpentry & opportunities to work with our Downlands Partnership grazing service; some formal training (brushcutters etc) could also be made available. We work closely with volunteers of all ages, plus school & corporate groups so excellent communication skills are required & you need to be able to work confidently as part of a small busy team. Physically demanding at times and involves working outdoors in all weathers. Full clean driving licence and access to a vehicle essential. An ideal first internship during/post countryside management studies. *but required to work across partnerships' area (principally North/NE Surrey and in to Croydon, Sutton, Kingston) Please email your interest to countrysidepartnershipsteam@surreycc.gov.uk. For initial informal discussion contact Debbie Hescott on 01737 733931. www.surreycc.gov.uk/surreycountrysidepartnerships

REF	450-FOCUSR-27/4	JOB	ENVIRONMENTAL EDUCATION VOLUNTEERS
BE4	N / A	LOC	DEVIL'S DYKE ESTATE OFFICE, SADDLESCOMBE FARM, BN45 7DE
PAY	Training and some expenses	FOR	NATIONAL TRUST

Approximately once a fortnight. The role involves assisting or leading outdoor educational activities with school groups from KS1 to KS13. Duties include helping prepare resources, setting up activities on the day, engaging with children, connecting them to nature and promoting the National Trust values. Please email devilsdyke@nationaltrust.org.uk for more information.

REF	451-FOCUS-16/3	JOB	Environment & Wildlife – Nature Conservation in South Africa
BE4	14/3/18 IV 16/3/18	LOC	Training in Sussex, then work in South Africa
PAY	All necessary training	FOR	THE WILDLIFE FOR ALL TRUST

Would you like to work with us at Komsberg Wilderness Nature Reserve in South Africa? The Wildlife For All Trust is a British registered environmental charity with a pioneering approach to nature conservation. We are looking for individuals who really want to help make a difference. We strongly encourage & train our team members to be the best they can be. We are unusually successful, focusing on achievement. This is an exciting & unique opportunity to do something meaningful. For more details, including how to apply, please see the 'Interviews' page of our website: www.wildlifeforall.org

REF	452-FOCUSR-OK8	JOB	ALLOTMENT / GARDEN VOLUNTEERS
BE4	N / A	LOC	WALTON-ON-THAMES
PAY	0	FOR	WALTON CHARITY

Opportunity to Volunteer at a Community Allotment where people from different sections of our local community all work together. Whilst it is targeted at those who wouldn't normally get involved in growing food, everybody's welcome to take part in growing and gardening, learning and developing hands on skills, and sharing the harvest. Both amateur and experienced gardeners are welcome to attend and join in the fun. Contact Karen Heynike, Walton Charity, Tel 0203 328 0254 email kheynike@waltoncharity.org.uk

REF	453-FOCUS-9/3	JOB	PRACTICAL ACTIONS OFFICER - VOLUNTARY
BE4	N / A	LOC	HASTINGS
PAY	Reasonable travel expenses will be covered	FOR	THE CONSERVATION VOLUNTEERS

2-3 days per week for 6 months. You will gain transferable skills through a structured training package that can be added to depending on the goals and aims of the successful candidate. You will have the opportunity to attend talks, workshops and training courses, whilst gaining experience in a variety of sectors. Build on your IT skills, sales and marketing experience, leadership and practical conservation skills. Support with CV checking and improving for future interviews/employment opportunities. Use of and access to TCV resources, including premises, IT equipment, vehicles, tools and project materials and PPE (where applicable). Excellent opportunity to contribute to local and national initiatives, and to carry out supervisory role of other volunteers. You will be working alongside an experienced staff member assisting in the delivery of a range of topics including; Green Gyms in Hastings, Bexhill, Haywards Heath & Burgess Hill. East Sussex Bio-diversity Action Team tasks on a range of sites across the county, undertaking a wide range of conservation tasks including hedgelaying, woodland management, pond creation & management, footpath improvement works, invasive species control ,etc.; grant bid writing; community group support; and volunteer development & training. Contact Tim Hills, Senior Project Officer, t.hills@tcv.org.uk 01424 444 675.

REF	454-FOCUSR-30/3	JOB	FRIENDS OF HARTHAM COMMON VOLUNTEER
BE4	1/4/18	LOC	HERTFORD
PAY	Training*	FOR	Countryside Management Service, Hertfordshire County Council

2 - 3 hours per month. Friends of Hartham Common are a group of local people who work in partnership with East Herts Council to enhance Hartham Common for wildlife and for users. We are looking for a volunteer who wants to help promote the group, such set up a Facebook page, write articles, send out emails or help organise events. The Friends meet on the 2nd Saturday of the month for a practical morning session. Activities include tree planting, clearing ponds, scrub management, building a boardwalk or installing a gate. No experience necessary. * Leadership and First Aid Training if attending practical tasks. Contact CMS on 01992 588433 or isabel.crozier@hertfordshire.gov.uk Visit the 'Volunteer with us' pages for further details: www.hertfordshire.gov.uk/CMS

REF	455-FOCUS-23/2	JOB	BIODIVERSITY ASSISTANT
BE4	23/2/18 IV TBC	LOC	CARSHALTON, SOUTH LONDON
PAY	Travel & training	FOR	Sutton Nature Conservation Volunteers working with London Borough of Sutton

Minimum 3 days per week, minimum duration of 6 months. This trainee position is an excellent opportunity for a motivated individual with a keen interest in nature conservation to gain valuable experience in working towards a career in this competitive sector. Support the SNCV and Biodiversity Team in the day-to-day running of Sutton's nature reserves. Assist with practical volunteer days, as well as surveys and monitoring of local wildlife. You will be involved in engaging the public with the work undertaken by the SNCV and Biodiversity Team; which includes writing regular blog posts and assisting with the managing of social media sites, as well as assisting with environmental events. The ideal candidate should have a proven interest in nature conservation and a desire to learn new skills. Relevant and appropriate training will be provided. Candidates need to be self-motivated to deal with the busy workload and simultaneous tasks of this role. This role is a voluntary position but a contribution towards travel expenses is available (off-peak 1-6 travelcard or equivalent) as well as funding of relevant training including first aid, use of power tools, species identification skills, brushcutter, leading volunteers, habitat management, survey & ID skills etc. snvvolunteers@hotmail.co.uk

REF	456-FOCUSR-9/3	JOB	EDUCATION – SCHOOL FACILITATOR
BE4	N / A	LOC	WWT LONDON WETLANDS CENTRE
PAY	WWT Discount & Benefits	FOR	WILDFOWL & WETLANDS TRUST

At WWT, we believe the best way for people to understand and connect to wetlands is to experience them, so we bring awe-inspiring nature up close. We are looking for people to join our London Wetland Centre Learning Team and contribute to this aspect of our work by assisting them in facilitating our special school visits. Your role will be to assist the Learning Team with preparatory tasks in advance of school visits, greeting and briefing school groups upon arrival, engaging learners during the self-guided portion of their visit, assisting with guided learning sessions, and to tidy up resources after schools have left. We are looking for volunteers on weekdays during Spring/Summer/Autumn school terms - shifts from 9am to 3pm. Please complete and submit an online application form via our website <http://www.wwt.org.uk/support/volunteer-with-wwt/> If you have any problems completing the application online please

email volunteer.london@wwt.org.uk Successful applicants will be asked to come and meet the team to find out more about the role and discuss availability before being offered a placement.

REF	457-FOCUSR-OK8	JOB	SWINGBRIDGE COMMUNITY BOATS VOLUNTEER CREW
BE4	Ongoing	LOC	GUILDFORD / WOKING / ELMBRIDGE
PAY	Training / expenses	FOR	SURREY CARE TRUST

We need people with all kinds of talents: an aptitude for mechanics, an enthusiasm for environmental work, coaching skills or just an all round willingness to help out. But above all we're looking for a good sense of humour, patience & empathy to encourage our supported volunteers who may have mental health problems, mild learning difficulties or are dealing with addiction or the aftermath of family breakdown or unemployment. Regular/occasional commitment required. Contact Miranda Soane, Community Boats Co-ordinator, miranda.soane@surreycaretrust.org.uk 07712 652675

What volunteers want (& how the Canal & River Trust tries to provide it)



A happy volunteer is a productive volunteer. An unhappy volunteer will often take their services elsewhere, or worse, stay resentfully and suck up lots of staff and volunteer time and enthusiasm. So, we all want to keep our volunteers happy, but how can we do it?



Volunteers ready a trip boat at National Waterway Museum, Ellesmere Port (Canal & River Trust)

At the Canal & River Trust we've had an amazing 5 years, building our volunteering from a few hundred volunteers delivering 205,000 hours in 2012 (our launch year) to today's 2,700 volunteers delivering 540,000 hours right across our charitable works, from crucial maintenance of towpaths and locks through keeping our customers happy to guiding our strategic development.

From the start we planned to keep them happy: providing uniform and equipment, paying expenses, investing in training and skills for both volunteers and the staff managing them. As time has passed, we've rolled out more in response to

demand – regular communications, social events like summer trips and Christmas parties, and closer integration with our staff teams. There's been some great local innovations, but not much consistency across the Trust, which has caused frustrations.

A lot of feedback is informal, picked up via chats in the mess room, or shared on social media. So how do we make sure we're getting an accurate picture of common problems and priorities for our volunteers? Since we started we have run regular surveys and reviews, generally on a local or team basis: 'end of season' reviews for our visitor-facing roles (like the iconic Volunteer Lock Keepers), and quarterly snapshots of random selections of volunteers. They've helped us identify some common problems such as communications, processing of expenses and distribution of equipment, and reassured us with good levels of retention and approval – a fairly steady 87% would tell friends and family to give volunteering with us a go.



Towpath Taskforce volunteers on the Monmouth & Brecon Canal (Canal & River Trust)

But this is only a small proportion of our volunteers, and crucially missing out some of our most diverse but

distant groups, those from other organisations - such as parish councils, businesses and Scout groups. To reach everyone, in summer 2017 we did only our second ever survey with all of our volunteers, including the leaders of these groups. We got a brilliant response of 1,240, 49% of our active volunteers. This was

generally really positive, with 96% recommending the Trust as a place to donate time, 92% proud to volunteer for us, and 94% intending to continue volunteering. But there were some concerns, too: only 68% felt they had the resources needed, 51% felt safety suggestions were acted upon, and 56% that they were listened to and valued.

What are we doing to tackle these concerns, and build on the successes to date? A purely reactive approach, taking action when the clamour gets loud enough or the resources become available, can be popular but is rarely cost/effort effective, and is unlikely to tackle any systemic problems. Our response is to pull together a 'Volunteer Journey': a plan to develop the best possible experience for our volunteers while they're giving us their time, while making the most of the benefits for the Canal & River Trust. Within the plan there are 4 key outcomes:

Structure - Volunteering offers are structured, resourced effectively and consistently delivered

Communications – Effective Communication between us, our people and volunteers ensuring messaging is accurate, timely and relevant to support local and national decision making

Planning - Volunteering opportunities are effectively planned for and delivered at a local and national level

Processes – Working processes and practices are consistent, high quality and accessible

We've already started work in these areas. First up, on structure: we're more closely defining our volunteer manager roles and responsibilities more clearly with our staff teams; investing in training and development for our volunteering specialists; recruiting more volunteers to lead volunteers; and setting up a more consistent model for how we support groups 'adopting' a stretch of canal. Second, communications: making it easier to access opportunities on our website; setting up an annual volunteering conference; running regular newsletters for both our own volunteers and partner groups; and getting more interactive on social media. Third, planning: pulling together training packages for our key volunteers; approving them to do skilled tasks such as boat helming and machinery operation; and building them into our works planning. Finally, process: simplifying our safety paperwork, especially for partner groups; improving our induction sessions, especially for our more informal volunteers.



Volunteers learning traditional brickwork techniques on a Caldon Canal lengthsman's hovel

(Canal & River Trust)

There's lots more to do – we want to get better at providing feedback on ideas and complaints, get more consistent in how we use and support our volunteers, and crucially deliver on some of the projects we're now developing. But we're getting there, and it's in no small part to the support of our volunteers. The Canal & River Trust simply couldn't continue to make sure that everyone has an opportunity to escape from the hustle and bustle of everyday life, on Britain's canals and rivers, without the extraordinary commitment of our thousands of volunteers. That's enough to make everyone happy.

To find out more about volunteering at the Canal & River Trust, go to www.canalrivertrust.org.uk/volunteer
Tom Freeland, Canal & River Trust

South West:

REF 458-FOCUSR-OK8
JOB **CONSERVATION VOLUNTEER**
BE4 Ongoing
LOC PLYMOUTH & SURROUNDING AREA
PAY Training
FOR PLYMOUTH ENVIRONMENTAL ACTION (PEA)

We carry out a variety of projects including: tree planting; beach cleans; species & habitat surveys; wildlife pond creation; hedgelaying; invasive plant species management (e.g. rhododendron, parrotfeather, Himalayan balsam etc.); coppicing (a traditional woodland management technique); dry stone walling, to name but a few! Events each weekend, but no requirement to commit to a certain number of days. You will gain valuable nature conservation skills in countryside management, such as how to create & restore important habitats for wildlife & people. You will also gain other key skills such as communication, team working & leadership. If you are really keen you may want to progress to become a Volunteer Project Officer (VPO) & get more involved 'behind the scenes' planning & leading practical projects & social events. You don't need to have any skills, experience or abilities to join as a volunteer; all you need is a love of the outdoors & be a good team player. Find out more from Chris Bond, plymouthenvironmentalaction@hotmail.co.uk www.pea-volunteering.co.uk



REF	459-FOCUS-OK8	JOB	VOLUNTEER
BE4	N/A	LOC	CORNWALL
PAY	Training	FOR	WILD FUTURES THE MONKEY SANCTUARY

Minimum stay is two weeks & maximum three months. Help clean the monkey enclosures, prepare their food & enrichment. Help with children's workshops & in the cafe. gardening & help in the day to day running of the sanctuary. No quals or experience required, just a willingness to be involved. More details from Antony Williams will@wildfutures.org

REF	460-FOCUSR-OK8	JOB	DISCOVERY HUT WARDENS
BE4	Ongoing	LOC	SEATON WETLANDS, DEVON
PAY	0	FOR	EAST DEVON DISTRICT COUNCIL

Be the public face of Seaton Wetlands, welcome people, serve refreshments, 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 off-road mobility scooter (Tramper) & pond dipping equipment. This is a fun & varied role on Saturday, Sundays or Mondays. Training sessions are run for Wardens on the Tramper & First Aid. Also social events. Volunteers must enjoy meeting people & have great communication skills. Find out more from the Countryside Team 01395 517557 countryside@eastdevon.gov.uk

REF	461-FOCUS-OK8	JOB	RESIDENTIAL VOLUNTEER
BE4	N / A	LOC	MAGDALEN FARM, WINSHAM, CHARD, SOMERSET
PAY	Accom. incl meals & training	FOR	MAGDALEN ENVIRONMENTAL TRUST

A 132 acre organic educational & therapeutic centre that welcomes c 4,500 visitors of all ages & abilities in a residential & day visit capacity. For the last 25 years we have engaged with & educated visitors using nature & the farming environment as our resource; it is fun, inspirational & innovative. Most of the help required is horticultural. There is also animal care which involves feeding up & putting our lovely poultry to bed! We always have the need for help with conservation & construction such as building wooden bridges. Time: 3 weeks to 2 months. We teach volunteers basic animal care, seasonal horticultural skills & organic vegetable growing. Join different lessons on the farm, such as hands on farming, survival in the wild & river dipping, in order to get an overview of the outdoor education programme. Experience not essential as we can teach you. As we are in a rural setting & not a community you will need to be fairly self-sufficient & being sociable is really important too. Self-motivated, enthusiastic, committed & willing to get involved. Contact rebecca@magdalenfarm.org.uk to request a volunteer application pack.

REF	462-FOCUSR-27/4	JOB	WILDLIFE SURVEY VOLUNTEER
BE4	30/4/18	LOC	LANHYDROCK, BODMIN, CORNWALL
PAY	Training / expenses	FOR	NATIONAL TRUST

Once a week in spring and summer. Do you have a passion for plants or wildlife? Could you share your knowledge to help survey and monitor flora and fauna around Lanhydrock estate to create valuable online records that help the Ranger Team with conservation management of the estate? By getting involved, you could: use/improve your wildlife ID skills and knowledge; see how ecological surveys help with conservation management decisions; become part of a friendly and dedicated countryside team; improve your communication skills. You will: help with surveys for a variety of species groups; record and provide data to the Ranger Team within the specified timescales; learn more about Lanhydrock, its history, landscape and nature; let staff know of any issues with fences, footpaths, etc.; maintain good relationships with people who share the land; become familiar with and follow the National Trust H&S Policy at all times; work outdoors in all weather conditions & get involved with other activities that are of interest to you, that we could use your help with us. www.nationaltrust.org.uk/find-an-opportunity

REF	463-FOCUS-9/3	JOB	TRAINEE COUNTRYSIDE EDUCATION OFFICER
BE4	9/3/18 IV 23/3/18	LOC	TORQUAY, DEVON
PAY	Accommodation / training	FOR	TORBAY COAST AND COUNTRYSIDE TRUST

30-37 hpw. You will assist the Education Officers on planning, delivery & evaluation of events, educational visits, & activities across Trust sites. Provide support to the Trust's education team working with schools & colleges on site to increase understanding of the natural environment & support staff in running cookery school workshops. You will help run volunteer days, encouraging volunteers & seeking volunteer opportunities within animal management, gardening & engagement. Provide information to the public about the environment of Torbay through public engagement events, visitor centre & exhibitions when required. For further information and to apply visit our website <http://c-js.co.uk/2spra6v>

REF	464-FOCUS-2/3	JOB	EXMOOR VOLUNTEER RANGER
BE4	2/3/18 IV 21/3/18	LOC	HOLNICOTE ESTATE, EXMOOR
PAY	Accommodation & training	FOR	NATIONAL TRUST

Minimum 6 months, maximum 12 months. As a member of the ranger team on the stunning 12,500 acre Holnicote Estate you will gain experience in a huge variety of practical conservation skills, assist with the co-ordination & management of local volunteers, help deliver events & wildlife surveys. Core hours are 4 days per week 8.30 – 16.30. Some weekend & bank holiday working will also be required April to September to fit in with the current ranger working pattern. Training includes: chainsaw felling & cross cutting, brush cutter, emergency first aid, off road driving course, e-modules for manual handling, fire awareness & risk assessments. Email robert.manicom@nationaltrust.org.uk for role description & application form.

REF	465-FOCUSR-OK8	JOB	EVENTS VOLUNTEER
BE4	N / A	LOC	FYNE COURT
PAY	Training will be provided	FOR	NATIONAL TRUST

On an ad-hoc basis, usually school holidays. There's nothing like a fun day out, and Events Assistants help us to make them happen at Fyne Court. You can help set up and deliver a range of events for families and adult groups. After 50 hours volunteering you will receive a membership card and discount in NT shops and cafes. Contact fynecourt@nationaltrust.org.uk 01823 451587.

Every Wednesday throughout the year. EuCAN Dorset Mid-week Volunteers

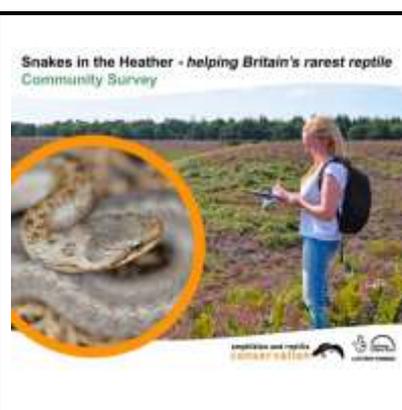
Minibus (if spare seats) from Weymouth and Dorchester, or meet at destination. organised by EuCAN Dorset Mid-Week Volunteers. Contact: 07763 923545 eucan.dmv@gmail.com <http://c-js.co.uk/2r1tFPD>

10:00 - 15:30. A variety of tasks (including hedgelaying, drystone walling, Fencing, heathland restoration, habitat management and invasive species) on NNRs and SSSI's within Dorset's AONB, and occasionally just beyond. Operated by volunteers for volunteers, we fund brushcutter, chainsaw, and other courses where possible. Copy and follow <https://tinyurl.com/hfxv9nm> for detailed worksite information.

Every Wednesday Practical Conservation Work Party

Durlston Country Park, Swanage organized by Dorset County Council. Contact: 01929 424443 info@durlston.co.uk <http://www.durlston.co.uk>

Meet at the Learning Centre at 10am. Session runs till 13:00. Join us for all kinds of outdoor conservation work around Durlston Country Park NNR. Wear suitable work clothing and sturdy footwear. All tools, training and hot drinks provided. Suitable for a variety of ages and ability levels.

National:**Snakes in the Heather – helping Britain’s rarest reptile**

Amphibian & Reptile Conservation (ARC) are leading a brand-new project to conserve our rarest reptile – the smooth snake. “Snakes in the Heather” aims to conserve this secretive creature throughout its range in Britain.

Please complete our Community Survey to help us safeguard the smooth snake for the future - there are over £250 worth of prizes up for grabs! www.surveymonkey.co.uk/r/Snakes-in-the-Heather You can also support smooth snake conservation by making a donation: www.arc-trust.org/appeal/sponsor-smooth-snakes

REF	472-FOCUSR-OK5	JOB	COUNTY DRAGONFLY RECORDER X3
BE4	Ongoing	LOC	CHESHIRE, MONMOUTHSHIRE AND CHANNEL ISLES (HOME BASED)
PAY	Training	FOR	BRITISH DRAGONFLY SOCIETY

Long term, time commitment dependent on volunteers' availability. You will upload records, sent to you by volunteer recorders, onto iRecord and validate and verify records on iRecord. Act as a central point of contact for local volunteer recorders, and enquires from organisations/groups (e.g. local wildlife groups) and members of the public, regarding information/advice on Dragonflies and recording in the area. You will also produce a short annual update article for our Darter newsletter. Additional activities vary depending on the volunteers' skills and interests e.g. leading field workshops and talks, attending events, and setting up a local group. Contact David Hepper, BDS Records Officer, records@british-dragonflies.org.uk or 01252 721053

REF	473-FOCUSR-OK9	JOB	WOOD PASTURE AND PARKLAND VOLUNTEER SURVEYOR
BE4	Ongoing	LOC	COUNTRYWIDE
PAY	Survey pack*	FOR	PTES

Characterised by big old trees growing in open pasture-land, Wood Pasture often contains some of the oldest living trees in our country, providing a direct link with bygone landscapes and homes to many rare and threatened species. This survey is relatively simple to do but tells us so much about the structure, condition and management. You will be required to do a structured walk around a site, counting and estimating things like trees, canopy cover and scrub, whilst looking out for a few key species such as hawthorn, elder and bramble. All the data we get helps us build a better picture of the conservation task we have ahead of ourselves in order to preserve this precious habitat and the rare species to which it is home.*Surveyor will receive a survey pack with all the instructions, maps and guides. They can contact the project organiser for any additional help needed. Each survey should take a couple of hours, plus a bit of prep time. Contact megan.gimber@ptes.org or go to www.ptes.org/wpp for more information.

REF	HOL-DIRECT-30/11	TITLE	CANAL RESTORATION VOLUNTEER – CANAL CAMPS
DATE	Throughout the year	BASE	VARIOUS
COST	£70	WITH	WATERWAY RECOVERY GROUP

Waterway Recovery Group's week long residential volunteering holidays are the perfect opportunity for anyone looking to learn new skills, meet a wide range of different people, give something back or just have a fun filled week making amazing memories. Each Canal Camp costs only £70 for the whole week and is run by volunteers for volunteers – providing all the training, food and banter needed to fully immerse yourself in the world of Canal Restoration. Accommodation and travel to and from site is also included during the week. Our volunteering holidays act as a catalyst to canal restoration projects giving a much needed boost to local restoration groups making significant progress in just one week. It's easy to find out more about our canal camps – to get involved, just visit: www.wrg.org.uk or contact us on 01494 783 453 ext 610.

REF	474-FOCUSR-OK8	JOB	VOLUNTEERING OPPORTUNITIES
BE4	N / A	LOC	VARIOUS
PAY	0	FOR	INLAND WATERWAYS ASSOCIATION

Love Your Waterways with Inland Waterways Association. Our volunteers enable us to be a powerful champion for the nation's inland waterways, protecting and expanding the network for everyone. Our volunteer community takes action to: speak for the waterways: listen to those who love the waterways and campaign, fundraise and influence to provide a sustainable waterway environment for everyone. Protect: conserve the heritage, environment and facilities for all along the waterways through advice, practical tasks and commenting on planning applications affecting the waterway corridor. Restore: bring the waterways back to peak condition for navigation and recreation through expert advice and our hands-on Waterway Recovery Group canal camps and weekend digs. Inspire: engage others in the waterways and our work both in person with walks, talks, educational and promotional events and communicate locally, nationally and online. For more information or to get involved visit www.waterways.org.uk/volunteer

REF	475-FOCUSR-OK8	JOB	GLEANING VOLUNTEER
BE4	N / A	LOC	N / A
PAY	Travel expenses up to £12 per person	FOR	FEEDBACK'S GLEANING NETWORK

Time: Usually around 6 hours. The Gleaning Network coordinates volunteers, farmers and food redistribution charities to salvage the thousands of tonnes of fresh fruit and vegetables that are wasted on farms every year across the UK and Europe, and direct this fresh, nutritious food to people in need. We need volunteers to help us harvest this fresh fruit and veg so we can divert to people in need. Fill in this form to be notified about upcoming gleans in your region: <https://feedbackglobal.org/gleaning-volunteer-form/> or contact: james@feedbackglobal.org

REF	476-FOCUSR-OK8	JOB	CANAL & RIVER EXPLORERS
BE4	N / A	LOC	VARIOUS
PAY	Training	FOR	CANAL & RIVER TRUST

Become an Education Volunteer with the Canal & River Trust and inspire the next generation about the nation's canals and rivers. If you love being outdoors and have a knack for engaging with children, we'd love you to join our friendly team. Full training provided. Find out more at <http://c-js.co.uk/2EjJHKO>

REF	477-FOCUSR-9/3	JOB	BUG CHAMPIONS
BE4	N / A	LOC	VARIOUS
PAY	0	FOR	BUGLIFE

Buglife are currently recruiting new Bug Champions. We are looking for people who are interested in wildlife, & would like to gain experience within your local community, raising awareness of Buglife, fundraising & campaigning. You will be supporting Buglife in your own community & help raise awareness of the work we do. This fantastic opportunity allows for you to plan your own volunteer time as the face of Buglife. If you are interested please visit the website & provide us with your name, location & contact details. To apply or find our more information please email your details to volunteer.peterborough@buglife.org.uk www.buglife.org.uk/contact/volunteering-and-internships

Bat Conservation Trust Help us monitor the UK's bats by taking part in one or more of our surveys and observing these fascinating mammals in your local area. Anyone can take part, from beginners to experts, and we run training workshops. Find a survey to suit you and sign up online and enjoy being part of the National Bat Monitoring Programme volunteer team. <http://www.bats.org.uk/pages/nbmp.html>

Love Your Waterways with Inland Waterways Association

Our volunteers enable us to be a powerful champion for the nation's inland waterways: speaking for the waterways, protecting and restoring the waterways for everyone and inspiring others to explore the network. For more information or to get involved visit www.waterways.org.uk/volunteer

The Wider Countryside Butterfly Survey WCBS monitors common and widespread butterflies in the general countryside and urban areas. We are recruiting volunteers for the 2018 season and there are opportunities to get involved throughout the UK. To find out more please contact the WCBS co-ordinator via survey@butterfly-conservation.org or visit <http://bit.ly/WCBS2018>.

Waterway Recovery Group provides practical and technical support to waterways restoration projects across the country. WRG organises events to help restore derelict canals of England and Wales through running restoration holidays called Canal Camps and weekend activities as well as teaching heritage construction skills. For more visit: www.wrg.org.uk

Crab Watch is a new citizen science initiative in Europe developed as part of the Sea Change Project. It aims to harness the sense of excitement and wonder of finding a crab to raise awareness and enhance our knowledge of the changing distribution of native and non-native crabs. Visit www.seachangeproject.eu to download all you need.

Live and learn on an organic farm by volunteering with WWOOF. WWOOF UK has nearly 700 farms, smallholdings, vineyards, crofts, retreat centres, nature reserves and woodlands across the British Isles ready to open their doors to you. Start a life changing adventure today. Go to www.woof.org.uk.

What effect has recent weather had on wildlife? Does climate change affect timings in nature? Join Nature's Calendar and help scientists discover answers to these questions. From leaf buds bursting to blackberries ripening, let us know what's happening near you. <https://naturescalendar.woodlandtrust.org.uk/>

The Association of Countryside Volunteers

It is with deep regret on the one hand and an element of pride as to all the Association has achieved in its fifty year existence on the other that Roger Higgs informs us of the fact that the Association of Countryside Volunteers has now ceased to exist. This is due to lack of new and active members. Roger says: "Whilst putting together the Association's last Magazine, it suddenly struck me that when the Association was first established, way back in October 1967, at Grasmere in the Lake District, the founding fathers, one of whom, Trevor Hardy and his wife Dorothy, have remained active throughout the life of the Association, were at the time young people, one in their late twenties and others early forties. I believe I'm right in saying now that currently, few members are younger than sixty, many somewhat older. Younger people now seem to have very busy lives and despite there being many thousands of countryside volunteers across the UK, of all ages, working for a myriad of organisations, time is precious and understandably your local patch comes first." If anyone wants to contact Roger he can be emailed on rogerhiggs@hotmail.co.uk

International:

Herpetological Field Training Expeditions in Laguna del Tigre National Park, Guatemala. Carry out wildlife surveying & monitoring, specialising in the ecology and behaviour of reptiles and amphibians. Join our unique training programme offering invaluable experience in tropical field biology. 2018 Dates: 23 June – 4 Jul, 11 – 23 Aug. Contact info@explorewithindigo.com

Community-based sea turtle conservation on the Pacific Coast of Guatemala. Join the Indigo Sea Turtle Initiative! Experience in field surveying, or other conservation projects, would be beneficial, but no specialist experience of sea turtles is required. More important is a willingness to learn! Contact info@explorewithindigo.com or see <http://explorewithindigo.com/indigo-sea-turtle-initiative/> for more info. Internships are available for those with experience of sea turtle conservation.

REF	F116-FOCUS-29/6	JOB	VOLUNTEER AT MOUNTAIN GORILLA CAMP
BE4	30/6/18	LOC	UGANDA
PAY	Accommodation	FOR	VOLUNTEER 4 AFRICA

This locally owned and operated camp, close to Bwindi Impenetrable National Park in Uganda, offers accommodation for international gorilla trekkers. The mountain gorilla camp is looking for volunteers to help local staff with operational tasks, including taking reservations, meeting and briefing guests on arrival. Volunteers receive free accommodation and contribute US\$15 per day for food. 1 month minimum. Exceptional opportunity to work at a World Heritage site & encounter families of mountain gorillas. Please visit <https://www.volunteer4africa.org/> for full project details and application instructions.

REF	F478-FOCUS-OK8	JOB	VOLUNTEER AT WILDLIFE SANCTUARY
BE4	Ongoing	LOC	COSTA RICA
PAY	Accomm & other benefits	FOR	VOLUNTEER LATIN AMERICA

1 month min. The sanctuary is looking for volunteer help year round with animal care, construction & gardening work. Volunteer activities range from daily leaf collection for howler monkeys to planting saplings. Caring, positive attitude & cheery. Details on www.volunteerlatinamerica.com/ info@volunteerlatinamerica.com

REF	F479-FOCUS-OK7	JOB	JAGUAR CARE & MAINTENANCE
BE4	Ongoing	LOC	ARGENTINA
PAY	Free accommodation and food	FOR	VOLUNTEER LATIN AMERICA

3 months minimum. This wildlife reintroduction project is looking for volunteers to help take care of jaguars at a breeding centre and maintain the facilities. This a good opportunity to work in a remote and natural setting with an endangered species. The project provides free accommodation and food. You can view further information on the VLA website. www.volunteerlatinamerica.com

Key:	REF	CJS reference no. (advert 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

Main text usually includes: Description of Job, Person Spec / Requirements and How to apply or obtain more information
CJS Suggestions: Please check the main text to ensure that you have all of the required qualifications / experience before you apply. Contact ONLY the person, email, number or address given use links to a job description / more information, if an SAE is required double check you use the correct stamps. If you're sending a CV by email name the file with YOUR name not just CV.doc

**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 12/2/18.**

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

Next edition will feature Greenspace, published 21/5/18