When waders and bankers combine the results can be wonderful
Employee Action Days with The Conservation Volunteers
By Steven Gauge

It’s not every day you find yourself in the middle of a lake, in a fetching pair of green rubber waders with a high-flying city banker on one side and a resident from an inner city council housing estate on the other, jointly planting a new reed bed. However, that was exactly where I found myself as the manager of a local environmental group a few years ago in the middle of Burgess Park, just off the Old Kent Road in London. It was one of the most enjoyable and fulfilling days of my working life and it was all made possible by the talented trainers from The Conservation Volunteers (then known as BTCV.) With decades of experience in training environmental volunteers they were able to manage a large group of city bankers, more accustomed to PowerPoint presentations than pond life, working together with a local community group to restore and revitalise a much neglected local lake and create some environmentally sensitive woodland paths through the trees.

As the UK’s leading practical conservation charity, TCV has 55 years of experience in working with people from all sectors of society, getting them to roll up their sleeves to improve their local environment. Over the last four years, TCV have organised 54,000 hours of corporate volunteering across 598 different projects. They are particularly adept in the more challenging aspects of managing groups of employees from businesses keen to bolster their corporate social responsibility and green credentials by planting some trees.

Tree planting is invariably one of the more popular activities sought by those escaping from their office environment. Unfortunately, business volunteering groups tend to emerge during the summer months when hard, dry ground makes tree planting far from practical and unlikely to lead to a thriving new healthy forest being established. Fortunately, there are plenty of other activities that can make good use of keen corporate volunteers. These alternative activities range from developing allotments for local community groups to growing fresh produce, creating nature areas in schools, and regenerating urban wasteland.

The projects and places that TCV support benefit hugely from the Employee Action Days. This type of support for a local project often acts as a catalyst for further initiatives, and helps to form lasting relationships between businesses and the local community. Businesses not only gain from the tangible improvements made to the local environment but will often report improved team-working and a lasting morale boost.

The nature of the tasks often means that traditional work hierarchies are completely broken down for the day, in a good way. Individuals who might never communicate face-to-face in a typical working week will find themselves bonding over cups of tea made from the famous TCV storm kettles.

There is always a spot of expectation management to be done when organising Employee Action Days. Making sure that volunteers know what is in store for them, what to expect and what to wear is important. Each day requires planning and regular contact with the corporate team to ensure the day is safe and well prepared for before the volunteers arrive. Regular contact also ensures expectations about the day are met. For example, if the team are keen to be able to boast of a finished project or activity by the end of their action day, then a project such as building veg box planters can be ideal. This kind of activity provides a very tangible end product for the team to see. These types of projects can also work well in those all-important ‘before and after’ photographs.
It is also important to have an open conversation with the corporate team organisers about the economics of environmental conservation. Very occasionally, businesses looking for a cheap day out find it difficult to understand that organising volunteers, many of whom may not have picked up a shovel or a wheeled a wheelbarrow ever before in their lives, requires expertise and resources. The skill and experience of organisations like TCV doesn’t come free. Employee action days come with a cost attached - but when compared to the alternative corporate hospitality activities often found in the world of business, a day spent with TCV is always extremely good value and you gain much more for it.

For TCV, promoting and organising Employee Action Days is an important part of its charitable mission. Helping people to develop their skills and talents whilst volunteering outdoors has huge additional benefits for people’s health and employment prospects. By getting more sedentary corporate types out and active gives their cardiovascular systems a gentle work out and can contribute to reducing sick days and stress levels. The boost to morale and working relationships can also improve staff retention rates and have lasting benefits for the economy.

I know from my own personal experience of getting into a natty pair of waders in Burgess Park, , that the benefits of corporate volunteering days are immense. The impact on the local community groups of seeing business people roll up their sleeves and help out was immediate and obvious. It helped to energise the community into making further improvements to their local park as a direct result. The satisfied smiles at the end of the day on the faces of the people who took part were priceless. Perhaps more importantly, in years to come, I will be able to show my grandchildren the vibrant, healthy reed-beds that we planted that day in waders with the city bankers and local council estate residents. We will no doubt spend some very happy hours observing and enjoying the wildlife that will be there in the pond and perhaps enjoy wandering along some of the woodland paths we built that day.

The Gallywall Nature Reserve has been maintained by a group of local volunteers, known as the Friends of Galleywall Nature Reserve, since 2004 and they have been working with The Conservation Volunteers local project officers to transform this small nature area in a deprived urban area to a place that the local community could use, be proud of, as well as recapturing the space for native wildlife to thrive in. The project is an ambitious one that includes landscaping the park, creating a new pond, building a permaculture garden and to feature a beautiful 50 m long habitat wall.

Gallywall Nature Reserve has been a popular choice with corporate teams this year, and following on from a 30 strong RBS team that took part in their Employee Action Day in June 2013, the Chair of Gallywall Nature Reserve had this to say, ‘I visited Gallywall Nature Reserve when your team was working on the western leg of the Habitat Wall. Here many years growth of ivy had been cleared to make way for the new construction. Large timbers were cut for joints and erected to make an array of spaces for inserting a range of material for habitats for insects and other invertebrates.

The team were working well and enjoying the opportunity to be creative. They particularly valued doing this in such an inner city environment.

This work is such an encouragement to schoolchildren and their teachers who use this reserve for their studies and to the small team who take care of the Reserve. We could not attempt such works on our own. The cumulative effect of the
Countryside Jobs Service Focus on Volunteering www.countryside-jobs.com

work of the corporate teams is amazing! People are so pleasantly surprised when they come in, to see such a change over the last few years.

Thank you for arranging all this work.'
Alan Chadborn, Chair, Friends of Galleywall Nature Reserve.

To contact for more information: Natalie Kitch, Business Development Executive: Employee Action Days T: 01233 666519 M: 07801 686052 E: n.kitch@tcv.org.uk

Scotland:

A wide range of volunteering opportunities working in outdoor (usually woodland) environments with children, young people and adults to promote resilience, build confidence and develop social skills. On-going support to volunteers and free certificated training when funding allows. Contact Daru on 01835 869869 or dmcaleece@instinctivelywild.co.uk

Every Tuesday  Weekly volunteering
Central/east Fife, CLEAR Buckhaven Conservation & Environmental Improvement
Contact: 01592 713078, clearlife@aol.com
Our small charity runs events from 10am + occasional weekend environmental actions - including planting/tending community woodland and orchards, spring bulbs, community gardening, coastal cleanups etc. New volunteers always welcome. John Muir Awards & Saltire Awards organised.

REF 2305-FOCUSR-OK12  JOB  CONCERN FOR SWIFTS SCOTLAND VOLUNTEER
BE4  N / A  LOC  CENTRAL BELT, SCOTLAND
PAY  0  FOR  CONCERN FOR SWIFTS SCOTLAND PROJECT
DES  Assistance with data input & processing, records, re-constructing website, any admin & contact-type work over the winter months. Time commitment is flexible, as suits the volunteer. BUT An interest, in either the topic – swifts – or in data, electronic communication, negotiation, admin stuff. ASK swiftscot@yahoo.co.uk

REF 2306-FOCUSR-3/10  JOB  LEAFLET RESEARCHER & EDITOR
BE4  1/10/14  LOC  TAYSIDE (preferably)
PAY  N / A  FOR  PERTH & KINROSS TREE WARDENS NETWORK
DES  The PKTWN is a voluntary group of tree enthusiasts who are affiliated to the Tree Council’s Tree Warden Scheme. Funding has been made available to print a series of three tree trails, but there is no funding available to pull together information & to prepare the leaflets ready for professional designing & printing. The first leaflet focusing on the bluebell woods of Perthshire & Kinross-shire has been researched & a map partly-produced. Someone with knowledge of leaflet production would be very welcome to finalise this first leaflet & then work with the volunteer members to research & prepare further leaflets. Full acknowledgement will be made of the voluntary work undertaken on all leaflets. The tasks can be fitted around other work & we are flexible but would like all three leaflets printed by early April 2015. Tasks can be undertaken via email or phone. BUT Interest & experience in the media or preparing publications essential, preferably with a keen interest in the natural world & trees if possible. Local knowledge an advantage. Patience is a pre-requisite as you will be working with volunteers, many of them retired. Enthusiasm for the subject is a must! ASK Hon. Chair of the PKTWN, cath.lloyd@btinternet.com www.perthandkinrosstreedens.co.uk

REF 323-FOCUSR-K3  JOB  CONSERVATION VOLUNTEER – LANARKSHIRE & GLASGOW
BE4  ONGOING  LOC  CUMBERNAULD
PAY  Travel expenses  FOR  SCOTTISH WILDLIFE TRUST
DES  Work with our Reserve Project Officers undertaking a variety of practical work on our reserves in Lanarkshire & Glasgow area. We can offer variety of practical management tasks such as removing non-native species, building boardwalks, fence repair & more! We provide all transport to & from worksites, H&S instruction, supervision & all tools & equipment. BUT Would suit those of a practical nature, who are physically fit & willing to work outdoors in all weathers. No previous experience necessary. Minimum of one or two days per week (Monday to Thursday) would be ideal. ASK Peter Gilbert, Volunteer Development Officer, pgilbert@scottishwildlifetrust.org.uk

REF 2307-FOCUSR-OK3  JOB  PRACTICAL CONSERVATION VOLUNTEER GLASGOW
BE4  N / A  LOC  KELVINGROVE MUSEUM & ART GALLERY
PAY  Training & travel expenses  FOR  RSPB
DES  The RSPB Living Nature Project is an exciting project working out of Kelvingrove museum & park. We aim to connect communities & schools with their local green spaces & wildlife on their doorstep through a variety of practical conservation & fun events. We will be carrying out practical conservation work in partnership with Glasgow City Council & TCV including pond & woodland management, meadow management & clean up days. We are looking for volunteers to help us with this work to try to increase the diversity of species that can be found in the park. We also carry out a range of events & tours in the museum to engage with visitors of all ages as well as promoting RSPB membership. Minimum time commitment flexible, but usually one Wednesday afternoon a month, all year round. BUT Confident, reliable & friendly. Fit & able to carry out moderate exercise such as weeding, digging & planting. Knowledge of native plant & animal species an advantage but not essential. Willingness to get stuck in & get a little mucky is essential. ASK Paul Gunn, 0141 3310993 paul.gunn@rspb.org.uk

REF 804-FOCUS-OK3  JOB  VOLUNTEER RESERVES ASSISTANTS
BE4  N / A  LOC  THROUGHOUT SCOTLAND
PAY  Travel expenses, training, PPE  FOR  SCOTTISH WILDLIFE TRUST
DES  Come & help our Reserves Project Officers manage our varied nature reserves! Gain valuable practical work experience undertaking a range of practical conservation tasks which could include; building bridges & boardwalks, repairing fences, trimming footpaths, meadow cutting, controlling scrub & removing non native species. We can offer
专业服务聚焦于志工服务，www.countryside-jobs.com

有多种机会等待您，在我们的志工计划中。志工可以担任培训、旅行、安全教育、运输及工作地点等职位，并参与各种项目。我们拥有在下列地点的志工活动：拉纳克、阿伯丁、泰赛德、西洛斯班、希兰兹、洛斯安、邓弗里斯和加洛韦。 必须愿意在团队中工作，并准备在有时工作在恶劣天气下。 ASK / Chat: Peter Gilbert, pgilbert@scottishwildlifetrust.org.uk

REF 2308-FOCUSR-31/10 JOB AMPHIBIANS IN DRAINS SURVEYOR
BE4 1/11/14 Informal IV during November LOC PERTHSHIRE
PAY Travelling expenses, full training FOR TAYSIDE BIODIVERSITY PARTNERSHIP
DES TayARG (Tayside Amphibian & Reptile Group) has been set up to enable volunteers to assist with amphibian surveys; it is overseen by the Tayside Biodiversity Partnership. For the past 4 years there have been surveys underway in Blairgowrie (& elsewhere in Tayside) to ascertain how useful the newly-installed wildlife kerbs are proving in keeping amphibians away from guilypots & to study other guilypots where the wildlife kerbs are absent. Volunteer help will be welcomed for a minimum of 6 months up to 12 or 18 months. There is a vacancy for at least one volunteer, preferably to collect data from three sites. Tme: 5-6 daylight hours per week are required, preferably on the same day each week. Free membership of TayARG will be given which includes a number of training courses. BUT No specific experience or knowledge is necessary, although an interest & knowledge in amphibian ecology will be useful. The main task involved is to remove both live & dead animals (including small mammals), so the volunteer must not be squeamish! Experience in data collection would be welcome, together with report writing. ASK Catherine Lloyd, caglioyd@pkc.gov.uk

REF 2379-FOCUSR-OK3 JOB COMMUNITY GROWER
BE4 N/A LOC COUPER ANGUS, PERTHSHIRE
PAY On-job training provided & some travel expenses FOR FORWARD COUPAR ANGUS
DES The new community garden in Coupar Angus needs your help. We are setting up a community growing area for fruit & vegetables. We need casual volunteers to help with clearing the land, building raised beds, building a polytunnel & planting vegetables & fruit bushes. Come learn how to grow, or share your knowledge & enthusiasm with others. Harvest tasty fruit & veg, & meet new people in the process. The opportunity is not currently on set days, & volunteers can decide with the co-ordinator how often they come to volunteer. Casual time commitment – one hour to a whole day. BUT Must have an interest in working in the outdoors, not frightened to get their hands dirty; ability to work safely. No formal qualifications needed. ASK Rachel Butterworth, Food Development Officer, rbutcher1@gmail.com

REF 2309-FOCUSR-OK3 JOB VOLUNTEER VISITOR INFORMATION & EVENTS ASSISTANT
BE4 N/A LOC KELVINGROVE MUSEUM & ART GALLERY, GLASGOW
PAY Training & travel expenses FOR RSPB
DES We would like your help providing an amazing natural history experience to the museum & park visitors. We need you to chat with the public & get stuck in with our children’s activities. We want visitors to leave feeling enthused about the RSPB & eager to learn more.. You’ll get people engagement experience & you can try your hand at running family activities & spreading our love of the natural world to other people. You’ll gain useful education & membership recruitment skills that will make a real difference to the RSPB & our conservation work. Minimum commitment one weekend afternoon per month, all year round. BUT Enjoy working with children & families. Ability to learn more about the natural world & to chat to the public about it – we don’t need experts, just enthusiasm & willingness to learn along with us. Ability & confidence to talk to the public about RSPB membership & the benefits of it. Confident public speaker who loves to talk! ASK Sarah-Jayne Forster, 0141 3310993 sarah-jayne.forster@rspb.org.uk

REF 2068-FOCUSR-OK3 JOB CONSERVATION VOLUNTEER
BE4 ONGOING LOC SCOTLAND WIDE
PAY Travel expenses FOR SCOTTISH WILDLIFE TRUST
DES Work with our Reserve Project Officers undertaking a variety of practical work on our reserves throughout Scotland (based in Castle Douglas, Irvine, Cumbernauld, Grangemouth, Dalkeith, Dundee, North Kessock). We can offer variety of practical management tasks such as removing non-native species, building boardwalks, fence repair & more! We provide all transport to & from worksites, H&S instruction, supervision & all tools & equipment. BUT Would suit those of a practical nature, who are physically fit & willing to work outdoors in all weathers. No previous experience necessary. Minimum of one or two days per week (Monday to Thursday) would be ideal. ASK Peter Gilbert, Volunteer Development Officer, pgilbert@scottishwildlifetrust.org.uk

REF 2310-FOCUSR-17/10 JOB BEYOND BOUNDARIES VOLUNTEER
BE4 15/10/14 LOC SELKIRK
PAY Travel expenses, in-house training FOR INSTINCTIVELY WILD
DES You will be part of a friendly team working with young people aged 16+. We use the Forest School ethos & principles to promote resilience, build confidence & develop social skills. Sessions take place at the Haining Estate, Selkirk every Wednesday from 10am to 3pm from September to June during term time. Activities include games, natural art, conservation work, bush craft skills & John Muir Awards. We offer on-going support & training to volunteers & free certified training when funding allows. 5 hours per week. BUT Some experience of working with young people is advantageous but not essential. You must be willing to work outdoors in all but the most severe weather conditions & have a commitment to attend the session every week for the duration of the project. ASK Jan, 01835 870606 jbarr@instinctivelywild.co.uk

REF 318-FOCUSR-OK3 JOB VOLUNTEER GUIDE (IN THE HIDE)
BE4 ONGOING LOC LOCH OF THE LOWES, DUNKELD, PERTHSHIRE
PAY 0 FOR SCOTTISH WILDLIFE TRUST
DES Help us engage with the visiting public & provide interpretation to those who visit the viewing hides to watch the osprey & other wildlife, ensuring disturbance to the birds is kept to a minimum. BUT Previous experience, although useful is not required. More importantly you should have an interest in wildlife with good ID skills (although training necessary.

---

Page 4
Volunteer Conservation Weeks with Trees for Life
By Becky Priestly

Trees for Life is a Scottish charity working to restore the ancient Caledonian Forest to the Highlands of Scotland. This year we are celebrating 25 years of practical work; and in that time we have grown into one of Scotland's leading volunteering charities.

Nearly all of our practical work is carried out by teams of volunteers, through Conservation Weeks, Conservation Days for local people and long-term volunteering at our Dundreggan Conservation Estate. The three different volunteering types provide us with various different benefits and mean that we’re able to accomplish a wide range of tasks. On our twice-monthly Conservation Days we use a small crew of local people to carry out day-long tasks such as repairing a fence or monitoring how previously planted trees are faring. At the other end of the scale we have our long-term volunteer programme; for people who want to volunteer for up...
Countryside Jobs Service Focus on Volunteering to three months and gain experience in a wide range of practical work. It's particularly popular with graduates and those wishing to pursue a career in conservation or reserve management. By the end of their stay volunteers have learned a lot and become very proficient at tree planting and other aspects of forest restoration.

Our Conservation Weeks, which are the focus of this article, fit nicely into the middle of this scale. We ran our first Conservation Week, or Volunteer Week as they were called then, back in 1991. It was a big success and so we began to increase the number that we offered. They soon became very popular and today we run up to 40 weeks per year, split into a spring and autumn programme.

The weeks run from Saturday to Saturday – we pick volunteers up from Inverness railway station at 12 pm and return them a week later at 10 am. An introductory talk about the forest and the work of Trees for Life is given on the afternoon people arrive and practical work begins the next day, after they have settled in and unpacked. The weeks are held at eight stunning locations across the Scottish Highlands, including Glen Affric, Torridon, the Isle of Skye and Trees for Life’s own Conservation Estate at Dundreggan. These are all sites where we are working to restore the ancient Caledonian Forest and volunteers take part in a wide range of tasks including planting trees, removing non-native species, collecting seeds and berries, putting up fences to protect seedlings, working in our tree nursery and much more.

Working days run from 9 am to 5 pm with regular breaks for lunch and drinks. Volunteers get a day off mid-week where they can explore the local area or just relax and enjoy the beautiful Highland surroundings.

Each week has two leaders who have expertise in forest restoration. They train volunteers in the techniques required and we provide all equipment. Accommodation is fully inclusive – in either a lodge, hostel or holiday cottage. Cooking is done by the volunteers on a voluntary rota basis.

We have a sliding scale of payment options for our Conservation Weeks. The full cost of the week to Trees for Life is £350 per person, so we ask people to pay this amount if they’re able to. For those who can’t afford to do so we offer a subsidised rate of £180 and then a student rate of £90. There is also a 10% discount available to members of Trees for Life.

Our volunteers come from a wide range of backgrounds – students, working professionals, retired people and those who are disadvantaged. Feedback tells us that people get a huge amount out of volunteering for Trees for Life – a chance to spend time in the beautiful Scottish Highlands, getting away from the city and experiencing wild nature; the chance to spend time with a group of similarly minded people, all working together for a common cause; the chance to make some new friends; and of course the chance to personally help to restore the ancient Caledonian Forest – the UK’s equivalent of the rainforest and one of Scotland’s greatest national treasures.
Countryside Jobs Service Focus on Volunteering

For us there are also numerous benefits. We have an enthusiastic volunteer workforce, ready to work hard and achieve as much as they can; we’re able to carry out work at a wide range of project sites; and Conservation Weeks enable us to do something almost as important as restoring the forest itself – to educate people about the Caledonian Forest and about nature as a whole, and to inspire them to want to help conserve it.

Please visit our website at treesforlife.org.uk for further details about our Conservation Weeks and other volunteering opportunities.

**North East:**

**Yorkshire Wildlife Trust have a fantastic** range of volunteer opportunities available. From a full calendar of Practical Task Days to Survey Volunteers, from Farm Volunteers to Visitor Centre Assistants, and even a Trainee programme, there’s something for everyone to get involved with! Find out more: email volunteering@ywt.org.uk or visit www.ywt.org.uk/volunteer

**Enjoy working outdoors?** Have an interest in nature and conservation? Then why not join our practical conservation volunteer group. Instruction and training will be provided - Just bring some sturdy footwear, outdoor clothing and a smile! Tea, coffee and safety equipment provided. Contact Leah TCV Humber Field Office on 01482 620309 for more details.

**Castle Eden Dene National Nature Reserve** is situated on the southern edge of the Town of Peterlee in County Durham. We have many opportunities for volunteers including regular workdays, monitoring and projects, events and administration tasks. Contact christopher.evans@naturalengland.org.uk to find out more.

**Heart of Teesdale Landscape Partnership** has various exciting opportunities for volunteers to get involved in conserving and enhancing the landscape and heritage of Teesdale. Opportunities include practical conservation work, wildlife surveying, researching & leading guided walks and much more! For more information contact Karen Collins on 03000 260835, karen.collins@durham.gov.uk

**Practical volunteering sessions are available** across South Tyneside and Newcastle. Come and help out in your local parks and green spaces taking part in activities ranging from conservation, environmental improvement to horticulture. Training, support and refreshments are provided at all sessions. Please contact alone.lee@groundwork.org.uk 0191 4281144.

**Volunteer walk leaders needed in South Tyneside** to lead walks for Walking Works Wonders. Walks last no more than 3miles/one hour & normally finish with a chat at a local café. A free one day walk leader training course & heart start first aid is available to get you started. Contact Sarah Atchison 0191 4281144, sarah.atchison@groundwork.org.uk

**Fancy working outdoors with National Trust** Rangers helping to look after our beautiful coast and countryside? Broad range of tasks including path maintenance, habitat management, fencing, dry stone walling, events. All ages (18+) and abilities welcome. No experience needed. Based at Ravenscar, Scarborough. Call us on 01723 870423.

**Heart of Teesdale Landscape Partnership**

**The Conservation Volunteers at Skelton Grange**

We welcome people of all ages to learn, volunteer and play in the natural environment at our award winning eco-centre and nature area in Leeds. Join in, feel good.

TCV Skelton Grange Environment Centre, Skelton Grange Road, Leeds, LS10 1RS 0113 2430815, skelton@tcv.org.uk, www.tcv.org.uk/skeltongrange

**Enjoy working outdoors?** Have an interest in nature and conservation? Then why not join our practical conservation volunteer group. Instruction and training will be provided - Just bring some sturdy footwear, outdoor clothing and a smile! Tea, coffee and safety equipment provided. Contact Leah TCV Humber Field Office on 01482 620309 for more details.

**Volunteer walk leaders needed in South Tyneside** to lead walks for Walking Works Wonders. Walks last no more than 3miles/one hour & normally finish with a chat at a local café. A free one day walk leader training course & heart start first aid is available to get you started. Contact Sarah Atchison 0191 4281144, sarah.atchison@groundwork.org.uk

**Fancy working outdoors with National Trust**

Rangers helping to look after our beautiful coast and countryside? Broad range of tasks including path maintenance, habitat management, fencing, dry stone walling, events. All ages (18+) and abilities welcome. No experience needed. Based at Ravenscar, Scarborough. Call us on 01723 870423.

**Heart of Teesdale Landscape Partnership**

**The Conservation Volunteers at Skelton Grange**

We welcome people of all ages to learn, volunteer and play in the natural environment at our award winning eco-centre and nature area in Leeds. Join in, feel good.

TCV Skelton Grange Environment Centre, Skelton Grange Road, Leeds, LS10 1RS 0113 2430815, skelton@tcv.org.uk, www.tcv.org.uk/skeltongrange

**Enjoy working outdoors?** Have an interest in nature and conservation? Then why not join our practical conservation volunteer group. Instruction and training will be provided - Just bring some sturdy footwear, outdoor clothing and a smile! Tea, coffee and safety equipment provided. Contact Leah TCV Humber Field Office on 01482 620309 for more details.

**Volunteer walk leaders needed in South Tyneside** to lead walks for Walking Works Wonders. Walks last no more than 3miles/one hour & normally finish with a chat at a local café. A free one day walk leader training course & heart start first aid is available to get you started. Contact Sarah Atchison 0191 4281144, sarah.atchison@groundwork.org.uk

**Fancy working outdoors with National Trust**

Rangers helping to look after our beautiful coast and countryside? Broad range of tasks including path maintenance, habitat management, fencing, dry stone walling, events. All ages (18+) and abilities welcome. No experience needed. Based at Ravenscar, Scarborough. Call us on 01723 870423.

**Heart of Teesdale Landscape Partnership**

**The Conservation Volunteers at Skelton Grange**

We welcome people of all ages to learn, volunteer and play in the natural environment at our award winning eco-centre and nature area in Leeds. Join in, feel good.

TCV Skelton Grange Environment Centre, Skelton Grange Road, Leeds, LS10 1RS 0113 2430815, skelton@tcv.org.uk, www.tcv.org.uk/skeltongrange
essential experience needed for a career in reserve work. You can gain experience on our Nort

PAY BE4

ASK DES PAY BE4

renovations & will be closed from 1

Schools / Y

applicant will also live on site at the reserve. ASK All: Ryan Chenery (Volunteer Development Officer), 01262 422207.

Residential Volunteering

Pin Badge Minder

Membership Recruitment

Guided Walk Leader / Assistant

Welcome Host (Warden)

Environmental Officer / Assistant

Catering Assistant

Working in the visitor centre catering outlet, engaging with visitors & ensuring high standards of customer service are maintained.

Guided Walk Leader / Assistant

Leading / assisting in informative nature tours of the reserve.

Membership Recruitment

Encouraging visitors to the reserve to join the RSPB.

Pin Badge Minder

To look after the ordering & stock of the pin badges for the reserve.

Residential Volunteering

The residential post incorporates ALL of the aforementioned roles, but the successful applicant will also live on site at the reserve. ASK All: Ryan Chenery (Volunteer Development Officer), 01262 422207.

Schools / Youth Groups

Working with the education team, assisting with visits from primary schools, colleges & universities. Leading & assisting groups of school children on nature tours of the reserve. ASK Steve Race (Education & Outreach Officer), 01262 422203. All posts: Please note that Bempton Cliffs visitor centre will be undergoing renovations & will be closed from 1st September – 1st April. All of these roles will therefore only become available from 1st April 2015.

REF 2317-FOCUSR-26/9 JOB VOLUNTEERS FOR SHORT WILDLIFE & HABITAT SURVEY BE4 N/A LOC RAVENSCAR, SCARBOROUGH PAY In house training, travel expenses FOR NATIONAL TRUST DES To carry out practical conservation / estate work, including: vegetation control, footpath maintenance, way marking, gate hanging, fencing, woodland work, litter picking etc. 6 hours per day, any day of the week. BUT No qualifications required. Practical skills, work within a group & ability to work outside in all weathers. ASK zoe.frank@nationaltrust.org.uk REF 2318-FOCUS-10/10 JOB NEET VOLUNTEERS BE4 N/A LOC CALDERDALE PAY Employment search assistance FOR CALDERDALE COUNCIL DES We run a programme for NEET (not in employment, education or training) young people in Calderdale. These individuals work with us as a volunteer for 12 weeks, to help improve local amenity land in Calderdale Council ownership. In return for their hard work the Council works with the individuals to find them suitable employment in either the environmental sector, or any other industry the volunteer wishes to work. Our volunteers will get the opportunity to work with professional dry stone wallers, help the Conservation Officer with Eco-survey work, help to manage local woodlands & learn about tree planting & flood elevation methods. Also the opportunity to gain qualifications in indoor climbing, mountain biking & archery to name a few! Each Wednesday our team will work from a state of the art IT suite in Halifax, gaining valuable CV writing skills & receiving one to one support from two employment officers. To date we have had between 70 & 100% success in finding our volunteers onward employment or further training. We are now recruiting for our November cohort. BUT Aged between 16 & 24, live in Calderdale & currently unemployed. ASK Becky Jenkinson, 01422 392359 becky.jenkinson@calderdale.gov.uk REF 327-FOCUS-OK3 FOR RSPB BE4 Ongoing LOC RSPB BEMPTON CLIFFS JOB DES Seabird Research (Residential Volunteering) & Wildlife Surveyor The successful applicant will be in post from early April to the end of July (this coincides with the seabird nesting season at Bempton Cliffs). ASK Dave Aitkin (Warden) david.aitken@rspb.org.uk 01262 422204. Welcome Host Welcoming visitors, providing information about their visit & asking whether they would be interested in membership.

Viewpoint Guide Standing atop Bempton’s 100 metre chalk cliffs & enhancing the visitor experience by locating & identifying nests, chicks & adults of our seabirds, plus other wildlife.

Retail Assistant Working in the visitor centre gift shop, engaging with visitors & ensuring high standards of customer service are maintained.

Catering Assistant Working in the visitor centre catering outlet, engaging with visitors & ensuring high standards of customer service are maintained.

Guided Walk Leader / Assistant Leading / assisting in informative nature tours of the reserve.

Membership Recruitment Encouraging visitors to the reserve to join the RSPB.

Pin Badge Minder To look after the ordering & stock of the pin badges for the reserve.

Residential Volunteering The residential post incorporates ALL of the aforementioned roles, but the successful applicant will also live on site at the reserve. ASK All: Ryan Chenery (Volunteer Development Officer), 01262 422207.

Schools / Youth Groups Working with the education team, assisting with visits from primary schools, colleges & universities. Leading & assisting groups of school children on nature tours of the reserve. ASK Steve Race (Education & Outreach Officer), 01262 422203. All posts: Please note that Bempton Cliffs visitor centre will be undergoing renovations & will be closed from 1st September – 1st April. All of these roles will therefore only become available from 1st April 2015.

REF 2319-FOCUSR-10/10 JOB VOLUNTEER RANGER BE4 N/A LOC RAVENSCAR, SCARBOROUGH PAY In house training, travel expenses FOR NATIONAL TRUST DES To carry out practical conservation / estate work, including: vegetation control, footpath maintenance, way marking, gate hanging, fencing, woodland work, litter picking etc. 6 hours per day, any day of the week. BUT No qualifications required. Practical skills, work within a group & ability to work outside in all weathers. ASK zoe.frank@nationaltrust.org.uk REF 2320-FOCUS-10/10 JOB NORTHERN RESERVES VOLUNTARY TRAINEES BE4 8/10/14 IV 24/10/14 LOC NORTH YORKSHIRE RESERVES PAY Training budget & reasonable travel expenses FOR YORKSHIRE WILDLIFE TRUST DES 1 month eastern & 1 north western, 12 months, 3 days a week. These roles offer a fantastic chance to gain the essential experience needed for a career in reserve work. You can gain experience on our North Yorkshire reserves carrying out habitat management activities – for example, scrub clearance, wetland creation, ragwort pulling, fence &
management work and enabling Research, Conservation and then the citizen - Please arrive from 9:30am for a 10:00am start. Day ends 3:30pm unless advertised

The idea to develop the loose network into a more institutionalized organization was driven by the approach of the Open Air Laboratories (OPAL) in Great Britain, European institutions, museums, universities, and other interested entities came together in order to exchange ideas and advocate the idea of citizen science in Europe. While the term citizen science is well known in the US, and easily entered the UK, it now becomes a real movement throughout Europe, combining traditional activities of learned societies with modern internet or smartphone based approaches, adding links to different communities such as science shops, hackathons, or open science festivals.

The idea to develop the loose network into a more institutionalized organization was driven by the observation that structures with clear responsibilities may ease communication and strengthen the citizen
science approach. Within ECSA as developing entity, several working groups develop suggestions and guidelines for different topics, for example a collation of best practices to run a citizen science project, of different ways of communication, on data tools and technology as well as of internal governance.

ECSA now is registered in Germany as a non profit association, the secretariat is currently in Berlin, at the Museum für Naturkunde. The next General Assembly is scheduled for November 26th 2014 in Berlin, the last one took place in April 2014 in Copenhagen, back to back with the Living Knowledge Conference. Main topics will be to finalize the strategic discussion in order to develop a working programme and funding strategy for ECSA as well as to discuss the progress achieved by the different working groups. More information is available at the webpage: http://ecsa.biodiv.naturkundemuseum-berlin.de/

Nature conservation in the Digital Age
Annie Robinson1,2, Gina Maffey1, Koen Arts1, René van der Wal1

1 dot.rural, University of Aberdeen
2 OPAL (Open Air Laboratories)

Sharks are tweeting1, red kites are blogging2, rhinos have microchips in their horns2 and all manner of species are living out their lives in front of an international audience1,v,v. Digital applications in nature conservation have rapidly become prominent, both through their abundance and diversity, spanning a range of domains, e.g. monitoring & remote sensing, digital public engagement, citizen science, crowd-sourcing & data access and connectivity.

The 2014 Digital Conservation conference (http://www.digitalconservation.org) was convened to bring together academics, policy makers and practitioners to review developments at the interface of digital technology and nature conservation and set a new research agenda for Digital Conservation. At the first gathering of its kind, more than 70 scholars, policymakers and practitioners from around the world came together this May at the University of Aberdeen to discuss such digital innovation in nature conservation.

Opened by Prof Jerry Wilson (Head of RSPB research Scotland) the first two days of the conference were a series of presentations covering a highly diverse range of different aspects of Digital Conservation. The third day was a rolling programme of demonstrations of different technologies and small workshops to foster ideas for future work and collaboration in this field. We were delighted with the diversity and quality of the presentations, including those of our invited keynote speakers: Steve Kelling (Director of Information Science, Cornell Lab of Ornithology), Bill Sutherland (Professor of Conservation Biology, Cambridge University), Bill Adams (Professor of Conservation & Development, Cambridge University), Ian Bainbridge (Head of Research, Scottish Natural Heritage), Ken Banks (Founder of kiwanja.net, FrontlineSMS & Means of Exchange) and Lucas Joppa (Head of Conservation Science, Microsoft Research).

In line with the prevalence of digital technology in nature conservation, presentations covered a wealth of topics including:

- **Monitoring** – using digital tools for ecological, management, warning and crime-combating purposes;
- **Public engagement** - e-learning, digitised citizen science and knowledge generation through crowd sourcing;
- **Information access** - database expansion and connectivity, including, biodiversity informatics);
- **Support** - decision-making and managerial support systems, e-governance of environmental issues;
- **Pseudo-nature** – mediation of people’s relationship with, and understanding of the natural world through digital media, including virtual representations of nature;
- **Mitigation** – the environmental impact of electronic hardware for conservation purposes.
In conclusion, nature conservation in general and conservationists more broadly should not ignore digital innovation, nor fall for it blindly, but engage with it to help steer the changing nature of conservation in the Digital Age.

ii. http://redkite.abdn.ac.uk
iv. http://volgdevos.nl
v. http://www.edgeofexistence.org/instancetwild

North West:

REF 2323-FOCUS-10/10 JOB VOLUNTEER CONSERVATION ASSISTANT
BE4 N / A LOC LANCASHIRE
PAY Training & expenses* FOR GROUNDWORK LANCASHIRE WEST & Wigan
DES To work alongside & support a project team delivering a wide variety of community based projects which may include: woodland management; pond management; tree, bulb & flower planting; habitat improvements & maintenance; general improvements of local green places for the benefit of the local community; community based children & young people’s diversionary activities. Volunteer Project Assistants are not always asked to give a specific time commitment, as each project varies in duration & operational times. Volunteers receive ongoing support from their line manager & the opportunity to meet on a one-to-one basis. Training can be offered where required. *Travel expenses up to £20 per week & daily lunch allowance of up to £2.50. BUT Willing to work as part of a team; friendly with a responsible attitude & versatile communication skills; willing to work outdoors on practical projects; self-motivation; willing to learn the relevant

REF 2322-FOCUS-10/10 JOB VOLUNTEER DEVELOPMENT ASSISTANT – GREEN ENERGISERS
BE4 N / A LOC LANCASHIRE
PAY Training & expenses* FOR GROUNDWORK LANCASHIRE WEST & Wigan
DES To support the Development Officer & other staff in the delivery of employment & skills related projects. Assist the supervision, training & delivery of the City & Guilds Level One in Horticulture, mainly working with young people. Volunteer Development Assistants are asked to try & give a specific time commitment, as this helps with the planning of the team’s activities. Volunteers receive ongoing support from their line manager & the opportunity to meet on a one-to-one basis. Training can be offered where required. *Travel expenses up to £20 per week & daily lunch allowance of up to £2.50. BUT Enthusiastic people who enjoy working outdoors as part of a small team of staff & volunteers. ASK Catherine Birch, 01942 821444 catherine.birch@groundwork.org.uk

REF 2321-FOCUS-10/10 JOB VOLUNTEER GROUNDS ASSISTANT
BE4 N / A LOC MARTIN MERE, WEST LANCASHIRE
PAY Work experience & training FOR WILDFOWL & WETLANDS TRUST
DES Do you want to gain excellent practical skills within the conservation sector? Would you like to make an important contribution to an internationally important conservation organisation & gain crucial work experience in the area of animal husbandry? Duties will include: maintenance of display pens for our captive collection of wetland birds & mammals; helping with specific species such as our flock of flamingos & Baer’s Pochard, which are critically endangered. There will be opportunities for involvement in our important breeding programme as well as both tool & vehicle training. Commitment of 1 or 2 days each week, Mon – Fri, for a minimum of 6 months. BUT Enthusiastic people who enjoy working outdoors as part of a small team of staff & volunteers. ASK www.wwt.org.uk/wetland-centres/martin-mere/volunteer/
Do you love the lakes & hanker after some dry stone walling, gate hanging, bridge building & path repair talents? We are looking for 30 volunteers keen to hone their skills in countryside & environmental work. Alongside practical training, volunteers can go for formal qualifications in a range of widely recognised certified courses. Recruitment starts in September. BUT 18 years or over. Experience not necessary, but reasonable levels of strength & fitness needed to carry out some of the more demanding jobs. ASK Dylan Jackman, dylan.jackman@lakedistrict.gov.uk www.lakedistrict.gov.uk/volunteering

RSPB CYMRU COMMUNITY FUNDRAISING LOCAL CHAMPION

VOLUNTEER MINK RAFT CHECKERS

LAPWING CHAMPION

WROUGHTON ELDERLY FRIENDS

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

health & safety & risk assessment requirements. ASK Catherine Birch, 01942 821444 catherine.birch@groundwork.org.uk

REF 2067-FOCUS-17/10 JOB FELL FUTURES VOLUNTEERS
BE4 17/10/14 LOC LAKE DISTRICT
PAY Training FOR LAKE DISTRICT NATIONAL PARK AUTHORITY

Do you love the lakes & hanker after some dry stone walling, gate hanging, bridge building & path repair talents? We are looking for 30 volunteers keen to hone their skills in countryside & environmental work. Alongside practical training, volunteers can go for formal qualifications in a range of widely recognised certified courses. Recruitment starts in September. BUT 18 years or over. Experience not necessary, but reasonable levels of strength & fitness needed to carry out some of the more demanding jobs. ASK Dylan Jackman, dylan.jackman@lakedistrict.gov.uk www.lakedistrict.gov.uk/volunteering

VOLUNTEER PROJECT ASSISTANT

PAY Training & expenses* FOR GROUNDWORK WEST & WIGAN

To support the work of Preston Environmental Forum as well as get involved in other Groundwork projects. PEF is a community based organisation with membership from across Preston with the ambition of making Preston a known place where really great environmental things happen! Projects may include: habitat improvements & maintenance; general improvements of local green places for the benefit of the local community; planting & tending to the Corn Exchange Beds; Broadgate Bee Meadow. Volunteer Project Assistants are not always asked to give a specific time commitment, as each project varies in duration & operational times. Volunteers receive ongoing support from their line manager & the opportunity to meet on a one-to-one basis. Training can be offered where required. *Travel expenses up to £20 per week & daily lunch allowance of up to £2.50. BUT Willing to work as part of a team; friendly with a responsible attitude & versatile communication skills; willing to work outdoors on practical projects; self-motivation; willing to learn the relevant health & safety & risk assessment requirements. ASK Catherine Birch, 01942 821444 catherine.birch@groundwork.org.uk

Friends of the Lake District – Fell Care Days
Coniston Wed 15th October & Grasmere Wed 26th Nov. Mass-volunteering events, bringing together volunteers, local communities and schools to understand about the value and importance of our unique upland landscapes through taking part in practical action to protect them. All fuelled by cake! Full details: www.floraofthefells.com, ruth-kirk@fld.org

The National Trust has a variety of roles in wardening, footpath work, conservation and learning projects across various places in the North West. Help us to care for some of Britain’s most stunning and vulnerable landscapes. To find out more, please contact nw.volunteering@nationaltrust.org.uk or tel 0161 9280075

Friends of the Lake District – Leader’s Landscape Training
A series of sessions throughout September, October and November for outdoor practitioners, to help deepen understanding of the variety and importance of Cumbria’s upland ecology and to have a clearer understanding of some of the issues and pressures of outdoor users on our landscape, wildlife and habitats.

www.floraofthefells.com , ruth-kirk@fld.org

Wales:

REF 338-FOCUS-OK3 JOB RSPB CYMRU COMMUNITY FUNDRAISING LOCAL CHAMPION
BE4 N / A LOC FROM HOME
PAY Training, support & travel expenses FOR RSPB CYMRU

RSPB Cymru community fundraising as a volunteer & event manager in your area. Manage the Pin Badge Box Scheme locally, working with the staff Community Fundraising Officer to maximise the funds raised by the volunteers in your area. Promote & help to run other fundraising events & activities together with other volunteers in the local community through events such as bucket collections, & coffee mornings. Use your own networks, recruiting & inducting fundraising volunteers in line with RSPB guidelines. Potential opportunities for delivering talks to local community groups to fundraise & also promote community fundraising with RSPB Cymru as an important role in helping to give nature a home.

BUT Time & interest in fundraising to save nature. Good general knowledge of your local area. People & event management skills. Initiative, & also enjoyment of work with RSPB Cymru as an important role in helping to give nature a home.

ASK Robert Williams, robert.williams@rspb.org.uk 02920 353016.

REF 335-FOCUSUR-OK3 JOB VOLUNTEER MINK RAFT CHECKERS
BE4 ONGOING LOC THE GWENT LEVELS
PAY training FOR GWENT WILDLIFE TRUST

At least 2 month commitment required, longer if possible. Check rafts on weekly / fortnightly basis on predetermined routes usually taking no more than 2 hours to complete (negotiable to suit needs & abilities), focused around Magor, Monmouthshire. Involves checking rafts located in ditches & reens for footprints & alerting our mink trapper if mink prints found. Also interested in other footprints such as otter & water vole so these can be recorded.

BUT Full training given on how to check rafts & identify footprints. Enthusiastic to protect native wildlife. Work requires walking over uneven ground & ideally you’ll have a driving licence but please contact us even if you don’t have a licence.

ASK Alice Rees, Water Vole Project Officer 01600 740600 or arees@gwentwildlife.org

REF 2325-FOCUSUR-OK3 JOB LAPWING CHAMPION
BE4 September 2015 LOC PARC SLIP NATURE RESERVE, BRIDGENED
PAY Volunteering certificates for repeat volunteers FOR WILDLIFE TRUST OF SOUTH & WEST WALES
The importance of volunteering.

Conservation & Research at Dartmoor Zoological Park- The importance of volunteering.

Adam Cook - Head of Conservation & Research Dartmoor Zoological Park

Dartmoor Zoological Park is a small company finding its feet. It has bold ideas of eventually being one of the top organisations in the zoological community. It hopes one day to be a leader in conservation, education and research and has started on that road already. To assist this, it has designed its policies specifically to increase volunteer participation and more importantly to allow their own ideas to be heard. In the context of the zoo, volunteers are irreplaceable. They are critical within most departments. They help look after the major animal collection, perform educational talks and conduct scientific research without asking for anything in return.

I believe that a zoo, no matter how small, should attempt to bring down barriers that inhibit conservation and research to do what it can, no matter the size of the impact. If it’s positive, it should be done. It’s a difficult world to get in to however, scientists can be protective over their work, authorities can be protective over their land and people can be afraid of change. Critically for us, money is sparse so having full accredited teams of people is impossible at this point. But in this case, thanks to the generosity of volunteering conservationists, scientists and local people, it hasn’t been as difficult as it seemed.
Countryside Jobs Service Focus on Volunteering

So what do the Conservation and Research volunteers do? Well, anything really. We are passionate about the environment, conservation and engagement so the range of projects and activities we can do is massive. We create engagement projects to teach our thousands of visitors on issues from palm oil to tiger hunting. We are working towards the ISO14001 Environmental Accreditation and Green Tourism Award so are constantly striving for sustainability projects and of course, we study our animals to better understand them and their wild counterparts. Behavioural observations are frequent to learn how the exotic animals are using their enclosures, interacting with one another and importantly, to check that their welfare is high.

“Being allowed to give my ideas and have them looked at in a meaningful way is an amazing opportunity. I have been given fantastic chances to do what I love while helping the park on its journey to sustainability.”
Kat Reading, Volunteer Conservation & Research Assistant at Dartmoor Zoological Park

If you’re interested in educating the public on matters of animal welfare, conservation and biology, the Presentation Team exists to conduct public talks and demonstrations in increasingly interactive ways. Helping inform the public about the decline of many species held at the park. This requires great passion and definitely a strong stomach when it comes to public speaking, but definitely well worth it when you have 300 individuals listening to you talk as they watch a tiger devour its meal.

Portugal probably isn’t a place you’d think of if we spoke about Dartmoor Zoological Park. But through a relationship with Plymouth University and The Wolves and Humans Foundation, we are helping to co-ordinate a new environmental education and conservation programme in the Almeida region of Portugal. We have sent volunteers there to assist the partner organisations in surveying the area and getting some new land ready for a new centre to be built. Volunteers also assist in tracking and monitoring Iberian Wolf populations that are so important in the area.

“I’m very excited to get started helping with in situ conservation, hopefully bringing up the numbers of the majestic Iberian wolf. I am so grateful that there are organisations such as the Wolves and Human Foundation and Grupo Lobo here to help the world’s animals as well as giving me the chance for an amazing experience.” Bethan Searle, Volunteer Research Assistant at Dartmoor Zoological Park and Plymouth University student (Working in Portugal through Dartmoor Zoo)

I can say without a doubt that I have experienced genuine value from the volunteers I work with, whether an academic placement or specialist volunteer. Without the volunteers’ enthusiasm, willingness to take part and work hard Dartmoor Zoological Park would not have active scientific conservation research. Volunteers are the only group I know who don’t moan when it passes 17:00 and would drive for hours just to be involved. Because of this, I thank them.

If you have any questions at all, please feel free to email Dartmoor Zoological Parks Head of Conservation & Research, Adam Cook at adam.cook@plymouth.ac.uk. For more information about getting involved, please visit http://www.dartmoorzoo.org.uk/getinvolved/volunteer

Midlands:

Practical Conservation. A large range of tasks on beautiful sites over Worcestershire. Great for gaining experience, meeting new like-minded people, exploring the area and help protect the county’s wildlife and habitats. Transport, tools and instruction provided. Please contact Kat to come along or with any questions kat@worcestershirewildlifetrust.org 01905 754919

Hands-on, practical conservation work in Hazelborough Wood, near Silverstone village, South Northamptonshire. Cutting back overgrown rides using hand tools to improve butterfly habitats. Contact Volunteer Ranger Jo Roberts for more information and dates at: jo.roberts@forestry.gsi.gov.uk
Volunteers needed! We need your help in a range of countryside tasks on our work-party days at the following Staffordshire sites: Downs Banks, Great Haywood and Hawksmoor. For more information, contact downsbanks@nationaltrust.org.uk or 01889 882825.

Interested in practical conservation? Caring for God’s Acre’s Churchyard Task Team’s volunteers help local communities maintain Shropshire’s beautiful churchyards. Tasks include dry-stone walling, scything, raking, pruning and building compost bins. We offer training, provide tools and protective clothing and pay travel expenses. Contact Colin 01588 673041, email colin@cfga.org.uk website www.caringforgodsacre.org.uk

**Peak District National Park - Learning and Discovery team**

We have a range of volunteering opportunities that include; supporting delivery of school visits, developing family learning activities, developing props, supporting social media. We also offer training opportunities and valuable experience that you could add to your work profile. For more details email: learning.discovery@peakdistrict.gov.uk

**At Fineshade Wood, near Stamford,** we need Visitor Welcome volunteers for the visitor centre, and event leaders, guided walk assistants and orchard caretakers. To find out more, please email volunteering.fineshade@forestry.gsi.gov.uk

**First and third Sunday of the month**

**Woodgate Valley Conservation Volunteers**

<table>
<thead>
<tr>
<th>Location</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>SW Birmingham, Birmingham City Council</td>
<td>Simon 0121 6756450, <a href="mailto:woodgate.hub@birmingham.gov.uk">woodgate.hub@birmingham.gov.uk</a></td>
</tr>
</tbody>
</table>

Would you like to join us? We meet every month to carry out conservation and related tasks. Our next session is 21 September, refreshments are provided.

**Contact for details**

Nature Force mid-week volunteers

Warwickshire Reserves, Warwickshire Wildlife Trust  Contact: amanda.evans@wkwt.org.uk

Until 31st October 2014. Tasks vary throughout the year, ranging from meadow and ride cutting in the summer to coppicing, path work and scrub clearance in the winter along with various construction projects, fencing, pond work and a range of other tasks.

**Third Saturday of the month starting 18 October**

**Monthly conservation volunteer days**

<table>
<thead>
<tr>
<th>Location</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brixworth Country Park, Northamptonshire County Council</td>
<td>01604 889478, <a href="mailto:brixworth@northamptonshire.gov.uk">brixworth@northamptonshire.gov.uk</a></td>
</tr>
</tbody>
</table>

Join the Rangers for the day and help them with a variety of conservation projects. Experience not essential – just enthusiasm for wildlife and nature conservation.

**REF 2328-FOCUSR-O3**

<table>
<thead>
<tr>
<th>JOB</th>
<th>PAY</th>
<th>LOC</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESTATES SUPPORT VOLUNTEER</td>
<td>Expenses, travel costs &amp; training</td>
<td>CLUMBER PARK, WORKSOP</td>
<td>NATIONAL TRUST</td>
</tr>
</tbody>
</table>

**REF 2329-FOCUSR-O3**

<table>
<thead>
<tr>
<th>JOB</th>
<th>PAY</th>
<th>LOC</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>DATA ENTRY VOLUNTEER</td>
<td>Experience &amp; guidance</td>
<td>HOME BASED</td>
<td>WBRC, WARWICKSHIRE COUNTY COUNCIL</td>
</tr>
</tbody>
</table>

**REF 2330-FOCUSR-O3**

<table>
<thead>
<tr>
<th>JOB</th>
<th>PAY</th>
<th>LOC</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>COUNTRY PARKS CONSERVATION VOLUNTEER</td>
<td>Reasonable travel expenses</td>
<td>NORTH WEST LEICESTERSHIRE (HEART OF THE FOREST SITES)</td>
<td>LEICESTERSHIRE COUNTY COUNCIL</td>
</tr>
</tbody>
</table>

**REF 2332-FOCUSR-O3**

<table>
<thead>
<tr>
<th>JOB</th>
<th>PAY</th>
<th>LOC</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEICESTERSHIRE COUNTRYSIDE JOBS SERVICE FOCUS ON VOLUNTEERING</td>
<td>N / A</td>
<td>FINESHARE</td>
<td>N / A</td>
</tr>
</tbody>
</table>

**COUNTRYSIDE JOBS SERVICE FOCUS ON VOLUNTEERING**

**LEICESTERSHIRE COUNTRYSIDE JOBS SERVICE**

**COUNTRY PARKS CONSERVATION VOLUNTEER**

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

We need your help in a range of countryside tasks on our work-party days at the following Staffordshire sites: Downs Banks, Great Haywood and Hawksmoor. For more information, contact downsbanks@nationaltrust.org.uk or 01889 882825.

Interested in practical conservation? Caring for God’s Acre’s Churchyard Task Team’s volunteers help local communities maintain Shropshire’s beautiful churchyards. Tasks include dry-stone walling, scything, raking, pruning and building compost bins. We offer training, provide tools and protective clothing and pay travel expenses. Contact Colin 01588 673041, email colin@cfga.org.uk website www.caringforgodsacre.org.uk

**At Fineshade Wood, near Stamford,** we need Visitor Welcome volunteers for the visitor centre, and event leaders, guided walk assistants and orchard caretakers. To find out more, please email volunteering.fineshade@forestry.gsi.gov.uk

**First and third Sunday of the month**

**Woodgate Valley Conservation Volunteers**

<table>
<thead>
<tr>
<th>Location</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>SW Birmingham, Birmingham City Council</td>
<td>Simon 0121 6756450, <a href="mailto:woodgate.hub@birmingham.gov.uk">woodgate.hub@birmingham.gov.uk</a></td>
</tr>
</tbody>
</table>

Would you like to join us? We meet every month to carry out conservation and related tasks. Our next session is 21 September, refreshments are provided.

**Contact for details**

Nature Force mid-week volunteers

Warwickshire Reserves, Warwickshire Wildlife Trust  Contact: amanda.evans@wkwt.org.uk

Until 31st October 2014. Tasks vary throughout the year, ranging from meadow and ride cutting in the summer to coppicing, path work and scrub clearance in the winter along with various construction projects, fencing, pond work and a range of other tasks.

**Third Saturday of the month starting 18 October**

**Monthly conservation volunteer days**

<table>
<thead>
<tr>
<th>Location</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brixworth Country Park, Northamptonshire County Council</td>
<td>01604 889478, <a href="mailto:brixworth@northamptonshire.gov.uk">brixworth@northamptonshire.gov.uk</a></td>
</tr>
</tbody>
</table>

Join the Rangers for the day and help them with a variety of conservation projects. Experience not essential – just enthusiasm for wildlife and nature conservation.

**REF 2328-FOCUSR-O3**

<table>
<thead>
<tr>
<th>JOB</th>
<th>PAY</th>
<th>LOC</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESTATES SUPPORT VOLUNTEER</td>
<td>Expenses, travel costs &amp; training</td>
<td>CLUMBER PARK, WORKSOP</td>
<td>NATIONAL TRUST</td>
</tr>
</tbody>
</table>

**REF 2329-FOCUSR-O3**

<table>
<thead>
<tr>
<th>JOB</th>
<th>PAY</th>
<th>LOC</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>DATA ENTRY VOLUNTEER</td>
<td>Experience &amp; guidance</td>
<td>HOME BASED</td>
<td>WBRC, WARWICKSHIRE COUNTY COUNCIL</td>
</tr>
</tbody>
</table>

**REF 2330-FOCUSR-O3**

<table>
<thead>
<tr>
<th>JOB</th>
<th>PAY</th>
<th>LOC</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>COUNTRY PARKS CONSERVATION VOLUNTEER</td>
<td>Reasonable travel expenses</td>
<td>NORTH WEST LEICESTERSHIRE (HEART OF THE FOREST SITES)</td>
<td>LEICESTERSHIRE COUNTY COUNCIL</td>
</tr>
</tbody>
</table>

**REF 2332-FOCUSR-O3**

<table>
<thead>
<tr>
<th>JOB</th>
<th>PAY</th>
<th>LOC</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEICESTERSHIRE COUNTRYSIDE JOBS SERVICE FOCUS ON VOLUNTEERING</td>
<td>N / A</td>
<td>FINESHARE</td>
<td>N / A</td>
</tr>
</tbody>
</table>

**COUNTRYSIDE JOBS SERVICE FOCUS ON VOLUNTEERING**

**LEICESTERSHIRE COUNTRYSIDE JOBS SERVICE**

**COUNTRY PARKS CONSERVATION VOLUNTEER**

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

We need your help in a range of countryside tasks on our work-party days at the following Staffordshire sites: Downs Banks, Great Haywood and Hawksmoor. For more information, contact downsbanks@nationaltrust.org.uk or 01889 882825.

Interested in practical conservation? Caring for God’s Acre’s Churchyard Task Team’s volunteers help local communities maintain Shropshire’s beautiful churchyards. Tasks include dry-stone walling, scything, raking, pruning and building compost bins. We offer training, provide tools and protective clothing and pay travel expenses. Contact Colin 01588 673041, email colin@cfga.org.uk website www.caringforgodsacre.org.uk

At Fineshade Wood, near Stamford, we need Visitor Welcome volunteers for the visitor centre, and event leaders, guided walk assistants and orchard caretakers. To find out more, please email volunteering.fineshade@forestry.gsi.gov.uk

First and third Sunday of the month  Woodgate Valley Conservation Volunteers

<table>
<thead>
<tr>
<th>Location</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>SW Birmingham, Birmingham City Council</td>
<td>Simon 0121 6756450, <a href="mailto:woodgate.hub@birmingham.gov.uk">woodgate.hub@birmingham.gov.uk</a></td>
</tr>
</tbody>
</table>

Would you like to join us? We meet every month to carry out conservation and related tasks. Our next session is 21 September, refreshments are provided.

Contact for details  Nature Force mid-week volunteers

Warwickshire Reserves, Warwickshire Wildlife Trust  Contact: amanda.evans@wkwt.org.uk

Until 31st October 2014. Tasks vary throughout the year, ranging from meadow and ride cutting in the summer to coppicing, path work and scrub clearance in the winter along with various construction projects, fencing, pond work and a range of other tasks.

Third Saturday of the month starting 18 October  Monthly conservation volunteer days

<table>
<thead>
<tr>
<th>Location</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brixworth Country Park, Northamptonshire County Council</td>
<td>01604 889478, <a href="mailto:brixworth@northamptonshire.gov.uk">brixworth@northamptonshire.gov.uk</a></td>
</tr>
</tbody>
</table>

Join the Rangers for the day and help them with a variety of conservation projects. Experience not essential – just enthusiasm for wildlife and nature conservation.

**REF 2328-FOCUSR-O3**

<table>
<thead>
<tr>
<th>JOB</th>
<th>PAY</th>
<th>LOC</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESTATES SUPPORT VOLUNTEER</td>
<td>Expenses, travel costs &amp; training</td>
<td>CLUMBER PARK, WORKSOP</td>
<td>NATIONAL TRUST</td>
</tr>
</tbody>
</table>

**REF 2329-FOCUSR-O3**

<table>
<thead>
<tr>
<th>JOB</th>
<th>PAY</th>
<th>LOC</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>DATA ENTRY VOLUNTEER</td>
<td>Experience &amp; guidance</td>
<td>HOME BASED</td>
<td>WBRC, WARWICKSHIRE COUNTY COUNCIL</td>
</tr>
</tbody>
</table>

**REF 2330-FOCUSR-O3**

<table>
<thead>
<tr>
<th>JOB</th>
<th>PAY</th>
<th>LOC</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>COUNTRY PARKS CONSERVATION VOLUNTEER</td>
<td>Reasonable travel expenses</td>
<td>NORTH WEST LEICESTERSHIRE (HEART OF THE FOREST SITES)</td>
<td>LEICESTERSHIRE COUNTY COUNCIL</td>
</tr>
</tbody>
</table>

**REF 2332-FOCUSR-O3**

<table>
<thead>
<tr>
<th>JOB</th>
<th>PAY</th>
<th>LOC</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>LEICESTERSHIRE COUNTRYSIDE JOBS SERVICE FOCUS ON VOLUNTEERING</td>
<td>N / A</td>
<td>FINESHARE</td>
<td>N / A</td>
</tr>
</tbody>
</table>

**COUNTRYSIDE JOBS SERVICE FOCUS ON VOLUNTEERING**

**LEICESTERSHIRE COUNTRYSIDE JOBS SERVICE**

**COUNTRY PARKS CONSERVATION VOLUNTEER**

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

We need your help in a range of countryside tasks on our work-party days at the following Staffo...
**Countryside Jobs Service Focus on Volunteering**

<table>
<thead>
<tr>
<th>REF</th>
<th>JOB</th>
<th>PAY</th>
<th>LOC</th>
<th>DES</th>
</tr>
</thead>
<tbody>
<tr>
<td>2331-FOCUSR-OK3</td>
<td>RANGERS TEAM VOLUNTEER</td>
<td>Expenses, travel costs &amp; training</td>
<td>CLUMBER PARK, WORKSOP</td>
<td>Support the Rangers in delivering the day to day management of the National Trust's countryside estate at Clumber Park. The work of the team enables a broad range of visitors to have outstanding &amp; inspirational experiences through the quality of our welcome &amp; the effectiveness of our conservation work. You role will include: practical work in the countryside to provide outstanding conservation work; visitor experience; engagement with tenants, communities, visitors; team work. Time commitment: once a fortnight, or more if you can manage. Induction &amp; training will be given. Protective gear supplied where needed. BUT Excellent communicator &amp; good listener; confident in both one to one &amp; group situations &amp; working on your own; enthusiasm for the natural environment of Clumber Park &amp; able to convey this to others (extensive knowledge not necessary); ability to build rapport with visitors; good sense of humour &amp; enjoy having fun. ASK Torri Crapper, Volunteer Programme Manager, Nottinghamshire, 01909 544918 <a href="mailto:torri.crapper@nationaltrust.org.uk">torri.crapper@nationaltrust.org.uk</a></td>
</tr>
<tr>
<td>2332-FOCUSR-7/1</td>
<td>GARDEN &amp; ORCHARD VOLUNTEER</td>
<td>Travel expenses &amp; training</td>
<td>BROCKHAMPTON ESTATE, HEREFORDSHIRE</td>
<td>Help to bring out the beauty of the gardens &amp; orchards on the Brockhampton Estate working alongside the gardener with a range of gardening tasks &amp; orchard maintenance activities. Whether you can commit a large or small amount of time, prefer doing certain jobs &amp; not others. Any time, experience &amp; assistance will be appreciated. All training &amp; tools are provided. This is also a great opportunity for an aspiring gardener to show off skills &amp; gain experience in the workplace. Every Friday or one Sunday a month. BUT No experience necessary, just a requirement to be reasonably active &amp; work well with others. ASK Gardener, <a href="mailto:craig.cooper@nationaltrust.org.uk">craig.cooper@nationaltrust.org.uk</a> or Ranger <a href="mailto:nicholas.hinchcliffe@nationaltrust.org.uk">nicholas.hinchcliffe@nationaltrust.org.uk</a></td>
</tr>
<tr>
<td>2333-FOCUSR-31/10</td>
<td>VOLUNTEER RETAIL ASSISTANTS x 3</td>
<td>Full training &amp; out-of-pocket expenses*</td>
<td>THE RSPB SHOP, CARSINGTON WATER, DERBYSHIRE</td>
<td>Working as part of a team to make sure customers at the RSPB shop receive the best possible service. Helping to explain the products to the customers &amp; raising funds for the RSPB’s conservation work by selling the products &amp; encouraging RSPB membership. If you love conservation but don’t fancy getting too muddy, then this is the volunteering role for you! Meet new people &amp; talk to them about how they can help wildlife. Full training on operating the till, customer service, manual handling, using binoculars &amp; telescopes etc., giving you all the tools to do the role. One full or 1 or 2 half days per week. Mondays, Fridays or Saturdays. Long term preferred, but shorter term possible over the summer. * incl travel up to 50 mile round trip. BUT Must be friendly &amp; outgoing with a passion for wildlife, not necessarily an expert thought! Numerate &amp; literate. Some experience of working in a shop / café or other public-facing role desirable. ASK Holly Booker or Tom Gillott, 01629 541842 or <a href="mailto:carsiington.water@rspb.org.uk">carsiington.water@rspb.org.uk</a></td>
</tr>
<tr>
<td>2334-FOCUSR-OK3</td>
<td>VOLUNTEER ECOLOGICAL SURVEYOR</td>
<td>Expenses, travel costs &amp; training</td>
<td>CLUMBER PARK, WORKSOP</td>
<td>Support the Rangers at Clumber Park by helping to ensure that key habitats, species &amp; conservation management are surveyed &amp; monitored in line with conservation management plans. Attend training sessions where necessary to learn required skills &amp; procedures – this includes refreshers &amp; top ups if systems change. Share information with fellow surveyors &amp; rangers on a range of elements including sightings outside of your area; help lead training sessions in your area of expertise for volunteers across the Park. Time commitment is really flexible &amp; very dependent on what you are surveying. BUT Strong interest in natural history &amp; nature conservation; would like to meet new people but don’t mind working alone; want to help the National Trust care for our places for the future. Volunteers in this team may have expertise in a particular area such as fungi, bird or moths or simply a lot of enthusiasm, commitment to nature &amp; a willingness to learn &amp; share new skills. ASK Torri Crapper, Volunteer Programme Manager, Nottinghamshire, 01909 544918 <a href="mailto:torri.crapper@nationaltrust.org.uk">torri.crapper@nationaltrust.org.uk</a></td>
</tr>
<tr>
<td>2335-FOCUSR-OK3</td>
<td>LEARNING ASSISTANT (OUTDOORS)</td>
<td>Training &amp; expenses provided</td>
<td>HARDWICK HALL, DERBYSHIRE</td>
<td>Learning Assistants help to run learning programmes for school, nursery &amp; further / higher education visits, working as part of a team to support property-led sessions with groups of children &amp; young people. You will lead or assist in the delivery of environmental education activities. One day a week or fortnight. BUT You will enjoy working with children &amp; have an enthusiastic &amp; friendly nature with a talent for communicating. ASK Jenny Middlehurst, Volunteering &amp; Community Involvement Assistant, 01246 851787 or <a href="mailto:jenny.middlehurst@nationaltrust.org.uk">jenny.middlehurst@nationaltrust.org.uk</a></td>
</tr>
<tr>
<td>2336-FOCUSR-OK3</td>
<td>VOLUNTEER DISCOVERY CENTRE &amp; EXHIBITION GUIDE</td>
<td>Expenses, travel costs &amp; training</td>
<td>CLUMBER PARK, WORKSOP</td>
<td>The Discovery Team helps visitors make the most of their visit to the Discovery Centre &amp; the Park as a whole. The Centre has exhibitions that will give visitors an insight into the extensive wildlife &amp; habitats of the Park. The role encourages visitors to interact with the exhibitions &amp; helps bring the Centre to life. You will provide a relaxed &amp; informal welcome to visitors; offer information, advice &amp; guidance, taking opportunities to relate visitor’s stories to those stories &amp; themes about Clumber; build up &amp; maintain a high level of knowledge about the centre &amp; the wider park; encourage people to discover for themselves; assist with activities. Time commitment: day / half day a fortnight / week, but we can work flexibly with you. BUT Excellent communicator &amp; good listener; confident in both on-to-one &amp; group situations &amp; working on your own; enthusiasm for the natural environment of Clumber Park &amp; able to convey this to others (extensive knowledge not necessary); ability to build rapport with visitors; good sense of humour &amp; enjoy having fun. ASK Torri Crapper, Volunteer Programme Manager, Nottinghamshire, 01909 544918 <a href="mailto:torri.crapper@nationaltrust.org.uk">torri.crapper@nationaltrust.org.uk</a></td>
</tr>
</tbody>
</table>
Volunteers for the Stiperstones National Nature Reserve

**Volunteer Ranger**

**BE4** ONGOING LOC MIDLANDS & SOUTH EAST ENGLAND

**PAY** Training / expenses / resources offered FOR RSPB

**DES** Can you spare a couple of hours each month to raise money for birds & wildlife? We are looking for volunteers to help raise more funds for conservation by placing pin badge boxes at various sites in your area. The RSPB pin badge scheme generates nearly £1m a year. You can get out & about in your local area, learn new skills & enthuse about RSPB’s work whilst raising vital funds for conservation! *Buckinghamshire, Derbyshire, Herefordshire, Leicestershire, Nottinghamshire, Northamptonshire, Oxfordshire, Shropshire, Staffordshire, Warwickshire, West Midlands. BUT No knowledge of birds required! Local knowledge, basic numeracy skills, strong communication skills, high motivation, a personable approach, & the ability to restock badges & collect & pay in the money every 4-6 weeks. You will be assisted by a friendly volunteer area co-ordinator. **ASK** Mark Barrett, 01295 676455 mrfundraising@rspb.org.uk

**Welcome Guide**

**BE4** N / A LOC CLUMBER PARK, WORKSOP

**PAY** Expenses, travel costs & training FOR NATIONAL TRUST

**DES** Welcome guides provide a warm & friendly welcome to all visitors, going out of their way to answer questions, help visitors orientate themselves & give them the information they need to ensure they have a comfortable, enjoyable & memorable visit. Operating from the main visitor facility you will also offer practical advice & hand out leaflets & notices. Becoming part of a friendly & dedicated team, & working outdoors most of the time, you will meet people from all walks of life & make new friends. Improve your communication skills, enjoy new experiences & learn something new every day. Ideally weekly time commitment. **BUT** Enjoy meeting new people, confident & outgoing & like helping others. Passion for Clumber Park & the National Trust. **ASK** Torri Crapper, Volunteer Programme Manager, Nottinghamshire, 01909 544918 torri.crapper@nationaltrust.org.uk

**Animal Education Volunteer**

**BE4** N / A LOC BIRMINGHAM BOTANICAL GARDENS

**PAY** Full training provided FOR BIRMINGHAM BOTANICAL GARDENS

**DES** Placement or occasional / regular days. Handling, caring for & feeding a small (but growing) range of reptiles including a Bearded Dragon & two Corn Snakes, invertebrates including two giant Tropical Millipedes & mammals including a Tenrec. Other animals to follow over the next few months. **BUT** Some previous experience of working with reptiles. mammals & invertebrates advantageous. Confident to handle the animals including where necessary, transporting them between rooms on site to care for them, as directed by room availability in the Education Zone. You must be confident to handle live feed including crickets & locusts to the Bearded Dragon & frozen mice to the snakes. Enthusiastic, dependable & able to work unsupervised at weekends. **ASK** Deborah Knott, Education Manager, 0121 450 5093.

**Volunteer Learning Team Assistant**

**BE4** N / A LOC CLUMBER PARK, WORKSOP

**PAY** Expenses, travel costs & training FOR NATIONAL TRUST

**DES** The learning team inspire the next generation of enthusiasts! Their core role is to assist with school visits, mainly covering Key Stages 1, 2 & 3 (5-14 years), which take place at the Discovery Centre or around the Park. They may also be involved with other groups that visit the Park & other age brackets. The learning team are responsible for many exciting adventures across the Park including the National Trust’s flagship campaign 50 Things to do before you turn 11 3/4. Time commitment: once a fortnight, or more if you can. **BUT** Interest in working with children & / or exploring an interest in teaching or environmental work; enthusiasm & a willingness to learn & develop relevant areas of knowledge. An initial interest may be useful, e.g. bird watching, fungi, small mammals: confident with regard to working with children; enjoy working as part of a team. **ASK** Torri Crapper, Volunteer Programme Manager, Nottinghamshire, 01909 544918 torri.crapper@nationaltrust.org.uk

**Volunteer Ranger**

**BE4** 25/9/14 IV 3/10/14 LOC CALKE ABBEY, DERBYSHIRE

**PAY** Accom & training FOR NATIONAL TRUST

**DES** The successful candidate will gain experience working within a SSSI & NNR, consisting of ancient wood pasture, woodland & grassland. The role also involves the management of our in hand Portland sheep flock which help...
Countryside Jobs Service Focus on Volunteering

www.countryside-jobs.com

Matching Volunteer Expectations at WWT

One of the most inspiring aspects of conservation volunteering is the opportunity to volunteer in breath-taking environments. This is true of the Wildfowl & Wetlands Trust at Slimbridge, this wetland habitat has a pioneering story. "It's been described as the birthplace of modern conservation and I would support that, definitely," says Martin Spray, WWT's current chief executive.

Today the organisation flourishes with nine centres around the UK, encouraging visitors to get closer to nature. Our conservation programmes save wetlands for wildlife and people in the UK and internationally. Key to the organisation’s success is our team of over 750 volunteers, who contribute their time to every area of our organisation. It’s the variety of volunteer opportunities which makes my job as a Volunteering Development Officer exciting. People are often unsure of how to get their first step into conservation. Volunteer recruitment’s not a mystery - in practice it’s often people’s availability that makes all the difference to the choice of placement.

People often mention at the start of their placement why they are volunteering at WWT. Some people have brought up families and decide to volunteer as a first step back into the workplace. Recently retired people want to stay active and offer their skills and experience. Some want new experiences — having worked in an office for years and dreamed of being outdoors. Young people volunteer as a way of developing practical skills to kick start their careers. My challenge is to match these keen new volunteers’ skills, experience and motivations to the needs of the organisation.

WWT has an amazing choice of volunteer placements at WWT. Behind-the-scenes volunteers help to build new exhibits and gardens that demonstrate wetland-friendly designs. Others use their skills for wildlife surveys to gather and record research data, or assist with coordinating conferences and training.

There are also have short-term projects offering some most unusual opportunities; for example the Great Crane Project, a multi-agency partnership aimed at reintroducing this iconic bird into the south west after a gap of 400 years. Crane chick legs grow at a rate of 1cm per day and it’s vital that they develop their leg muscles, therefore, this summer we recruited volunteers to help with the daily crane walking. One volunteer described the responsibility he felt for ensuring the crane chick’s safety when it took its first steps outdoors.

Recognizing our volunteers’ contribution is really important, from simply saying thank you at the end of the day, to our socials where as many as a hundred volunteers get together from different teams to catch up over a delicious meal.

What I enjoy most about volunteer recruitment is following the volunteers’ personal journeys and seeing them flourish. Everyone’s different. It’s only when you stop to listen to people you find out what’s motivating them, what their challenges are, what their dreams are. I’ve seen people’s faces light up when they are given the opportunity to try something they’ve always wanted to do, and they’re usually a little daunted too, now they’ve finally got the chance. We work as a team and give people the training and support they need.
We have the volunteer recruitment processes in place to ensure the volunteers, staff and the organization benefits from the experience. We create role descriptions for the various opportunities and these are posted on our volunteering webpage. We’ve found this is the best way to match expectations. In my experience, the more you invest in setting up the placement, the more likely it will be a success. We ask people to say which role interests them when they apply to volunteer, as this helps us to match people to the opportunities. For people working behind-the-scenes in volunteering there are best practice guidelines on volunteer recruitment and writing role descriptions at NCVO. BIAZA has an excellent Volunteer Coordinators Forum. Countryside Jobs Service offers a great way to reach people that want to get involved in conservation. To find out more about our volunteering opportunities visit http://www.wwt.org.uk/support/volunteer-with-wwt/

### Anglia:

**Why not come and join the Volunteering** community in Holywells Park? We are looking for persons of all ages and abilities to join our Conservation and Gardening Clubs. Please contact Richard Sharp - Community Engagement and Volunteer Officer on 01473 433541 or richard.sharp@ipswich.gov.uk

**Natural England - volunteering in the Broads NNRs**

Opportunity to join a small team of volunteers working alongside Natural England staff to carry out practical management on three NNRs in the Norfolk Broads, along with a coastal NNR. Based 6 miles NE of Norwich, regular attendance Tuesdays and/or Thursdays preferred, training provided. Contact john.white@naturalengland.org.uk

**Last Thursday of the month**  
**Big Community Work Party**  
RSPB Minsmere, Westleton, Suffolk, RSPB  
Contact: Katie Fairhurst 01728 648075

If you’re looking to gain conservation experience, or just want to get out and do something practical, sociable and fun, come and help us manage our busy nature reserve.

**Every Third Sunday of the month**  
**Weekend workparties**  
RSPB Geltsdale, RSPB  
Contact: 01697 746717, geltsdale@rspb.org.uk

10am - 2pm. Join a warden for weekend workparties and learn countryside skills at RSPB Geltsdale. No experience necessary.

**Every Monday and Thursday**  
**Work party**  
Lancashire, Lancashire Wildlife Trust  
Contact: Elspeth Ingleby 01204 663754, eingleby@lancswt.org.uk

Practical volunteering opportunities are available on sites in Chat Moss between Irlam and Leigh. A group meets to carry out habitat management and wildlife surveys. Some weekend taster sessions available.

**REF 2341-FOCUS-3/10**  
**JOB**  
**GREAT FEN VOLUNTEER EDUCATION OFFICER**

**BE4 30/9/14**

**LOC**  
**RAMSEY HEIGHTS, CAMBRIDGESHIRE**

**PAY**  
**Training available**

**FOR**  
**THE WILDLIFE TRUST BCN**

**DES**  
To assist in the delivery of our award winning environmental education & heritage programmes mainly aimed at Key Stages 1 & 2. Activities such as pond dipping, invertebrate identification & tree identification delivered in a fun & interactive style. Time: variable, such as can be up to two or three days a week in busy times, usually 8.30 – 15.30. BUT  Enthusiasm is considered more important than experience or qualifications although being used to delivering environmental education would be an advantage. Living locally would also be beneficial.  
ASK  01487 815224 / 815330 info@greatfen.org  alistair.rose@wildlifebcn.org  or louise.rackham@wildlifebcn.org

**REF 2342-FOCUS-O3**

**JOB**  
**VOLUNTEER OFFICER**

**BE4**  
Ongoing, 2-3 posts available at any one time

**LOC**  
**NORWICH**

**PAY**  
**Training**

**FOR**  
**THE CONSERVATION VOLUNTEERS**

**DES**  
You will be trained to lead a group of conservation volunteers, taking them out by minibus to a variety of wildlife sites in Norfolk to carry out practical conservation work including habitat management & access improvements. 1-3 days per week. Training will include MIDAS, First Aid & leadership plus practical conservation skills.  
BUT  All applications will be considered, although to be able to drive the minibus you must either have D1 on your driving licence OR be aged over 21 & have held a full, clean driving licence for 3 years & be willing to take a MIDAS minibus test.  
ASK  d.murray@tcv.org.uk  01603 767300.

### South:

**Would you like to help look after** your local nature reserves? Visit the following websites to view our countryside conservation sessions in the borough of Richmond upon Thames:  
http://bit.ly/1thsC6K  or  http://bit.ly/11LX1Uh  or contact the Conservation Officer on: 07825 860459 or naturesgym@glendale-services.co.uk

**We are looking for enthusiastic people** to join our visitor experience, conservation and learning teams at Hatfield Forest. From welcoming visitors and helping them have a great visit, to scrub clearing, to leading school groups, we have a variety of roles available. Contact us on 01279 874045 or hatfieldforest@nationaltrust.org.uk

**The CMS midweek practical conservation** volunteers work on Tuesdays in central and east Herts and Wednesdays in west and south Herts. Join these friendly teams to gain experience and access training in practical habitat and estate management. For more information visit:  
http://c-js.co.uk/1fBw8P  Email northeast.cms@hertfordshire.gov.uk or tel: 01992 588433.
Little Belhus Country Park Trust in Thurrock, South Ockendon needs Conservation Volunteers during the week and for Friday work parties. Contact: Phone 07725 246192 or 01708 857245 Alternatively email dhrutibell@ruralarisings.co.uk, Little Belhus Country Park, Arisdale Avenue, South Ockendon, Essex RM15 5TT

SparkIT, a subsidiary of Groundwork, is an IT training centre working towards becoming a hub of community engagement. We're looking for volunteers to help with computer and employability skills, as well as those interested in events organising and community outreach. Contact Jessica Peters at 01322 384848 or at jessica.peters@groundwork.org.uk

The Thanet Coast offers free training for volunteer Coastal Wardens to help look after your own section of coastline and help monitor activities, wildlife or with practical tasks - from non-native species control to beach cleans or running Seashore Safaris.

Volunteering opportunities available in the Gardens & Estates team at Stowe. This includes general gardening and maintenance activities, restoration of the ha-ha wall and ranger work across the wider parkland. Training, travel expenses and PPE supplied. For more information, please contact Howard Hitchcock at 01992 709867

We organise weekly volunteer tasks in the Shipway and Dover districts on chalk grassland, shingle and wetland nature reserves (over 200 tasks a year). Volunteers in practical conservation, walk leaders, livestock lookers, wildlife monitoring, admin all welcome - mail@whitecliffs countrysid e.org.uk or see www.whitecliffs countryside.org.uk

London & West Middlesex NTV are an environmental conservation group who perform practical outdoor conservation work on National Trust properties at weekends, throughout England and Wales. Accommodation provided. Typical weekend cost: £10. Contact: info@lwmntv.org.uk Web site: www.lwmntv.org.uk

We have a variety of projects and work parties carrying out practical conservation activities in green spaces across Essex. Our groups are friendly and welcome new volunteers of all experiences. You can find out about our activities by visiting http://www.tcv.org.uk/eastern or by calling 01206 764470.

Boarstall Duck Decoy provides a fascinating insight into a rare aspect of British rural life with only a handful of its kind remaining in the UK. Volunteering opportunities are available in the Ranger and Visitor Welcome teams. For more information, contact Ian Goode at ian.goode@nationaltrust.org.uk

Volunteering Opportunities available in the Gardens & Estates team at Stowe. This includes general gardening and maintenance activities, restoration of the ha-ha wall and ranger work across the wider parkland. Training, travel expenses and PPE supplied. For more information, please contact Howard Hitchcock at 01992 709867

A great opportunity to gain experience leading volunteers undertaking practical tasks on our local canals. Based at Tardebigge near Bromsgrove, you must be available at least 2 days/week. Must hold a driving licence, be well organised and have great communication skills. Contact Suzanne for further information: suzanne.by rne@canalrivertrust.org.uk or 07900 276544.

Volunteer opportunities available in the Gardens & Estates team at Stowe. This includes general gardening and maintenance activities, restoration of the ha-ha wall and ranger work across the wider parkland. Training, travel expenses and PPE supplied. For more information, please contact Howard Hitchcock at 01992 709867

Earth Trust is an environmental learning charity based in South Oxfordshire. We have volunteering opportunities in: • Conservation and Land Management • Environmental Education • Heritage Skills • Ecological Research • Communications, publicity and media • Database management • On-site interpretation • Fundraising • Admin and office work. Interested? Contact volunteering@earthtrust.org.uk or 01865 407792

National Trust Runnymede welcomes you to get involved in a great variety of roles including Volunteer Rangers who take care of our landscape, habitats, access works and amenity management. Meet & greet volunteers will make visitors welcome to the site and offer information about Runnymede as well as signing up new members. Please contact runnymede@nationaltrust.org.uk

Volunteering opportunities available in the Gardens & Estates team at Stowe. This includes general gardening and maintenance activities, restoration of the ha-ha wall and ranger work across the wider parkland. Training, travel expenses and PPE supplied. For more information, please contact Howard Hitchcock at 01992 709867

A great opportunity to gain experience leading volunteers undertaking practical tasks on our local canals. Based at Tardebigge near Bromsgrove, you must be available at least 2 days/week. Must hold a driving licence, be well organised and have great communication skills. Contact Suzanne for further information: suzanne.by rne@canalrivertrust.org.uk or 07900 276544.

Volunteer opportunities available in the Gardens & Estates team at Stowe. This includes general gardening and maintenance activities, restoration of the ha-ha wall and ranger work across the wider parkland. Training, travel expenses and PPE supplied. For more information, please contact Howard Hitchcock at 01992 709867

National Trust Runnymede welcomes you to get involved in a great variety of roles including Volunteer Rangers who take care of our landscape, habitats, access works and amenity management. Meet & greet volunteers will make visitors welcome to the site and offer information about Runnymede as well as signing up new members. Please contact runnymede@nationaltrust.org.uk

Volunteering opportunities available in the Gardens & Estates team at Stowe. This includes general gardening and maintenance activities, restoration of the ha-ha wall and ranger work across the wider parkland. Training, travel expenses and PPE supplied. For more information, please contact Howard Hitchcock at 01992 709867

A great opportunity to gain experience leading volunteers undertaking practical tasks on our local canals. Based at Tardebigge near Bromsgrove, you must be available at least 2 days/week. Must hold a driving licence, be well organised and have great communication skills. Contact Suzanne for further information: suzanne.by rne@canalrivertrust.org.uk or 07900 276544.

Volunteering opportunities available in the Gardens & Estates team at Stowe. This includes general gardening and maintenance activities, restoration of the ha-ha wall and ranger work across the wider parkland. Training, travel expenses and PPE supplied. For more information, please contact Howard Hitchcock at 01992 709867

National Trust Runnymede welcomes you to get involved in a great variety of roles including Volunteer Rangers who take care of our landscape, habitats, access works and amenity management. Meet & greet volunteers will make visitors welcome to the site and offer information about Runnymede as well as signing up new members. Please contact runnymede@nationaltrust.org.uk

Volunteering opportunities available in the Gardens & Estates team at Stowe. This includes general gardening and maintenance activities, restoration of the ha-ha wall and ranger work across the wider parkland. Training, travel expenses and PPE supplied. For more information, please contact Howard Hitchcock at 01992 709867

A great opportunity to gain experience leading volunteers undertaking practical tasks on our local canals. Based at Tardebigge near Bromsgrove, you must be available at least 2 days/week. Must hold a driving licence, be well organised and have great communication skills. Contact Suzanne for further information: suzanne.by rne@canalrivertrust.org.uk or 07900 276544.
**Every Tuesday**  Weekly work party  Gloucester, Canal & River Trust  Contact: Contact: Suzanne 07900 276544, suzanne.byrne@canalrivertrust.org.uk  Join a weekly work party undertaking maintenance tasks along the beautiful Gloucester Sharpness Canal. 10am-3pm.  No experience needed.

**First Saturday or Third Wednesday of the month**  Work mornings.  Meet at Watercress Beds Centre, The Street Ewelme, OX10 6HJ, Ewelme Watercress Beds LNR  Contact: Tom 01491 836888, www.ewelnewatercressbeds.org  9.30am. A range of activities to maintain this historical site and nature reserve for visitors and wildlife. Refreshments supplied – bring your wellies.

**Every Sunday**  Conservation Work Party  Langdon Hills Country Park, Basildon, SS16 6HJ, Thurrock Council Ranger Service  Contact: 01268 542066, langdon.hills@btconnect.com, http://c-js.co.uk/1gkF7Ou  10am start. Wide variety of tasks - clearing paths, restoring ponds, coppicing work in ancient woodlands, and more. Chance to also get involved with events, shows, wildlife surveys and environmental education. No experience necessary. Please wear suitable outdoor clothing.

<table>
<thead>
<tr>
<th>REF</th>
<th>2343-FOCUSR-10/10</th>
<th>JOB</th>
<th>HORTICULTURAL TEAM VOLUNTEER</th>
</tr>
</thead>
<tbody>
<tr>
<td>BE4</td>
<td>N / A</td>
<td>LOC</td>
<td>BERKSHIRE</td>
</tr>
<tr>
<td>PAY</td>
<td>Training &amp; expenses</td>
<td>FOR</td>
<td>THE LIVING RAINFOREST</td>
</tr>
<tr>
<td>DES</td>
<td>The Living Rainforest provides a real rainforest experience for visitors to explore this intriguing habitat &amp; is home to many different species of plants. Because we have such a wide variety of species (630), volunteers are incredibly important in carrying out additional duties &amp; we would definitely welcome more. Duties include watering, construction &amp; planting of new beds, maintenance of plants in the glasshouse &amp; gardens, &amp; lots of physical work! Individual commitment one set day a week (Mon-Fri).  <strong>BUT</strong> Interest in conservation, sustainability, education, rainforests, or a passion for plants &amp; animals. OK with getting tired &amp; dirty! Although experience is not essential for this role, a background in horticulture of any kind is preferable. Responsible attitude &amp; able to carry out physical tasks.  <strong>ASK</strong> Karen Thornton-Ward, Volunteer Co-ordinator, The Living Rainforest, Hampstead Norreys, Berkshire  RG18 0TN 01635 202444 x 206 <a href="mailto:vcoord@livingrainforest.org">vcoord@livingrainforest.org</a> <a href="http://www.livingrainforest.org">www.livingrainforest.org</a></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>REF</th>
<th>2344-FOCUSR-31/10</th>
<th>JOB</th>
<th>VOLUNTARY PARK RANGER</th>
</tr>
</thead>
<tbody>
<tr>
<td>BE4</td>
<td>31/10/14</td>
<td>LOC</td>
<td>SOUTH OCKENDON, ESSEX</td>
</tr>
<tr>
<td>PAY</td>
<td>0</td>
<td>FOR</td>
<td>LITTLE BELHUS COUNTRY PARK TRUST</td>
</tr>
<tr>
<td>DES</td>
<td>Assisting the ranger with habitat management &amp; creation. Looking after the site. Environmental &amp; ecological monitoring. 1 day per week.  <strong>BUT</strong> An interest in ecology, wildlife &amp; conservation. Ability to work outside &amp; good practical skills.  <strong>ASK</strong> <a href="mailto:dhrutibell@ruralarisings.co.uk">dhrutibell@ruralarisings.co.uk</a> 07725 246192 or 01708 857245.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>REF</th>
<th>2345-FOCUSR-6/2</th>
<th>JOB</th>
<th>WOODLAND CONSERVATION VOLUNTEER</th>
</tr>
</thead>
<tbody>
<tr>
<td>BE4</td>
<td>February 2015</td>
<td>LOC</td>
<td>DULWICH UPPER WOODS, LONDON</td>
</tr>
<tr>
<td>PAY</td>
<td>Training*</td>
<td>FOR</td>
<td>THE CONSERVATION VOLUNTEERS</td>
</tr>
<tr>
<td>DES</td>
<td>Gain valuable experience in the conservation sector from professional countryside managers &amp; ecologists.  <strong>Training includes but not limited to:</strong> woodland management, biodiversity monitoring &amp; surveying, flora / fauna identification, coppicing, hedge laying, sustainable building techniques, events management, community engagement, first aid. Dulwich Upper Wood is an important Local Nature Reserve &amp; ancient woodland in south London, with recently awarded Green Flag status. We are looking for volunteers to help with all aspects of managing this ancient woodland &amp; protecting its biodiversity, from conducting wildlife surveys &amp; coppicing trees in the wood, to helping us build new sustainable buildings on site &amp; engage with the local community. Minimum 1 day a week, initially on Tuesdays.  <strong>BUT</strong> No experience necessary, but must have a passion for the environment &amp; working outdoors. Warm, outdoor clothing &amp; sturdy footwear required.  <strong>ASK</strong> Annie Talbot / Jim Murphy, <a href="mailto:dulwich@btcv.org.uk">dulwich@btcv.org.uk</a> 020 8761 6230.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>REF</th>
<th>2346-FOCUSR-10/10</th>
<th>JOB</th>
<th>EDUCATION TEAM VOLUNTEER</th>
</tr>
</thead>
<tbody>
<tr>
<td>BE4</td>
<td>N / A</td>
<td>LOC</td>
<td>BERKSHIRE</td>
</tr>
<tr>
<td>PAY</td>
<td>Training &amp; expenses</td>
<td>FOR</td>
<td>THE LIVING RAINFOREST</td>
</tr>
<tr>
<td>DES</td>
<td>The Education Team currently runs a wide variety of school tours for children aged 4 to 16. The also run higher education programmes for A-level &amp; university students. We are looking for volunteers to help develop &amp; run our schools programme which is responsible for helping to educate 20,000 students a year. The current roles are therefore research based for development &amp; admin based for the practical day to day running of the diary system with some craft activities in the school holidays. Individual commitment one set weekday a week. Full training provided.  <strong>BUT</strong> General administration experience, familiarity with IT &amp; email, as well as a friendly &amp; professional telephone manner is desired. Good team working skills essential.  <strong>ASK</strong> Karen Thornton-Ward, Volunteer Co-ordinator, The Living Rainforest, Hampstead Norreys, Berkshire  RG18 0TN 01635 202444 x 206 <a href="mailto:vcoord@livingrainforest.org">vcoord@livingrainforest.org</a> <a href="http://www.livingrainforest.org">www.livingrainforest.org</a></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**WasteBusters**  Love food and hate waste? Are you a composting guru or avid upcycler? Do you want to share your passion? Then WasteBusters is for you! To find out more about what we do and join us for some training: Email waste.busters@essex.gov.uk or call 07771 898132
Countryside Jobs Service Focus on Volunteering www.countryside-jobs.com

REF 2347-FOCUS-OK3 JOB GARDENING VOLUNTEER
BE4 N / A LOC STEPNEY CITY FARM, LONDON
PAY Ongoing in house training, external training FOR STEPNEY CITY FARM
DES Growing seeds, propagating seedlings & planting out when ready; watering trees & plants; weeding & mulching; harvesting produce for the farm shop; researching permaculture & planting techniques; helping to design growing bed layouts; tool maintenance. 1 day per week for at least 3 months. BUT Keen interest in gardening using organic methods & permaculture principles. ASK volunteer@stepnecityfarm.org

REF 2348-FOCUS-27/9 JOB FORESTRY SCHOOL PRE SCHOOL VOLUNTEER
BE4 30/9/14 LOC BILLERICAY, ESSEX
PAY Full in house training, free parking FOR THE TREEHOUSE FORESTRY PRE SCHOOL
DES To help with our veg patch & our forest skills sessions. It’s a really bubbly team who love the outdoors. BUT Must love children & the outdoors & ready to get their hands dirty. ASK 01277 656921
a.wilson@thetreehouseclub.co.uk

REF 2349-FOCUS-3/10 JOB Communications & Promotions Volunteer, River Lee / River Stort
BE4 30/9/14 LOC Home bases in Hertfordshire & Essex, or Docklands office nr Canary Wharf
PAY Full induction & out of pocket expenses FOR CANAL & RIVER TRUST
DES We're looking for local people who can help build up a network of media contacts in the local area, telling all the interested newspapers, radio stations, community newsletters, blogs & other contacts about the work we’re doing & what’s going on along their local waterway. Support the National Press Officer by sourcing good stories & distributing press releases in the local area; update CRT national press & web team on activities on your local waterways. Build a good working relationship with the Trust’s local CRT waterway supervisor & their regional local team of staff & volunteers. You can work from home in Herts, Essex or our Docklands office, or a mixture of the two. This is a great flexible role to fit around your life, one or two days per week. BUT Knowledge of traditional & / or social media in Hertfordshire & Essex. Good IT skills: MS Outlook, Word ability to write copy; good communication skills; ability to take, upload & email images to media; interest in canals & waterways & / or heritage / ecology / leisure; self-motivated & enjoy working as part of a team. Confident & outgoing; basic knowledge of how a comms department works. ASK 0303 040040 volunteer@canalrivertrust.org.uk https://canalrivertrust.org.uk/volunteering

REF 2350-FOCUSR-OK3 JOB TASKFORCE FOR NATURE VOLUNTEER
BE4 N / A LOC HOLLAND PARK, LONDON
PAY 0 FOR GROUNDWORK LONDON
DES Practical conservation work in Holland Park through Taskforce 4 Nature days every third Saturday of the month. Tasks range from meadow cutting, building dead-hedges, pond maintenance, building stag beetle loggers, woodland management & more. The improvements link in with the priorities identified in the Local Biodiversity Action Plan. If you are looking to try something new, gain new skills, meet new people or just get your hands dirty then why not join Holland Park Conservation Volunteers on a Taskforce 4 Nature day. BUT No qualifications needed. ASK Daniel Brittle, 020 87620353 07702 942141 daniel.brittle@groundwork.org.uk

REF 2351-FOCUSR-OK3 JOB EDUCATION VOLUNTEER
BE4 Ongoing LOC HACKNEY & NORTH LONDON AREAS
PAY Training, travel & lunch expenses FOR ECOACTIVE
DES EcoACTIVE is a small environmental education charity based in Hackney, working with schools & community groups to help people reduce their impact on the environment. We deliver fun, engaging & creative workshops on waste reduction & recycling, energy-saving, food & food growing, water conservation, & more. Volunteers have always made an important contribution to our education activities; supporting with the delivery of workshops, leading group activities & sharing information at events. Time: flexible. Training provided for supporting the delivery of environmental workshops with a range of groups, other training opportunities available. BUT Reliable & motivated, with an interest in environmental issues & / or education. Experience working with children preferred but not essential. DBS check. ASK Sarah, sarahduffy@ecoadactive.org.uk 020 85100113

REF 2352-FOCUSR-10/10 JOB ANIMAL TEAM VOLUNTEER
BE4 N / A LOC BERKSHIRE
PAY Training & expenses FOR THE LIVING RAINFOREST
DES The Living Rainforest provides a real rainforest experience for visitors to explore this intriguing habitat. It is home to various species of fish, primates, birds, reptiles, amphibian & invertebrates. The Animal Team consists of 3 full time members of staff & a number of volunteers, who often get a vast insight into how the zoological section is run & developed. Animal Team Volunteer duties include various aspects of animal husbandry, food preparation, enclosure maintenance & development, & lots of physical work! Cover required every day (including weekends) during the daytime between 9am-5pm. Individual commitment: one set day a week. BUT Interest in conservation, sustainability, education, rainforests, or a passion for plants & animals. Although experience is not essential, a background in animal care or related subject preferred. Caring & responsible attitude. OK with getting tired & dirty & handling creepy crawlies! ASK Karen Thornton-Ward, Volunteer Co-ordinator, The Living Rainforest, Hampstead Norreys, Berkshire RG18 0TN 01635 202444 x 206 vcoord@livingrainforest.org www.livingrainforest.org

REF 379-FOCUSR-OK1 JOB ENVIRONMENTAL EDUCATION & / OR EVENTS VOLUNTEERS
BE4 January 2015 LOC Roding Valley Meadows NR & Chigwell Meadows (Loughton & Chigwell)
PAY Ongoing training & support; travel expenses; logo clothing FOR ESSEX WILDLIFE TRUST
DES Helping the Assistant Ranger develop & run environmental education programmes & activities for the local community, in particular visiting school groups. BUT Boundless enthusiasm & a passion for wildlife or strong desire to learn; experience of working with people of different ages & from a variety of backgrounds (ideally leading group
We are looking for full or part time volunteers to support the work we undertake at TVERC, ideally for 6 months. Opportunities all year round. Ask Emma Allen, Walpole Park Manager, Ealing Council, aimed at those who are working towards a career in horticulture. Ask Isabel Morgan, Volunteer Coordinator, The Living Rainforest, Hampstead Norreys, Berkshire RG18 0TN 01635 202444 x 206 vcoord@livingrainforest.org www.livingrainforest.org

**Volunteer Biodiversity & Historic Data & Mapping Assistant**

Ref 2356-FOCUSR-10/10

BE4 N / A

LOC EYNHAMS, OXFORDSHIRE

PAY Training & travel expenses

FOR THAMES VALLEY ENVIRONMENTAL RECORDS CENTRE

DES We are looking for full or part time volunteers to support the work we undertake at TVERC, ideally for 6 months (potential for extension). Assist our data & biodiversity staff on various projects. Work will be varied, although primarily office based working on mapping / data analysis projects. Position would be suitable for those retired or looking to gain experience in the environmental sector with interests in natural / geographical history, mapping & data. Training opportunities available relating to particular projects, particularly in data management & GIS software. But Team & independent working; professional, flexible, responsible & pro-active attitude; strong personal motivation & self-discipline; attention to detail, enthusiasm to learn & a passion for wildlife, the environment & maps, competent with Excel; good interpersonal, oral & written communication. Knowledge of data management software e.g. MapInfo GIS & Recorder useful. Ask www.tverc.org/cms/content/current-volunteer-opportunities To apply: tverc@oxfordshire.gov.uk

Ref 2357-FOCUS-10/10

BE4 N / A

LOC HASSOCKS, WEST SUSSEX

**RESIDENTIAL ACTIVITY VOLUNTEER**
Volunteer with our Learning Team & support the delivery of our successful Earth Schools programme for Early Years & Key Stage 1 – 5. Sessions will range from Forest School delivery, through to interactive ancient history, farming & wild art sessions. BUT Ideal for some prior experience working with children & a keen interest in outdoor learning. Passionate about the natural env & able to communicate to children. Positive & enthusiastic, you’ll have a creative approach & be part of an exciting & supportive team. At Earth Trust we want to engage people of all ages in the env, inspiring them to be actively involved & help reduce our footprint on Earth. ASK volunteer@earthtrust.org.uk 01865 407792
**Countryside Jobs Service Focus on Volunteering**  
**www.countryside-jobs.com**

**REF** 2364-FOCUSR-10/10  
**JOB** Art & Craft – Children’s Informal Education Volunteer  
**BE4** N/A  
**LOC** BERKSHIRE  
**PAY** Training & expenses  
**FOR** THE LIVING RAINFOREST  
**DES** To assist our Education Team to create a more enjoyable experience for our visitors. The role would principally consist of creating models & small sculptures to enhance the aesthetic of the rainforest glasshouse & visitor centre, & may also include assisting with the interpretive theming of enclosures & their surrounding environment. On busy days, we host art & craft workshops for younger children, & you may also wish to assist with these educational events: design a rainforest animal; animal mobile making; mask making; clay animal workshop; seasonal themed events. One day a weekend. BUT Must have proven artistic & creative skills, together with ability to interpret the brief given.  
01635 202444 x 206  
vcoord@livingrainforest.org  
www.livingrainforest.org

---

‘Can you get ‘your’ volunteers to do this for me?’

A question that all Volunteering Managers and Coordinators will have heard at some stage. And how easy is it to ‘just get them to do this’ when people are volunteering their time for a wide range of reasons? Motivation determines why people give their time, just as much as if they’re asked to do something.

The question of who’s in charge of volunteers varies from organisation to organisation. In some cases, it’s the Volunteering Manager/Coordinator who’s responsible for all volunteers but, in many larger organisations, their role may be to support others within the organisation to engage volunteers rather than manage them directly themselves.

We all know that volunteer management has evolved greatly in the past couple of decades and continues to evolve. Social action and micro volunteering opportunities are becoming more common phrases heard, countering the expectation of the more traditional relationships. Amongst other things, London 2012 served as a great profile raiser for volunteering and recognition is growing both within organisations and in general society. But what is the volunteer manager’s role?

For me, there’s a clear distinction between the volunteer manager (anyone managing volunteers) and a Volunteering Manager/Coordinator (those dedicated to supporting the management of volunteers, either through direct supervision or by supporting their colleagues in managing volunteers). Let’s call the latter Volunteering Managers for ease.

The Volunteering Manager has become a more crucial role as the professionalisation of the role has increased. They bring specialist knowledge and experience, can understand or develop the right processes and procedures, and can give support to those working directly with volunteers when they need it.

Support for colleagues is often needed to overcome barriers to developing volunteering. Support can be as simple as ‘yes, let’s do that’ or as complex as working through a challenging behaviour issue. Barriers to engaging more volunteers from colleagues’ points of view can include fear (threats to jobs, or finding a more competent volunteer than the employee etc.); a lack of confidence in their own management skills; a lack of understanding of what people could volunteer their time to do; and a lack of resources. Solutions to this can include working closely with employee representatives (Trade Unions etc.) and investing in a core of people dedicated to working with volunteers and supporting colleagues in volunteer management.

There can sometimes be an assumption made that people who line manage employees can manage volunteers. Whilst this can very often be the case, there can be a lack of understanding amongst line
managers of motivations to volunteer, which impedes their ability to manage them effectively. Whilst a lot of employees may volunteer in their own time, they don’t necessarily see themselves as volunteers and this can colour their view when working with volunteers professionally rather than enhancing it. Equally for those who don’t volunteer, there are mixed perceptions of why people volunteer and how to engage them. It can feel uncomfortable asking people to give something for ‘nothing’ if you don’t appreciate what the volunteer is getting out of the activity. Over time, through experience and with support and communications, there is growing understanding of why people want to give their time freely and how it can be as valuable to the individual as those they volunteer for. On the flip side, we have many people who are natural managers of volunteers, either as existing line managers themselves or just because of their natural approach. Part of this can be a passion for their role which helps them connect with someone who gives their time freely.

Development in the Canal & River Trust

In the past 6 years of the Canal & River Trust (formerly British Waterways), the amount of time given by volunteers has increased from 7,000 days to 51,000 days per year and the range of roles has developed equally dramatically. The Trust is now led by volunteer Trustees; has an army of over 400 volunteer lock keepers; and welcomes people in short and long term professionally skilled roles such as engineering, ecology and heritage conservation. The role I was given as National Volunteering Manager was the initial step in the change of the organisation, back when we were British Waterways. It was a clear signal of intent both internally and externally that, rather than bolting Volunteer Manager onto a HR role or another management position, what was needed was a role dedicated to representing, supporting and guiding volunteering across the organisation. It was the start of building a dedicated team of Volunteering Managers to both supervise volunteers directly and, more importantly, support colleagues across the 2000 miles network of canals and rivers to work with volunteers. The incredible success that we’ve had has partly come from our own internal drive; partly from our willingness to say: ‘yes, let’s give it a try’; and partly from the enthusiasm, drive and knowledge of the existing and new volunteers who come forward to support us.

Follow us on Twitter: @crtvolunteers

Facebook: Canal & River Trust Volunteers

Website: www.canalrivertrust.org.uk/volunteer
### THE CONSERVATION VOLUNTEERS, CORNWALL

**THE MAGDALEN ENVIRONMENTAL TRUST**

- **Job:** Residential Volunteer
- **Location:** Kingswood, Bristol
- **Pay:** Training*
- **Details:** Duties include helping to maintain a Tree Nursery located on a Community Farm which can consist of seed sowing, weeding, pruning, watering & general tidying. Other facilities on site are a green woodworking area, vegetable patch, polytunnel & greenhouse. We are also undergoing development over the next twelve months, improving the site to make it more educational, engaging & interactive for children & the local community. We value volunteers from all walks of life & endeavour to achieve a welcoming, friendly environment for Volunteers to improve their confidence, self-esteem & practical skills. *Training includes Health & Safety, First Aid Midas & Risk Assessment. Time: 6-12 months max. BUT Enthusiastic, reliable, willingness to learn new skills & like the outdoors! ASK: Sheila Thayer at the Tree Life Centre, 0117 9605447 or 07766 421301 tree-life-centre@tcv.org.uk

### THE MAGDALEN FARM, WEST DORSET

- **Job:** Volunteer Gardener
- **Location:** Cotehele, St. Dominick, Saltash, PL12 6TA
- **Pay:** Accom available
- **Details:** Required for 4 days per week for 3 – 6 months to join the full time garden team to develop, enhance & maintain this historic garden. Duties incl a range of seasonal horticultural tasks from weeding & planting to dead heading & mowing. Garden offers a wide range of training opportunities to increase practical skill base. BUT Vol wanting to add some practical experience to their CV, working with experienced gardeners & vols & starting a career in horticulture. ASK: David Bouch 01579 352726, david.bouch@nationaltrust.org.uk

### NATIONAL TRUST LEIGH WOODS, BRISTOL

- **Job:** Volunteer Gardener
- **Location:** Camborne, Cornwall
- **Pay:** Training & expenses
- **Details:** We are looking for 3 volunteer officers to help organise & deliver practical conservation sessions as part of our Green Gym programme which aims to improve people’s health, both physical & mental, through improving the environment. You’ll get loads of practical conservation work experience in spectacular West Penwith where some sessions take place, as well as a grounding in working with communities. We offer a free comprehensive training package including up to £1000 worth of external training, one to one support, an NPTC Diploma in Work-Based Environmental Conservation & volunteering expenses. Based at our sustainable offices in the heart of Cornwall’s mining World Heritage Site, this is a great way to work towards a job in the environmental or community sectors. BUT Must be over 21 & preferably able to travel. ASK: 01209 610100 c.north@tcv.org.uk

### THE CONSERVATION VOLUNTEERS

- **Job:** Youth & Schools Volunteer Officer (VO)
- **Location:** Camborne, Cornwall
- **Pay:** Training & expenses
- **Details:** The Conservation Volunteers are looking for a volunteer to help lead the Youth & School programme which aims to improve young people’s practical skills, build confidence & improve team working through taking part in environmental conservation tasks as well as horticulture & forest school activities. A great way to learn practical conservation, leadership & community working skills. We offer a free comprehensive training package including up to £1000 worth of external training, one to one support, an NPTC Diploma in Work-Based Environmental Conservation & volunteering expenses. Based at our sustainable offices in the heart of Cornwall’s mining World Heritage Site, this is a great way to work towards a job in the environmental or community sectors. BUT Must be over 21 & preferably able to...
<table>
<thead>
<tr>
<th>REF</th>
<th>JOB</th>
<th>LOC</th>
<th>PAY</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>948-FOCUS-OK9</td>
<td>MONKEY SANCTUARY VOLUNTEER</td>
<td>WILD FUTURES’ MONKEY SANCTUARY</td>
<td>Volunteers stay on site with us for residential placements of 2 - 12 weeks. We do ask for a voluntary donation where possible to help us cover the costs of food &amp; utilities. The working week is 5 days, 8:20am – 5:00pm &amp; volunteers help us out with tasks including cleaning out monkey enclosures, preparing food &amp; enrichment items for 3 species of monkey, helping in children’s educational workshops &amp; our vegetarian café. General housework, gardening &amp; maintenance tasks, occasional help with fundraising, creating displays or street collections. We try to accommodate volunteers’ preferences where possible, &amp; give adequate time for watching the 3 beautiful species of monkeys &amp; learning about them &amp; their care from the keepers. BUT Over 18. Enthusiasm for conservation &amp; / or animal welfare, ability to work well in a team, willingness to pitch in &amp; get your hands dirty, ability to carry out quite physical tasks &amp; a good level of spoken, listening &amp; reading English. ASK Emma Reece, Ranger, the opportunity to carry out site visits walking the beautiful countryside to check routes that may need improvement.</td>
<td></td>
</tr>
<tr>
<td>BE4</td>
<td>FULL TIME VOLUNTEER COUNTRYSIDE RANGER</td>
<td>BATH SKYLINE</td>
<td>Training &amp; travel expenses</td>
<td>NATIONAL TRUST</td>
</tr>
<tr>
<td>2371-FOCUS-26/9</td>
<td>JOB</td>
<td>LOC</td>
<td>Training as required &amp; agreed with candidate</td>
<td>DEVON COUNTY COUNCIL</td>
</tr>
<tr>
<td>BE4</td>
<td>VOLUNTEER CANAL RANGER</td>
<td>TIVERTON, DEVON</td>
<td>Training &amp; travel expenses</td>
<td>SOUTH SOMERSET DISTRICT COUNCIL</td>
</tr>
<tr>
<td>2372-FOCUS-3/10</td>
<td>VOLUNTEER CAFÉ &amp; INFORMATION ASSISTANT</td>
<td>YEOVIL COUNTRY PARK CAFE</td>
<td>To assist the café manager &amp; café assistants in the running of the new café at Yeovil Country Park. You will help serve customers &amp; ensure the café is kept clean &amp; tidy. Depending on your experience you may also handle cash &amp; deal with customer enquiries or complaints. You will also act as a point of contact for visitors in the country park, providing them with information &amp; dealing with any enquiries they have. You will be helping to deliver a good customer experience to all of those who visit the country park. At least 6 hours per week for a minimum of 3 months. Hours commitment may be shorter if duration is longer. “Barista &amp; Food Hygiene training plus any in-house training courses. BUT Friendly, approachable, trustworthy &amp; enthusiastic about the countryside. You don’t need any experience in the café or countryside sector, just enthusiasm &amp; a willingness to learn. ASK Countryside Team, 01935 462282</td>
<td></td>
</tr>
<tr>
<td>BE4</td>
<td>VOLUNTEER CAFÉ &amp; INFORMATION ASSISTANT</td>
<td>LOC</td>
<td>Training &amp; travel expenses</td>
<td>SOUTH SOMERSET DISTRICT COUNCIL</td>
</tr>
<tr>
<td>2373-FOCUS-OK3</td>
<td>VOLUNTEER CAFÉ &amp; INFORMATION ASSISTANT</td>
<td>LOC</td>
<td>Training &amp; travel expenses</td>
<td>SOUTH SOMERSET DISTRICT COUNCIL</td>
</tr>
<tr>
<td>REF</td>
<td>JOB</td>
<td>LOC</td>
<td>PAY</td>
<td>FOR</td>
</tr>
<tr>
<td>2374-FOCUS-OK3</td>
<td>OUTDOOR SIGNAGE / WOODWORKER VOLUNTEER</td>
<td>SOUTH DEVON</td>
<td>Training &amp; expenses</td>
<td>NATIONAL TRUST</td>
</tr>
<tr>
<td>BE4</td>
<td>Assist the National Trust Rangers in the maintenance of the beautiful South Devon Countryside. Your role will be to update existing &amp; create new footpath signs for the estate. As a team we manage over 8000 acres of coast with nearly 40 miles of South West Coast path. We need your help to ensure the area is maintained to a high standard for visitors to enjoy. Based in the Rangers workshop you will create new footpath signs &amp; repair existing ones. You will have the opportunity to carry out site visits walking the beautiful countryside to check routes that may need improvement. Flexible to suit other commitments, ideally around 1 day per week. BUT Enjoy working with wood &amp; learning new skills. Have an eye for detail &amp; want to work to a high standard. Happy to work with a small team; Passionate about the Devon countryside &amp; the work of the National Trust, &amp; ideally a connection to the area. ASK Emma Reece, Ranger, the opportunity to carry out site visits walking the beautiful countryside to check routes that may need improvement.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Every Tuesday & Thursday  Volunteer Work Parties
Berry Head National Nature Reserve, Torbay, Torbay Coast & Countryside Trust Contact: noel@countryside-trust.org.uk
Work alongside reserve team performing valuable conservation work in a stunning location, with other friendly, likeminded vols. No experience necessary. Full training given in use of tools. PPE, tea & coffee provided. Bring lunch.

Every Tuesday  Work party
Meet South Down Fm nr Malborough, Salcombe, National Trust Contact: Emma Reece 01548 562344, emma.reece@nationaltrust.org.uk
Join the South Devon Ranger team helping us care for this stunning estate, you will assist us in practical estate maintenance including path clearance, steps & drainage work, installing signs, litter picking, tree care & much more.

Every Thursday  Volunteer day
Higher Farm, Beeson, South Devon, Trees for Health  Contact: Liz Turner 07765 631877, info@treesforhealth.org
Work on the Discover Forest Foods agroforestry project. Other times by arrangement. Tasks vary including tree planting, tree care, pond work, composting, planting, sowing, harvesting, scything, food processing etc. Chances to develop own initiatives after volunteering.

Saturday 1st November  Volunteer Taster Fayre
Woodland Centre, East Dartmoor NNR, Bovey Tracey, Devon, Natural England Contact: linda.corkerton@naturalengland.org.uk
10am till 3pm. Chat to the Natural England and local volunteer groups who conserve the wildlife and heritage of eastern Dartmoor. Discover the rich variety of volunteering opportunities and find your niche!

Fortnightly Practical Conservation Tasks. Work on this beautiful Chalk Down Reserve and help manage for rare species including Duke of Burgandy and Silver spotted skipper butterflies. Work ranging from fencning, scrub control, coppicing, surveys and much more. Contact Piers Griffin 07920 471128, piers.griffin@naturalengland.org.uk

Enjoy working outdoors? Trying to build experience in gardening and horticulture? Like working in teams to make positive changes for the local community? If so, volunteering at Windmill Hill City Farm may be for you! Find out more about our current vacancies by visiting our website: http://c-js.co.uk/1lNu8gv or contacting Lizzie on 0117 9471181 or lizzie.spencer@windmillhillcityfarm.org.uk

Come and Volunteer with the Great Heath Team
Dorset Wildlife Trust
The Great Heath Project is an ambitious and exciting new venture undertaken by Dorset Wildlife Trust, Borough of Poole, ARC, Erica Trust and other partners. The award of a £2.7 million grant by the Heritage Lottery Fund and £2 million of public donations has enabled the successful purchase of 1500 acres of land around East Dorset. The essence of the project is to create a living landscape in an urban area, linking up habitats from the newly purchased land with existing complimentary reserves and green spaces (parks and gardens). This enables a huge range of rare and common species to disperse throughout the landscape.

One of the main aims of The Great Heath Project is to involve, inspire and enthuse the local community to care for their local nature reserves; so was born The Great Heath Volunteer Work Party! This exciting new weekly volunteer team is located across the Great Heath Project area and committed to conserving and restoring our new reserves. The Great Heath team work on these reserves on a weekly rotation, a detailed time table is on the website. So lots of work to get stuck into and jacket potatoes to be eaten!!

Come along every Wednesday 10am – 4pm and get involved with The Great Heath volunteer work party and make a difference to help protect your local wildlife, have fun and get active! For more information call Sally Wright at the Urban Wildlife Centre on 01202 692033. Check out our website for many more Great Heath events! http://www.dorsetwildlifetrust.org.uk/volunteering.html
Bursaries Available For Volunteer Ecologists
National Trust, Studland Heath NNR, Dorset
As part of the National Trust’s 3 year citizen science project to carry out a comprehensive ecological survey of the Studland peninsula, bursaries of up to £2000 are available for volunteers wanting to develop their ecological skills. In return we ask that you commit to carrying out a survey project that will contribute to the wider aims of our project.
For more information click here http://c-js.co.uk/1trw4tp
Application deadline: November 2014

Apprenticeships in the Countryside Sector
By Rachael Whaites

At South Somerset District Council we are now about to enter our 10th year of running countryside apprenticeships. We offer a year’s work experience in an experienced ranger team as well as a Level 2 Diploma (used to be NVQ) in Environmental Conservation.

South Somerset’s Countryside service decided to start running apprenticeships as we’d all been in that situation of not having the experience to match the qualifications to gain that all important first step into the conservation sector. The apprenticeship scheme seemed a good way of introducing young people to the conservation sector in the hope that they would go on to get further experience or higher qualifications that would eventually result in a job in a ranger-type role. As the ranger team at South Somerset is a small one (only 5 rangers) having a new face each year helps to keep the team fresh and bring in new ideas and skills.

The apprenticeship is run in conjunction with a registered college. There isn’t an age restriction on apprenticeships; however the government gives less funding to older students, which means that there is a higher cost to employees for their tuition fees at college.

Taking on an apprentice can be a big commitment for an organisation. At South Somerset three rangers are qualified to train and assess their apprentices in practical conservation skills but if this isn’t something you can offer, then it is down to the college to organise the assessments. The benefit of being a trained assessor is that you have much better control over what you assess and when. It can be difficult to schedule in assessments as everyone is so busy but at least you can find a time that suits you and your apprentice. The downside of doing the assessments yourself is the paperwork that comes with it. However City & Guilds are continually improving this process and don’t expect you to hand in neat typed up assessment sheets; a bit of mud on a hand scribbled sheet is completely acceptable!

Delivering apprenticeships has become part of being a ranger at South Somerset and despite the hard work of training someone and filling in the paperwork, it is fun to teach someone your skills and enthuse them about the natural world. Fresh ideas and questioning help keep your mind fresh and challenge your thoughts instead of continuing on with a process ‘because we’ve always done it that way’. We would highly recommend it :-)

Contact the Countryside Team on 01935 462282 or email countryside@southsomerset.gov.uk to find out more about the countryside apprenticeships at South Somerset District Council

Apprentice ranger Sophie Middleditch practices her dry stone walling at Ham Hill Country Park (Rachael Whaites)
ays variously diverse skill


e of what you see. logging, upload your photos and keep a personal record

wild, share your sightings with

WildlifeLog allows you to log what you see in the wild, share your sightings with friends and help save our wildlife. It’s a non-for-profit organisation. So get logging, upload your photos and keep a personal record of what you see. www.wildlifelog.org

People’s Trust for Endangered Species runs several wildlife surveys which can be done in your own time. Help us to record hedgehogs, dormice, stag beetles or survey traditional orchards - your data will make a real difference to wildlife conservation. For more information and to get involved please visit www.ptes.org/surveys

Get involved in a UK-wide citizen science project to record the progress of spring in our woodlands. Track a Tree needs volunteers to collect observations of woodland trees and flowering plants during spring 2015. Take part this autumn by selecting your trees! Find out how at www.trackatree.org.uk

Interested in volunteering on the waterways? Then consider volunteering with The Inland Waterways Association. There’s a great range of opportunities including outside work to improve waterways and local committee positions. For more information contact Stefanie Preston at stefanie.preston@waterways.org.uk or on 01494 783453, or visit our website www.waterways.org.uk/volunteer

The RSPB has 43 reserves/projects that have accommodation for residential volunteers. Placements from one week to help us Give Nature a Home. For more information see our brochure Do Something Different on-line www.rspb.org.uk/residentialvolunteering

The Career Break Site For volunteering roles abroad in conservation, community development and other fields, visit www.thecareerbreaksite.com

Clive Witcombe, Colchester Zoo (Chair of BIAZA Volunteer Coordinator’s Forum) says: “Volunteers of all ages offer their time, skills and energy to BIAZA-member zoos and aquariums (the British and Irish Association of Zoos and Aquariums). Although they do not replace paid staff, they play an increasing role in collections in augmenting the routine work. This is typically in “live interpretation” or education roles, manning enclosures, helping to locate the animals for visitors and talking about their care and conservation. This can really make zoos come alive. In addition, given the massively diverse skill-set of Volunteers, they also help with husbandry, horticulture, marketing and charity fundraising.” More information is available at http://c-js.co.uk/XxfmPx
We offer many ways to volunteer at Canal & River Trust, from drop in, practical opportunities along our historic canals to longer term, office based roles with our technical teams. The range of opportunities is constantly changing, so visit www.canalrivertrust.org.uk/volunteering to find out more.

We are a leading charity enabling people to choose healthier, cleaner and cheaper journeys. If you enjoy the great outdoors and traveling actively, you could become a ranger or wildlife champion on the National Cycle Network with Sustrans. Visit our website for our current opportunities: http://c-ja.co.uk/1HyEvH2

Do you offer work experience?

The Work Experience Quality Standard is a nationally recognised accreditation awarded to those organisations offering high quality placements, and helps you to create strong and fair foundations for work experience. It can be used as a marketing tool to attract quality applicants, or to promote the quality of training and development in your organisation, which helps you to stand out from others in the sector. We also offer free support to charities looking to recruit apprentices. Discover more at www.fairtrain.org or contact enquiries@fairtrain.org

Give your time and make a difference – Could you be the next champion of woods and trees?

Do you fancy helping the Woodland Trust, the UKs leading woodland conservation charity to create, protect and restore the nation’s native woods? The role of volunteers has never been so important and there are many volunteering opportunities available. From being a volunteer intern or a nature recorder, to helping track tree disease or working with local media, plus so many more, the Trust needs your help.

Whether you can spare one hour or more we’d love to hear from you.

To find out more visit http://www.woodlandtrust.org.uk/volunteer/

International:

Conservation Volunteers Australia offers projects across Australia, from urban to outback, desert to coast and everywhere in between! Team-based projects include tree planting, weed control, habitat restoration, track building, seed collection etc. Charge for meals, accommodation and project-related travel applies.

bookings@conservationvolunteers.com.au or www.conservationvolunteers.com.au

<table>
<thead>
<tr>
<th>REF</th>
<th>BE4</th>
<th>PAY</th>
<th>DES</th>
<th>JOB</th>
<th>LOC</th>
<th>FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>F594</td>
<td>N/A</td>
<td>Accommodation</td>
<td>4dpw</td>
<td>LONG TERM VOLUNTEER</td>
<td>ST HELENA NATIONAL TRUST</td>
<td></td>
</tr>
<tr>
<td>F2377</td>
<td>5/2/15</td>
<td>Food, training &amp; accommodation</td>
<td>ICELAND</td>
<td>CONSERVATION VOLUNTEERS</td>
<td>THE ICELAND CONSERVATION VOLUNTEERS (ICV)</td>
<td></td>
</tr>
<tr>
<td>F2378</td>
<td>3mths with possible extension to 6mths. Conservation Research Africa (CRA) is a charity in England &amp; Wales that conducts &amp; supports applied research to inform conservation &amp; wildlife management in Africa. CRA's flagship project is African Bat Conservation which conducts applied research, conservation &amp; education to bring bats to the conservation agenda &amp; conserve bat populations in Africa. The Intern will assist in developing our public profile &amp; outreach. Primarily based in Liwonde National Park with some time spent in the capital city Lilongwe. Duties include: website development &amp; marketing, promotion, social media management, and coordinating events and seminars. Contact <a href="mailto:volunteer@ust.is">volunteer@ust.is</a></td>
<td>LIWONDE NATIONAL PARK, MALAWI</td>
<td>AFRICAN BAT CONSERVATION</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Volunteer Groups, and how to succeed

Conservation volunteering has always been a popular way for people to be able to enjoy being out in the countryside with like minded others, all ‘doing their bit’ for nature. Volunteering is now widely accepted as an activity that is available for everyone and not simply a case of working for nothing, leading to ever increasing numbers of enquiries for volunteer involving organisations. People volunteer for a huge variety of reasons. These will touch on such areas as health, love of nature, social needs, community involvement, personal development and more besides. There is therefore, a pressure to meet the various needs of all these aspiring volunteers. This can be achieved in several ways of course. Go back a few years, and I would often find myself trying to match the needs of an individual to suitable activities within the Trust. Nowadays, with the far greater numbers of enquiries that come in that just isn’t feasible. Instead, we focus on providing a variety of volunteering opportunities so that there is scope for anyone to find an activity that meets their needs. These are widely publicised through an online guide, backed up by a quarterly handbook. As a result, the prospective volunteer can now browse through the long list of opportunities available to them. This also takes the pressure off the group leaders – if a volunteer finds the tasks don’t really meet their expectations/needs they can simply go online and find another activity/task that may be better suited.

Of course, it’s not as simple as just increasing the number of opportunities available. To meet the various needs, volunteering has to be available at differing times, as well as in a variety of places – as well as a wide range of activities! Our staff have embraced the ethos of volunteering not as something to be treated as a way of getting a job done (though it helps!), but as a means of enabling people to be directly involved in our work, feel part of what we do and of course, meet the individual needs listed earlier.

So, how to begin a new group.. Obviously, having a suitable site and an agreed workplan are critical start points, but it doesn’t stop there. Health and Safety needs to be factored in of course as does the requirement for a supply of suitable tools, gloves...
etc. Dorset Wildlife Trust has staff as well as volunteers that lead successful practical work parties. All leaders are trained in such matters as First Aid, H&S, leading a group and communication skills. They also take part in larger tasks where they can be responsible for an activity or a part of the site. These steps help to ensure that new leaders are supported in their role, and feel comfortable and highly competent in doing so.

The biggest factor that we have learnt is that it takes time to develop a sustainable group, and as such there is a considerable overhead in staff time during the early months. Over time, volunteers get to know each other, start to bond as a group and then develop into a social group rather than a bunch of people meeting up once a week/month. It doesn’t stop there though. As a group leader, it’s always good to be able to welcome new volunteers, induct them fully and ensure they feel comfortable with the task, and their fellow volunteers. The days when work parties were cliquey have long gone, probably as a result of the change in how society now views volunteering – it is up to us to ensure that we maintain that momentum and keep it an enjoyable and rewarding activity.

On the day, it is important to have a range of activities available, or at the very least enable volunteers to feel comfortable in the workload. Mixing it up will enable volunteers to find their own preference for the type of task, and rotating the group around will keep everyone interested and engaged.

I couldn’t write an article about volunteer groups without mentioning just how much it means for volunteers to be recognised for their time and effort. Cakes, tea/coffee, jacket potatoes on the fire have all proven to be very effective – but nothing beats a heartfelt ‘Thank you’ from the leader at the end of a successful day. An invite to a follow up walk on the site to see the results the next year is the icing on the cake!

So, why not give it a go, just be prepared for it to take a while to establish a sustainable group. The rewards when you do get your group going, and see the effects on not just the site but also on the lives of the volunteers, makes it all so very much worth every bit of time spent on it.

Steve Davis is the Volunteering Manager for Dorset Wildlife Trust. 10 years as a volunteer, followed by 8 years in his current role has given Steve a wide range of experience in the role of Volunteer Manager/Leader.

For further information, including downloadable handbook please visit http://www.dorsetwildlifetrust.org.uk/volunteering.html

The CJS team would like to thank everyone who has contributed adverts, articles and information for this CJS Focus publication. Next edition will feature Urban Environment, due to be published on 24 November 2014.

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 15/9/14.

A4 sides this CJS Focus: 34: Adverts: 99 - Details believed correct but given without prejudice, Ends.