



Countryside Jobs Service

Focus on Volunteering

In association with RSPB



18 September 2017

Get clarity, save nature and boost your career with The RSPB

Is figuring out what you want to do as a career challenging? Talking to your career guidance advisor at school, looking for the first job after university or college, or thinking about a complete career change later in life can be daunting with so many options. You may be considering volunteering to find out more about your chosen career or organisation you are interested in, but not everyone has the time or the resources to be able to volunteer for long intense periods.



Taking small actions such as Big Garden Birdwatch will increase your interest in conservation and help build your knowledge
(Rahul Thanki rspb-images.com)

If you're looking to volunteer to gain experience in your chosen field or hoping for clarity on your career choices, it's good to remember that the RSPB has many ways to find out more about us as an organisation and work out if a career in a charity is really for you. A little of your time really does go a long way and you don't have to leave home for 6 months to do it (unless you want to of course - more on that later).

If you have an hour or less then micro volunteering sees people coming together to each give small amounts of time that join up to make real change. The RSPB's Big Garden Birdwatch every January is a great example of this. Just one hour to count the birds in your garden may seem like a small amount of time to give, but taking regular actions to help nature and wildlife shows you are committed to conservation and will show prospective employers that you are taking opportunities to grow your knowledge and develop your interest in nature.

chosen area of work. You only give as and when you can meaning you can fit your volunteering around your day job. At the RSPB we have a medical panel which includes doctors, pharmacists, physiotherapists and legal experts as well as learning and development professionals working together as coaches and leadership experts, all giving their time and guidance on developing our workforce of employees and volunteers. Regular phone conference meetings allow them to network with each other about their volunteer mentoring and the work they are doing as a volunteer team.

And it's not just about birds at the RSPB, there are opportunities around the organisation in areas you wouldn't normally think of as being somewhere you can volunteer. Marketing, communications, corporate services, information technology, human resources and outdoor learning/working with children are all areas that have volunteering opportunities and one day a week volunteering can help give you essential experience. Keith Leonard

For busy professionals working full time, volunteering is becoming increasingly popular. Taking the opportunity to get involved with one-off interesting projects at a time and commitment that suits you can help you meet other similar professionals involved in your



Schools on reserves and Schools Outreach are also areas you can get involved in

(Eleanor Bentall rspb-images.com)

volunteered with the IT team at RSPB Headquarters before moving into a permanent paid role as a Systems Engineer "Volunteering allowed me to gain knowledge in a subject that interested me while playing a small part in saving nature".

Opportunities to live and work on a reserve give volunteers important skills and experiences to take forward into their chosen career. Our Residential Volunteering scheme has been running since the late 70s and sees over 600 volunteers each year staying at 46 reserves around the UK Countries. From one week to six months or a year, there are opportunities to suit your time frame. Ieuan Davies volunteered at Lake Vyrnwy for two weeks "The experience has given me an insight into the world of conservation and enabled me to see first-hand how people are trying to protect threatened birds". Gavin Chambers, who volunteered at Mersehead before moving on to become an Assistant Warden at Lake Vyrnwy also felt the experience helped give him essential experience "The variety of work I have been involved in, from manning the visitor centre to counting thousands of geese, has been the perfect stepping stone to a career in conservation".

If six months to a year does appeal to you as a volunteering opportunity, we have residential and non residential volunteering internships available. Sophie King's career in conservation started with becoming a volunteer intern "I knew that if I wanted a career in conservation, then first I needed some real, tangible work experience". Sophie used the experience she gained from volunteering to move into a paid position as an RSPB Membership Development Officer in northern England "I've been supported throughout my internship, from getting to grips with the role and developing the skills I need for a career in conservation, to advice and encouragement in applying for jobs".



Many organisations give their employees time out from work to volunteer (Heather Stuckey rspb-images.com)

And let's not forget the feel good factor of volunteering. Many organisations now offer their employees the opportunity to give back to their community as part of their role, giving them some opportunities for personal development along with the satisfaction of knowing they are making a difference to their local community.

Whatever your age, skills and free time, whether you only have a little time to volunteer or can donate your time and talents to give a year to live and work on a reserve, there is an opportunity at the RSPB that could work for you.

Rhoda Ludford, Volunteering Development Coordinator, contact: rhoda.ludford@rspb.org.uk

To find out more information on our 600+ opportunities have a look at:

Volunteering opportunities: www.rspb.org.uk/volunteering

Residential volunteering: www.rspb.org.uk/residentialvolunteering

Big Garden Birdwatch: <http://www.rspb.org.uk/birdwatch/>

Scotland:

REF	2831-FOCUSR-OK3	JOB	CONSERVATION VOLUNTEER - NORTH EAST
BE4	Ongoing	LOC	DUNDEE - TO COVER NORTH EAST SCOTLAND
PAY	Training / expenses	FOR	SCOTTISH WILDLIFE TRUST

DES Any full day Monday to Thursday. We are looking for volunteers to work with our Reserves Project Officer based at Dundee to undertake a varied range of outdoor practical tasks on our nature reserves such as grassland, woodland & peat bog management. Travel from Dundee to the work sites & back is provided. BUT You should be interested in the environment & carrying out physical work outdoors sometimes in poor weather. Willing to work as part of a team.

ASK Peter Gilbert pgilbert@scottishwildlifetrust.org.uk

REF	2832-FOCUSR-OK3	JOB	CONSERVATION VOLUNTEER
BE4	Ongoing	LOC	GRANGEMOUTH (covering East Central Scotland)
PAY	0	FOR	SCOTTISH WILDLIFE TRUST

DES Any day Monday to Thursday. You are free to choose your commitment but if you volunteer, you must be available for a full day. A varied range of outdoor practical tasks on our nature reserves such as grassland, woodland & peat bog management. Travel from Grangemouth to the work sites & back is provided. BUT You should be interested in the environment & interested in carrying out physical work outdoors sometimes in poor weather. Willing to work as part of a team. ASK pgilbert@scottishwildlifetrust.org.uk

REF 671-FOCUSR-OK3 JOB **VOLUNTEER OFFICER**
 BE4 Ongoing LOC MORTONALL, EDINBURGH
 PAY Training / travel expenses FOR THE CONSERVATION VOLUNTEERS
 DES You will be assisting & learning from the current volunteer & senior project officer. You could spend your time trying a variety of practical conservation skills travelling to community gardens, parks & reserves around Edinburgh, or engage with communities & schools. As confidence & skills develop, you will take a leading role on the practical volunteering days helping load & maintain tools & supervise other volunteers. When appropriate you will do extra days supporting us with advertising & administrative tasks. You will gain excellent work exp valued by employers, develop a whole range of transferable skills, & best of all join a friendly & supportive team in a camping park in the South of Edinburgh. BUT Willing to lead a group; work well in a team; passionate about the environment & conservation; time management skills; willing to drive the mini-van of volunteers; full driving licence held for a year. Knowledge & exp in practical conservation; conservation & ecology; community & public engagement; exp leading a group or team.
 ASK Please contact Diane Obst diane.obst@tcv.org.uk 07824 522314

REF 2833-FOCUSR-27/10 JOB **TRAINEE ECOLOGIST / ENVIRONMENTALIST**
 BE4 30/10/17 LOC BIRNAM, DUNKELD
 PAY Training / expenses / accomm FOR NAIAD ENVIRONMENTAL CONSULTANCY
 DES 2 – 3 days per week incl some weekends. We are a small business offering ecological consultancy & training services. Key role of the ecological assistant: technician / practicing GIS; promotion of our ecology courses & training events; ornithological surveys & assessment; general admin; support on surveys, mammals, plants & invertebrate ecology as required; supporting on Ecological Clerk of Works ECOW as required. BUT Honours degree in ecology or biology & be able to carry out fieldwork in remote areas of Scotland. Some knowledge of ecological survey techniques & hillwalking exp is essential. Ideally a background in ecology or conservation work with expertise in GIS mapping & assessment. Knowledge of Scottish birds, survey techniques & assessment procedure. First aid qual & clean driving licence. ASK CV & names of 2 references (within last 2 years) to Adrian.naiadecology@hotmail.co.uk

REF 2834-FOCUSR-OK3 JOB **WOODLAND MANAGEMENT VOLUNTEER**
 BE4 Ongoing LOC SCOTTISH BORDERS (CENTRAL AREA)
 PAY Training / expenses FOR NATURE UNLIMITED
 DES A minimum commitment of half a day per week over a 12 week period is desirable. We require volunteers for our employability skills programme. We will support disadvantaged young people & vulnerable adults to develop skills in working as a team, basic woodland management, growing & cooking healthy food & green woodworking techniques. You will be part of a friendly team & receive regular training & support. Sessions take place in a woodland in all weather & will be based mainly in the Galashiels area. BUT No exp required as you will receive necessary training but you should enjoy working with people in the outdoors in all weathers. ASK Jan 07711 837485 info@natureunlimited.scot

REF 525-FOCUSR-OK3 JOB **WILDLIFE SURVEYOR**
 BE4 Ongoing LOC EGLINTON COUNTRY PARK
 PAY Training opportunities available FOR NORTH AYRSHIRE RANGER SERVICE
 DES 1 day per week. North Ayrshire Ranger Service requires your help to build a picture of the wildlife within Eglinton Country Park & the surrounding District area. Whether you are a beginner or an expert surveyor, there are plenty of opportunities to get involved. Report what you see whilst out walking or take part in a regular survey. Lots of support & training available. BUT No experience required. ASK Contact North Ayrshire Ranger Service 01294 551776 eglingtoncountrypark@north-ayrshire.gov.uk

RiverLife: Almond & Avon are looking for volunteers to help with activities in & around the Almond & Avon rivers. Activities include tree planting, bench painting, step/path repairs & bank protection work. The project runs until 2020 so lots of opportunities to get involved! To find out more email l.oldershaw@fishforth.co.uk

Would you like to volunteer to help take care of the incredible natural environment of the Cairngorms National Park? From path maintenance & species monitoring, to tree planting & habitat management, there's something for everyone! To find out about opportunities across the Park visit www.cairngorms.co.uk/volunteers or call 01479 870566.

Join our Midweek Conservation Volunteers to carryout practical conservation tasks across the beautiful central belt. From woodland management, wildflower meadow sowing, removing invasive species, school grounds development...the list goes on! All activities are led by a fully trained leader, no experience needed but always welcome! Contact: Rosie Walker rosie.walker@tcv.org.uk 01786 476170

3 - 5 November Conservation Holiday: Hedge-Laying Try your hand at the traditional rural skill of hedge-laying. We'll learn to lay the hedge, fix it with hazel sticks & bind the top with willow. Accommodation in our brand-new Treehouse Residential Centre. Taster price of £40 full-board for weekend. Contact Jess on jessica.wharf@east-ayrshire.gov.uk

Join Glasgow Seven Lochs Green Gym & take part in practical conservation volunteering. Green Gyms are suitable for all, no previous experience necessary. Great for anyone who would like to gain experience working outdoors or anyone who would like to spend more time outside. Preferably ages 16 - 24. Contact alice.kenny@tcv.org.uk

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

Whitmuir Community Farm is home to the 2000m² project where we run a food waste composting service, a series of cookery courses & grow organic vegetables. There are lots of ways to get involved - visit our website for more information: www.whitmuircommunityfarm.org/volunteer or activities@whitmuircommunityfarm.org or 07709 191889.

Volunteer Opportunities at Finlaystone Country Estate

We can offer "on-the-job" training in maintaining our 400 acre woodland or 100 acre gardens. You can also get involved with on-site biodiversity surveys. Find out more on www.finlaystone.co.uk

Every Tuesday Healthy Outdoors Team (HOT)

NTS Brodick Castle Ranger Centre, Arran, National Trust for Scotland Contact: 01770 302462

10am to 1pm. No experience needed. Wear old outdoor clothes that can get mucky, & wellingtons or sturdy boots. Work gloves, tools, materials, refreshments (tea/coffee, biscuits) & chat all provided.

The 'V' Word – why you shouldn't turn your back on volunteering

by Elliot Newton, Creative Director at A Focus On Nature



A Focus On Nature

Volunteering, a word that can strike dread in those looking to pursue careers in conservation, "not another unpaid position, what are my parents going to think!?". This to some may be seen as an exploitation, however in a sector which is so competitive and where experience is so highly revered volunteering can be a fantastic opportunity.

I can speak about volunteering from my own personal experiences, having volunteered over the years with a number of organisations. All have been very positive and enjoyable experiences, which I have been very grateful for, they provided me with essential skills that have enabled me to work in conservation.

One of the great things about volunteering is that you can seek out opportunities that you think will be most beneficial to you. For example, when I wished to learn more about the inner workings of conservation organisations I volunteered with Save the Rhino International which gave me a great insight into how a small organisation can have a great global impact. When I wanted to get more experience with practical conservation with UK wildlife, I was able to volunteer with the Environment Trust, learning first hand all manner of conservation techniques. These opportunities not only provided opportunities to learn, but also opportunities to network and prove myself and without these I am sure I would not have been able to access the educational and vocational chances that I have had.



Volunteers enjoying getting out doors and restoring habitats (The Environment Trust)

There are opportunities to volunteer across the breadth of the nation some are advertised through organisations such as the Countryside Job Service and we at AFON help to raise the profile of some opportunities through our social media and newsletter too. These range from practical opportunities with organisations including the Wildlife Trusts, Trees for Life and The Conservation Volunteers, as well as other administrative volunteering roles with organisations including the Zoological Society of London and don't forget us at A Focus on Nature which is run solely by young volunteers. I would also advise a proactive approach, as there is never any harm in contacting organisations that you would like to volunteer with, enquiring to whether they have any opportunities.



At AFON we are now kicking off our 'Now for Nature' campaign, this will showcase young people across the United Kingdom, (and further afield) who are working tirelessly to better our environment. This of course can be achieved through a multiple of ways, and volunteering enables you instantly to have a positive impact; through practical conservation days helping to restore, enhance or create habitat, or working behind the scenes to help administrative cogs turn. Alternatively, there are many opportunities to help with public facing events helping to raise either awareness or funds for conservation projects. It would be

fantastic to hear from you if you are currently volunteering, so please do get in touch.

So, the next time you have an opportunity to volunteer do not be quick to turn your back, consider the bigger picture. It may be frustrating to not be thrust into the world of employment straight away, though volunteering can provide an array of experiences and even when you are lucky to get a paid position you should never be afraid to volunteer. You never know the doors that it could open, the people you could meet, the skills it could provide and the things you may learn.

Find out more about AFON on <http://www.afocusonnature.org/> or email Elliot on ElliotNG@hotmail.co.uk

Wales:

Every Sunday Workdays

Cardiff, Cardiff Conservation Volunteers Contact: www.cardiffconservation.org.uk

We are a Welsh conservation group. Every task is different & we teach skills such as dry stone walling, hedge laying, woodland maintenance, pond/step/footpath building, planting, clearance work etc. No experience necessary, just enthusiasm & eager to learn. We provide hot drinks, biscuits & cake.

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

Please help us to continue our restoration & maintenance of the woodlands, wildlife & gardens at Penllergare. Join the 'Friends of Penllergare'. Just £15 a year (£20 family). Call into our Coffee Shop 10am - 4pm daily, where we also need volunteers or please visit www.penllergare.org/become-a-friend/

REF	2835-FOCUSR-OK3	JOB	WOODLAND & COUNTRYSIDE SKILLS PARTICIPANT
BE4	Ongoing	LOC	MID & WEST WALES
PAY	Travel expenses / training	FOR	TIR COED
DES	2 days / week for 12 weeks or 1 full week. Learn how to build paths, coppice woodland, build simple structures, identify species & more. Accredited training in a range of skills for persons who are unemployed, under-employed, disabled etc. Supportive environment. Free woodland skills training while volunteering with the charity Tir Coed.		
BUT	All levels welcome incl people with disabilities or long-term health problems; some minimum criteria (age, benefit status) are in place for some opportunities due to funding restrictions. Must live in / near to Ceredigion, Powys, Pembrokeshire. ASK www.tircoed.org.uk		

REF	2836-FOCUSR-2/3	JOB	HISTORIC FEATURES TEAM VOLUNTEERING
BE4	28/2/18	LOC	RSPB CORS DDYGA (LL60 6LB)
PAY	Training / travel expenses (up to 25 miles)	FOR	RSPB CYMRU
DES	We are looking for a small team of 4-6 local history enthusiasts to study, maintain, & raise awareness of the historic features at RSPB Cors Ddyga Reserve on Anglesey. This site is a fascinating reserve that is becoming better known to the public. It has a wealth of historic features incl the Berw Colliery Scheduled Ancient Monument, which provide an additional avenue of interest to the wildlife importance of the reserve. Meet once a month to inspect & maintain the historic buildings. Research & possible restoration projects may take more time, but will largely be up to the team. RSPB Cors Ddyga has received funding from the Heritage Lottery Fund (HLF) to support this volunteering opportunity. BUT Enthusiasm & a willingness to learn & an ability to undertake historical research. ASK Eva Vazquez-Garcia, Community & Volunteer Development Officer - North Wales 01248 672850 eva.vazquezgarcia@rspb.org.uk http://c-js.co.uk/2wDZFJc		

REF	2837-FOCUSR-2/3	JOB	RESERVE ASSISTANT VOLUNTEER
BE4	28/2/18	LOC	RSPB CORS DDYGA & RSPB SOUTH STACK CLIFFS
PAY	Training / travel expenses (up to 25 miles)	FOR	RSPB CYMRU
DES	1 / 2 days per week. RSPB Cors Ddyga: we require volunteer help with habitat management & reserve maintenance on the North Wales wetland reserves. Tasks incl controlling invasive non-native plants, hay cutting, fencing, track maintenance & nest-box building. This can be muddy work, but also very rewarding. Be part of a cheerful team that meet weekly & work amongst some of the finest wildlife on Anglesey! RSPB South Stack: on Fridays we have a team of local volunteers that come & help with general maintenance & conservation work on the reserve such as fence building, path work & heather burns. Some opportunities arise in ad hoc assistance with this. We also have the occasional project work such as chough surveys. BUT Enthusiasm & a good level of fitness essential! No special skills are needed although exp of surveying, habitat management & estate maintenance welcome. An up-to-date tetanus injection & enjoy working in a team. ASK Eva Vazquez-Garcia, Community & Volunteer Development Officer - North Wales 01248 672850 eva.vazquezgarcia@rspb.org.uk		

REF	2838-FOCUSR-2/3	JOB	WILDLIFE GARDENER VOLUNTEER
BE4	28/2/18	LOC	RSPB SOUTH STACK CLIFFS
PAY	Training / travel expenses (up to 25 miles)	FOR	RSPB CYMRU
DES	Min 1 day per week. In spring 2017 we created a small nature garden as an example of what people could do in their homes to create a home for nature. Funded by Tesco we would love for someone to maintain & help us to develop it further. So, if you have a few hours a week to help during the growing season, we would love to hear from you. BUT Basic gardening skills, reliable & happy to work on your own or as part of a team in all weathers without close supervision. Own transport. ASK Eva Vazquez-Garcia, Community & Volunteer Development Officer - North Wales 01248 672850 eva.vazquezgarcia@rspb.org.uk http://c-js.co.uk/2gIUsvW		

REF 2839-FOCUSR-2/3 JOB **WEEKLY GUIDED WALK LEADER VOLUNTEER**
 BE4 28/2/18 LOC RSPB SOUTH STACK CLIFFS
 PAY Training / travel expenses (up to 25 miles) FOR RSPB CYMRU
 DES Saturdays 11am - 1pm. Lead guided walks at South Stack for groups of visitors & give an understanding of the wildlife & plants on the reserve as well as help with bird ID. BUT You will need a desire to help people & a great enthusiasm for wildlife at South Stack. An outgoing personality with good knowledge of wildlife & clear communication skills. ASK Eva Vazquez-Garcia, Community & Volunteer Development Officer - North Wales 01248 672850
 eva.vazquezgarcia@rspb.org.uk <http://c-js.co.uk/2xJ3wF4>

REF 2840-FOCUSR-2/3 JOB **WILD ABOUT NATURE VOLUNTEER**
 BE4 28/2/18 LOC RSPB CONWY
 PAY Training / travel exp / clothing FOR RSPB CYMRU
 DES 1 day or half day per week. We want to inspire visitors to RSPB Conwy nature reserve about wildlife & encourage families to explore nature. Your help is needed to engage with visitors to discover nature e.g. by encouraging them to look through a telescope from one of the hides, by providing the chance for children to go on a bug hunt, & simply to point out some of the amazing nature that can be found right by the trails. We need you to help visitors to have an enjoyable, informative & inspiring nature experience. RSPB Conwy has received funding from the Heritage Lottery Fund (HLF) to support this volunteering opportunity. BUT You'll need to have the confidence to strike up conversations with members of the public, knowledge & enthusiasm about wildlife & conservation, but most important of all, you'll need a friendly demeanour. You'll be prepared to get involved in a hands-on way & enjoy meeting the public! ASK Eva Vazquez-Garcia, Community & Volunteer Development Officer - North Wales 01248 672850
 eva.vazquezgarcia@rspb.org.uk <http://c-js.co.uk/2exzPyA>

REF 2841-FOCUS-OK3 JOB **EDUCATION & OUTREACH ROLE**
 BE4 ? LOC NEW QUAY, WEST WALES
 PAY 0 FOR SEA WATCH FOUNDATION
 DES/BUT The role is broad & varied, from designing flyers & posters to planning events – there is a lot of planning & preparation involved, but this is often as fun as the final event. National Whale & Dolphin Watch is a major part of the role, ten days over July & August during which there is a push to get as many members of the public involved with watching for whales, dolphins & porpoises as possible. There are events to plan for every day but you will get plenty of help from staff & interns. There is the opportunity to get involved with the data collection side of Sea Watch, conducting land watches, & boat surveys. ASK <http://www.seawatchfoundation.org.uk/internships/>

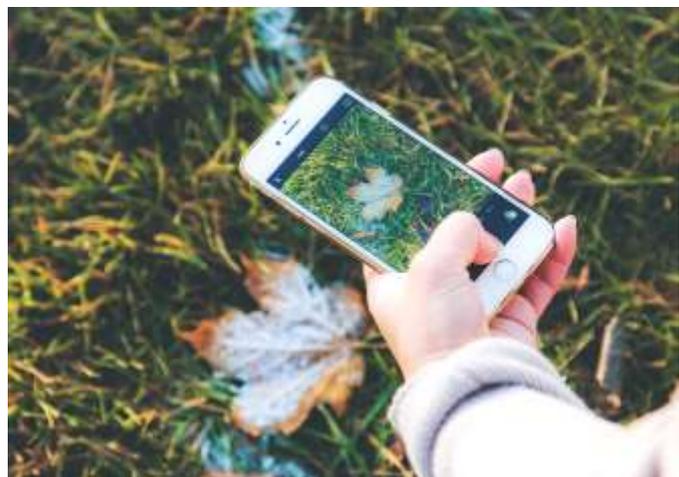
Nobody can do everything, but everyone can do something

With all the current pressures on the countryside, parks and wildlife, the Countryside Management Association welcomes everyone who wants to make a difference. If you're looking to put your skills, talent and enthusiasm to work, the Countryside Management Association (CMA) has some options that might hopefully appeal to you. Apart from our administrator, all the 'officers' of the CMA (Board, National Committee, Regional Co-ordinators) take on the roles as volunteers, so you'd certainly be in good company.....

As the CMA grows from strength to strength, there are many opportunities to improve what we offer to members and we'd really welcome your help! Many volunteers have already joined as members but you'd be more than welcome to 'try us out' and work with us on any of the suggestions given. We'd love to hear from you!

CMA would love to have:

A photo library to call on: As crazy as it might sound, the CMA sometimes struggles to find the right photographs for use in our quarterly magazine 'Ranger', on the web site, in powerpoint presentations or in various other articles sent to the media. Photographs of species, habitats, people at work, events, signage, 'action' photos, and interpretative displays and so on; the list could be endless. CMA would really benefit from a bank of photographs to use copyright free (but credited to you of course). Handy with a camera? Enjoy photography? Photos taken with a decent mobile phone can be just as good as a camera so if you think you could help, just contact us and we can discuss the types of photographs likely to be needed.



You can now take a very good photograph with your phone (Photo by Maria Shanina on Unsplash)

Video footage: similarly, various length video clips or relevant footage would be great additions to the web site and/or Facebook page.

Your input to our regular Study Days: all across the land, different CMA regions offer Study Days on a variety of countryside management topics throughout the year (check out the web site). You will have lots of knowledge and experience from your volunteer work so why not consider organising a Study Day for CMA? It's all about exchanging experiences, showing off what you do and meeting others in the profession. Study days are always great fun and an informal and brilliant way of networking. We'd be only too happy to share with you how we easily set these up and promote them.

Design and artwork input for regional and national publications: Apart from the UK-wide 'Ranger' magazine, each region can produce its own newsletter. Whilst there's lots of news, not everyone in CMA has the skills to design and illustrate a newsletter. Could you help? Likewise, CMA needs more promotional banners and sometimes additional publications or flyers for events. Not only would new design and artwork be of great benefit to CMA, your work would be seen and appreciated by many hundreds of members across the UK.

Some help with finding, negotiating and drawing down sponsorship: As a membership organisation, CMAs primary source of funding is from annual subscriptions. From those, CMA offers a wide range of Study Days, regional and national publications, bursaries to assist attendance at seminars (including European and international events) and an Annual Conference. An increase in commercial / other sponsors could help enormously in providing improved and increased benefits for members. In return, sponsors gain promotion and publicity at Conference, in 'Ranger' magazine, the web site and social media. Do you have a knack for that kind of work?

Media articles / press release expertise: In this ever-changing world, the work we all do and the importance of it, needs to be constantly promoted. At the 50th Anniversary CMA Conference in 2016, delegates agreed that most countryside practitioners are not always too great at 'shouting about' what we all do and why. If you have the skills and experience in putting together press release or articles to send to a variety of media, we'd very much like to hear from you. Linking up with either Regional Co-ordinators for regional news or the CMA Board for national or international items would see your PR/media experience used to great effect.

'World Ranger Day' assistance: World Ranger Day (WRD) is 31st July each year. It is held to remember rangers who have lost their lives in the line of duty across the world and celebrate the work of rangers and allied staff across the globe.



Why not come and help out
(Photo by Olesya Grichina on Unsplash)

Across the continents, all kinds of events are held to commemorate and celebrate. Funds raised that day are donated to the Thin Green Line Foundation; an international fund that supports the widows and families of those who have lost their lives. WRD events or activities are almost impossible without the help of willing volunteers, so if you'd like to volunteer your services, whatever they may be, please contact us.

Help with research: Sometimes a topic is raised at a meeting or is covered in the Ranger magazine that warrants further details being researched. The additional information can then be placed on our web site for those who wish to delve into or read up on that topic further. Topics can arise relating to innovative management techniques, new equipment or that are perhaps species-specific. If

researching, finding and collating information is up your street, do get in touch!

A short film highlighting the work of different rangers across the country: This is a somewhat bigger project to organise..... but if a budding film-maker, contact us for a chat.

Formed in 1966 the CMA is the largest organisation supporting the work of conservation, access and recreation professionals in the natural greenspace and countryside sector throughout England, Wales and Northern Ireland.

TCV in Northern Ireland are recruiting volunteers for environmental projects across Belfast & North Down. Flexible opportunities available with the Conservation Action Teams with accredited training available (subject to eligibility). Volunteer Leader positions also available. Contact Helen Tomb, h.tomb@tcv.org.uk 028 90645169

The Tree Nursery in Bangor, BT19 1RN is looking for friendly, enthusiastic & dependable volunteers to become involved in growing native trees from seed. This time of year is focused on seed collection, seed processing & the preparation of seed beds for next spring. Activities run from 9am-1pm & 9am-4pm. Contact: jeremy.turkington@tcv.org.uk

Murlough is a hugely valuable nature reserve which we manage in South Down. We depend on & value our volunteers, which are a must for Murlough. During September to March we need help with scrub clearance & ragwort pulling July/August so if you have a group that would like to get involved we need your help. Find out more castleward.volunteering@nationaltrust.org.uk

Volunteer Photographers with WWT

The Wildfowl and Wetlands Trust (WWT), has such a wide, diverse mix of volunteer roles from canoe safaris to storytelling and bird surveys. But one role is now becoming more and more popular at our centres and that is the role of volunteer photographers.



Volunteer photographers on Steart Marshes (WWT)

The WWT is always on the lookout for 'the perfect shot' to use in our publicity etc. so it made a lot of sense to ask for the help of volunteers to do this.

The volunteer photographers might be asked to take a list of specific shots from around the centres. This might include shots of visitors enjoying the different activities or it might be of staff and volunteers interacting with the public. It could be that the volunteers are asked to take specific shots of the collection or grounds. There are also some volunteer photographers that focus specifically on the wildlife on the reserves. This might involve trying to get a shot of a rare bird or just a well-framed shot of one of the more common

species.

One centre that has recently recruited more Visitor Experience volunteer photographers, is Washington in the North East. This is because the original photographers have proved to be so successful. This has been instigated by Deborah Nolan, one of the Marketing & Communications Managers.

"Our volunteer photographers are just fantastic! They're a massive help with regards to publicity and they really support the Trust in capturing the energy and excitement that visitors can expect when they come here, as well as the wildlife that can be seen. This helps promote the centre in a positive way while benefiting our volunteers by expanding and potentially improving their portfolios!"

One of the Volunteer Photographers, Ian Henderson was happy to answer some questions about his role.

What do you enjoy about the volunteer photographer role?

"Why I enjoy it – the people, opportunity to make a difference, always improving my knowledge and skills, the whole experience of belonging to an organisation like WWT, the insight in to conservation, forever changing. Spent a day with Sacha Dench covering her visit to Washington WWT before her Flight of the Swans adventure!

Great balance to my "day job". Helps me relax. Keeps me sane".

What does the role involve?

"Between 2 and 6 hours most weeks. Mostly at the reserve but some at home working on processing. Some specific events by mutual agreement. Imagination, attention to detail, a sense of humour



Redshank (Ian Henderson)

and the desire to do well.

The media team at Slimbridge provide a list of subject matter and Deborah and Leanne give me a 'hit list' most weeks. I get asked to take shots to assist in the living collection and reserve management. I have covered several visitor events and opening ceremonies. I am invited to join in the regular team development and social events. I also have the flexibility to contribute my own choice of subject matter."



Otter (Ian Henderson)

How long have you been volunteering for?

"2 years and 15 days'.

Where my photos have been used – the highlights have been having my photo on the front cover (and April) of the WWT 2017 Calendar and the 2015 / 16 winter WWT advertising poster on the Tyne and Wear Metro network. My work has also appeared in Waterlife as well as regular coverage in WWT Washington social media releases. It is also used in press releases and in feedback to sponsors."

The WWT has always worked with volunteers and they are an integral part of

the organisation and historically always have been. Volunteers receive an induction process and training. They are invited to social events including a summer BBQ and sometimes a Christmas lunch. All volunteers receive a role description and are offered a review.

The Volunteering team are constantly creating new volunteering opportunities along with the centre staff. This role just shows the variety of skills the Trust is looking for and the type of diverse opportunities on offer.

For more information and to see all the roles for which we are currently recruiting, visit the WWT website. www.wwt.org.uk/volunteer

North East:

REF 2846-FOCUSR-OK3
 JOB **ENVIRONMENTAL PROJECT ASSISTANT**
 BE4 Ongoing
 LOC STOCKSBRIDGE, NORTH SHEFFIELD
 PAY Training / workwear / travel expenses
 FOR STEEL VALLEY PROJECT
 DES 1 day per week - 8.30am-4.30pm. Tuesday, Wednesday or Thursday. To



assist in the practical management of local public greenspace sites by the Steel Valley Project. Tasks include: practical habitat management of sites such as, woodland, heathland & grassland habitats; the installation & repair of countryside access & boundary infrastructure; the development & planning of practical work; undertake training where necessary. Recent projects include vegetation cutback along local public rights of way, wildlife pond installation, dry stone walling, various habitat management tasks to favour the woodland 'willow tit' bird, woodland step & path installation & tree planting. New projects include more of the same plus numerous small woodland management projects aimed at improving woodland conditions throughout the area to benefit wildlife & public access. BUT No formal quals or exp required. However, volunteers should have a desire to work outdoors in all weathers & be willing to learn new skills. Volunteers should be able to communicate well, work as part of a group & have a reasonable level of physical fitness. ASK info@steelvalleyproject.org kate.hughes@steelvalleyproject.org 0114 2830880 www.steelvalleyproject.org

REF 2847-FOCUS-OK3
 BE4 Ongoing
 PAY Training / expenses
 JOB **LAND MANAGEMENT ASSISTANT VOLUNTEER**
 LOC SHEFFIELD
 FOR SHEFFIELD & ROTHERHAM WILDLIFE TRUST

DES The work takes place on our reserves, in & around Sheffield & Rotherham from Blacka Moor & Wyming Brook on the edge of the Peak District to Centenary Riverside, a flood alleviation scheme & nature reserve on an ex steel works site, on the edge of the River Don near Rotherham town centre. Our current living landscapes project, Rotherham Rivers, funded through Waste Recycling Environmental, sees us visiting & improving sites, managed by other organisations for the benefit of wildlife, such as water voles, kingfishers & otters, in & around Rotherham, including Rother Valley Country Park, Don Island, Kilnhurst lngs & Whiston Meadows. This role would suit someone who is keen to engage in a range of practical conservation work, including site maintenance such as fencing, & habitat management such as woodland & heathland. Volunteering with the Land Management Team helps people develop practical conservation skills, build knowledge about local wildlife habitats, keep physically active & is a great place to start developing a career in the sector. In return we can cover expenses, on the job training & funding for relevant external courses such as brush-cutter & first aid at work. ASK <http://www.wildsheffield.com/volunteer> 0114 2634335

REF 2848-FOCUSR-OK3 JOB **LAND OF OAK & IRON EVENTS VOLUNTEER**
 BE4 Ongoing LOC DERWENT VALLEY, NE ENGLAND
 PAY Training FOR Land of Oak & Iron (through Groundwork NE & Cumbria)
 DES Approx. 1 day / month. Provide support to the Land of Oak & Iron staff team & partner orgs in organising & helping on the day at a range of events to promote Land of Oak & Iron & opportunities for local people to take part. Tasks may incl event planning & publicity, setting up on the day, running activities & talking to members of the public.
 BUT Individuals need no prior experience, just enthusiasm & passion for the area. ASK Kath Marshall-Ivens
 kath.marshall-ivens@groundwork.org.uk 01207 524883 / 07966 330028

REF 2849-FOCUSR-OK3 JOB **VOLUNTEER ECOLOGICAL RECORDS ASSISTANT**
 BE4 ? LOC MORLEY, LS27 7JQ
 PAY Expenses / training FOR WEST YORKSHIRE ECOLOGY SERVICE
 DES Min 1 day per week for several months. WYES is the Local Ecological Records Centre for West Yorkshire. The objective of this post is to research protected/notable species & habitat data & input this data from a variety of sources into the WYES databases. Records are input into Excel & then imported into Recorder 6, an ecological recording package. These are then exported to a Mapinfo GIS system so that they can be viewed spatially. This will provide exposure to professional ecological survey reports, use of Recorder 6 & GIS packages & rel work exp. Records need to be entered accurately at the highest spatial resolution possible following WYES data structures. BUT Keen interest in a career in ecology or similar discipline & be computer literate in the use of Microsoft Excel. The position would be ideal for under graduates or recent graduates looking for rel work exp. ASK If you would like to be considered please email a CV to Robert Masheder robert.masheder@wyjs.org.uk.

REF 544-FOCUSR-OK3 JOB **NATURAL ENGLAND VOLUNTEER**
 BE4 N/A LOC MOOR HOUSE - UPPER TEESDALE NATIONAL NATURE RESERVE
 PAY Mileage expenses & personal protective equipment FOR NATURAL ENGLAND
 DES We have a range of volunteering opportunities available from practical habitat & estate management work to assisting with public events & school visits. BUT No experience necessary but must be willing to work as part of a team. Due to the physical nature of some tasks & the terrain, a good level of fitness is required.
 ASK emma.king@naturalengland.org.uk

REF 825-FOCUS-OK3 JOB **WILDLIFE CHAMPION WASHINGTON TO CONSETT**
 BE4 Ongoing LOC NORTH EAST
 PAY Training FOR SUSTRANS
 DES We are looking for Wildlife Champions to cover the Coast to Coast track from Washington to Consett. You will be responsible, along with others, for monitoring the biodiversity along this route. This involves collecting data that enables us to record, improve & promote the diversity of wildlife on walking & cycling routes. You will be expected to monitor your allocated section every month to allow us to gain an accurate picture of the area's biodiversity. This should take no more than a few hours. In addition you will need to dedicate a day or two a year to supporting or organising an engagement event in your area. You will be supported by a local Group Coordinator & receive an induction pack with full instructions, guidance notes & resources & staff will be on hand to provide support & dedicated training. BUT You don't need to be a wildlife or biodiversity expert to take part! All we need is your enthusiasm & dedication.
 ASK volunteers-north@sustrans.org.uk 0191 2616160

Every Monday Regular volunteering: Work Day
 Various in Land of Oak & Iron in NE England, Land of Oak & Iron
 Contact: 07484 093411, pdownes@durhamwt.co.uk, www.landof oakandiron.org.uk/whats-on
 10.30am - 2.30pm Practical woodland and access tasks in Land of Oak & Iron; tools, equipment and gloves will be provided. Contact Peter Downes

Second Wednesday of each month Hauxley Wildlife Group
 Hauxley Wildlife Discovery Centre, Northumberland, Northumberland Wildlife Trust Contact: 01665 568324
 Brand new group. WT members can register free for exclusive access to illustrated talks by local experts, guided walks & hands on wildlife activities. To register as a member please contact the Centre so we can add your details to our e-mailing list.

1 weekend day every quarter of the year The Springhead Park Volunteers
 Springhead Park, Rothwell, Leeds, LS26, Leeds City Council Contact: springheadparkvolunteers@gmail.com
 Looking for new members to help with practical activities, group management, publicity & fund raising. We undertake a variety of practical activities in the park. For example litter picks, river clean-ups, tree planting, creating new paths through woodland & invasive species management.

Every second & fourth Thursday of the month Practical Group
 Gotts park, Armley Ridge Rd, Leeds LS12 3NP, Friends of Armley & Gotts Park Contact: Joe Walker, 07891 277006, joseph.walker@leeds.gov.uk, www.facebook.com/wadesranger
 Do you enjoy the outdoors, being active & learning new skills, then why not join us? Practical action days 10 - 2pm to carry out vital conservation work in both parks. All tools, materials & hot drinks provided. Please bring own water, wear sturdy footwear, old clothes & bring waterproofs as necessary.

The North York Moors National Park is holding a volunteer recruitment day on 29th September from 10am to 3pm at The Moors Centre, Danby. Drop by & learn about all of the exciting outdoor & indoor volunteering roles that you can get involved with at the Park. Email volunteers@northyorkmoors.org.uk to learn more.

Hartlepool Countryside Volunteers offers the opportunity to work on conservation, community & access tasks two days a week, as well as assist in Coastal Designated European Site surveys during the winter. Our Wild Green Spaces Friends Group offers the opportunity to get involved in organising events & activities as well. countrysidewardens@hartlepool.gov.uk, 01429 853325, <http://c-js.co.uk/2gQNQvw>

How practical work days can benefit you

Canal & River Trust explain the advantages of volunteering

By Leon Thomas



Canal &
River Trust



Litter picking by boat, Bumble Hole on the Dudley Canal
(Canal & River Trust)

12.7 million people volunteer in England once a month and 19.2 million once a year^[1]. Practical working days can offer a wide variety of benefits, from developing new skills and abilities to an improved quality of life.

The reasons behind volunteering vary from person to person, while a large number of volunteers want to make a difference in their local communities, others simply choose to join volunteer groups in order to gain or build on a specific skillset.

All of them however, benefit from the social aspect of volunteering and the ability to meet new and like-minded people.

For those who volunteer to genuinely make a difference in their community, on a frequent basis they are able to sit back and take glory out of all their hard-work paying off.

Iain Jack a volunteer for the Canal & River Trust said: "For me it is a win-win-win-win situation. I get to work outdoors in some wonderful countryside after years spent mainly indoors at the office or in the factory."

A study published in 2009^[2] showed that volunteering can actually be better for a person's health – with reports showing that those who volunteer are more likely to have a better quality of life, better social integration and support and increased self-esteem and confidence.

"Towpath Taskforce work days help to keep me physically fit in my advancing years; I get to hang out with like-minded people from all walks of life (the banter alone is worth it). I am also learning all sorts of new skills I have previously admired from afar, for example boat handling, hedge laying and lime mortar work," continued Iain.

One of the largest components of volunteering is being in a position to not only learn but to also share skills; this is something that organisations are more than keen to encourage when investing in volunteer workers, Tom Freeland, national volunteer co-ordinator at the Canal & River Trust said: "The work achieved is a fundamental



Towpath repairs on the Brynlich aqueduct on the Monmouth & Brecon Canal
(Canal & River Trust)



Maintaining the shrub beds at the National Waterway Museum, Ellesmere Port
(Canal & River Trust)

part of the day to day delivery for most charities and land-managing organisations, and is largely built on the efforts of volunteers.

"I've been involved in conservation work days for a range of organisations over many years, and I've always found them to be a joy: a day out on a beautiful (or maybe just interesting) site, working with like-minded people for a shared goal, and the satisfaction of a job well done at the end of the day.

"Practical work parties helped save & restore many canals, and now Towpath Taskforce volunteers are the heart of our efforts to keep the waterways a special place for everyone to enjoy, now and into the future."

Whether it be for personal reasons, social development or general curiosity, volunteers are the unsung heroes of many organisations and the backbone to a lot of British countryside communities.

For further information on volunteering for the Canal & River Trust visit <https://canalrivertrust.org.uk/volunteer> and for further information about the health benefits of volunteering visit <http://www.nhs.uk/Livewell/volunteering/Pages/Whyvolunteer.aspx>

[1] According to the Community Life Survey, Cabinet Office (2014)

[2] The Gerontologist, Volume 49, Issue 1 p. 91–102, (2009)

North West:

REF 553-FOCUSR-OK3 JOB **VOLUNTEER RANGER**
 BE4 N / A LOC MARTON MERE NATURE RESERVE, BLACKPOOL
 PAY Training FOR BLACKPOOL COUNCIL
 DES Marton Mere Nature Reserve is calling all enthusiastic people with an interest in wildlife & green spaces to join our friendly Volunteer Ranger Service. Be part of our amazing 3 year, HLF project to transform the reserve & preserve Blackpool's most important ecological haven for future generations. You will work alongside an enthusiastic team of volunteers, assisting experienced staff & getting involved with a wide variety of projects including habitat conservation, estate maintenance, surveys, environmental activities as well as the promotion of our new visitor centre. BUT No experience or quals needed, as training is given. Only essential requirement is an interest in the env & a willingness to get stuck in! ASK Iolan Banks, Environmental Volunteer Co-ordinator, 07768 557271 marionmere@blackpool.gov.uk

REF 554-FOCUSR-OK3 JOB **FAMILY ACTIVITIES ASSISTANT – ARTS & CRAFTS**
 BE4 N / A LOC Martin Mere Wetland Centre, Burscough, West Lancashire
 PAY Training FOR THE WILDFOWL & WETLANDS TRUST
 DES An excellent opportunity to work within an internationally important conservation organisation, discount is available in the café & shop & free entry to all WWT wetland centres throughout the UK. Training opportunities provided. You will take on a wide variety of roles in assisting with the organisation & delivery of arts & crafts during the key seasonal events & smaller activities for the visiting public throughout the year. The position will require work during weekdays & public holidays, exact hours to be discussed. BUT Working knowledge of artistic mediums & experience of arts & crafts with small & large groups & families; experience of working with a variety of age groups including children & adults; attention to detail & creativity; confident & friendly attitude & / or experience of successful face-to-face contact with the public; interest in & enthusiasm for the WWT & the natural world; good listening skills, with ability to adapt your approach to suit your audience; ability to work on your own initiative under the direction of the Learning Manager.
 ASK Amy Hannan, Volunteer Development Officer, amy.hannan@wwt.org.uk 01704 891 224

REF 2850-FOCUS-OK3 JOB **EDUCATION - FORMAL LEARNING SESSION ASSISTANT**
 BE4 Ongoing LOC MARTIN MERE WETLANDS, BURSCOUGH, LANCASHIRE
 PAY Training FOR THE WILDFOWL & WETLANDS TRUST
 DES We believe that the best way for people to understand & 'connect' with wetlands is to experience them, so we bring awe-inspiring nature up close. You will be directly involved in shaping children's unforgettable experience through the warm welcome you give them, your interactions with them & the information that you provide. We need enthusiastic people to help deliver our education programmes to school groups & in doing so ensuring that they feel part of something amazing. You will help out with school groups, lead selected guided learning sessions & interact with children in a sensitive & responsive manner. Attend training sessions & meetings & be aware of procedures regarding child protection. Friendly & approachable to visitors, especially children. BUT Exp in an education setting, confident / exp in delivering enquiry based learning to school groups. Ability to communicate well to a diverse range of audiences & work well in a team of staff & volunteers. Familiar with Martin Mere Centre. Own transport. ASK Amy Hannan amy.hannan@wwt.org.uk <http://c-js.co.uk/14HPJyH>

REF 2851-FOCUSR-6/10 JOB **CHESHIRE WASTE REDUCTION VOLUNTEERS**
 BE4 ? LOC CHESHIRE WEST & CHESHIRE
 PAY Uniform, expenses & rewards FOR KEEP BRITAIN TIDY
 DES Our volunteers help us to reduce waste by doing any of the following: attending events, local shows, fetes & fairs, giving individual advice; delivering workshops in schools; working with community groups; writing articles for press or websites; working with waste management departments at larger events or anything that suits their skills. This is a fully flexible role. Events & talks take place during the week, weekends & evenings & you can attend as little or as many of these whenever you are available. There is no minimum length of commitment. Full training is provided. Volunteers can benefit from developing communication skills in a variety of settings with a wide range of people, whilst helping local people save money & help the environment. Training sessions cover: waste reduction campaigns: home composting & Love Food Hate Waste; how to engage with people & impact positive change. BUT Volunteers must be over 18. A valid driving licence & vehicle may be necessary to attend events. ASK Margaret Warren, Project Coordinator margaret.warren@keepbritaintidy.org 07583 019497 <http://c-js.co.uk/2ivAWDs>

REF 2852-FOCUS-OK3 JOB **CONSERVATION VOLUNTEER**
 BE4 Ongoing LOC CHESHIRE
 PAY 0 FOR CHESHIRE WILDLIFE TRUST
 DES We have been working in the region for over 50 years & manage 45 nature reserves with habitats ranging from grasslands & wet meadows to reedbeds, coastal dunes & wetlands. Our reserves provide a refuge for rare species incl natterjack toads, great crested newts, the bittern & a wide range of dragonflies & butterflies. We carry out practical habitat management on our reserves & require assistance from volunteers in doing so. BUT No specific quals required, we just ask for a good level of fitness, a love for the outdoors with an ability to work in all weathers & have your

own transport. ASK Download a volunteer registration form at www.cheshirewildlifetrust.org.uk/volunteering & email to volunteering@cheshirewt.org.uk

REF	2853-FOCUSR-OK3	JOB	FAMILY ACTIVITIES
BE4	Ongoing	LOC	MARTIN MERE WETLANDS, BURSCOUGH, LANCASHIRE
PAY	Training	FOR	THE WILDFOWL & WETLANDS TRUST

DES School holidays & / or weekends (11am - 4pm). You will deliver wildlife activity sessions to families e.g. pond dipping, bug hunts. Help with seasonal children's activities such as pumpkin carving, Christmas crafts or even being an elf! Assist with uniformed groups, engage with visitors in a friendly & confident way & interact with children in a sensitive & responsive manner. Incorporating WWT conservation messages in the right place & in the right way. BUT No prev exp required as training provided. Exp either in an educational setting or in an environment involving children would be an advantage. Reliable, commitment to volunteering & confident in talking to the public. Able to work in a team of staff & volunteers & keen to give our visitors a first class experiences. Able to communicate well to a diverse range of people, young & old. A love of wildlife & the outdoors. Own transport. ASK Amy Hannan, Volunteer Development Officer amy.hannan@wwt.org.uk <http://c-js.co.uk/14HPJyH>

North Lancashire winter work parties 2017-18. Join our team of volunteers carrying out woodland work on our Warton Crag nature reserve near Silverdale, creating habitat for rare butterfly & moth species. For details contact sryder@lancswt.org.uk, or phone 01524 855030.

Are you looking to get into employment & struggling? Cheshire Wildlife Trust is running Access groups to provide skills that will aid the step into employment. This group runs on Mondays & Tuesdays for 6 weeks with minibuss pick ups. We are recruiting in Chester & Congleton, volunteering@cheshirewt.org.uk for more information.

Join Chester National Trust Volunteers for a day. CNTV do voluntary work at NT sites across Cheshire, Merseyside, Wirral - three days per fortnight. Sunday, Tuesday, Thursday groups. Previous experience unnecessary, job for everyone, Tools provided, friendly welcome. Contact Brian Payne briansue.payne@btinternet.com <https://chesterntv.wordpress.com/>

Every Thursday Health & Wellbeing Group Northwich & Winsford, Cheshire Wildlife Trust Contact: volunteering@cheshirewt.org.uk
We have a mini bus that picks up participants from Northwich & Winsford on Thursday mornings & takes the group to local nature reserves to carry out practical conservation work. To register your interest please email.

First & third Friday of every month Volunteers
Meet on Lowfields Avenue, Eastham, Wirral, Friends of Lowfields Woodland Contact: kfeeney@cheshirewt.org.uk
Help carry out practical conservation work on the woodland. If you might be interested in taking part email Kevin Feeney from Cheshire Wildlife Trust.

Rangers helping Rangers - Is the answer in our hands?

The Scottish Countryside Rangers Association is the Professional organisation for Rangers and Countryside Staff in Scotland. The Association since its creation in 1974, today develops through its members volunteering in delivering and creating what we have achieved over the last forty years.



Through also receiving support from ranger employers such as from National Parks, Local Authorities, NGO, Private, and Communities allow their staff to be involved in SCRA in all we provide collectively for our members' Training, Conferences, Qualifications, Award Programmes, Regional Groups and representation on other organisations at national level.

We are currently in the process of developing a new Market Strategy and a new Website. This will allow SCRA to be able to deliver a more professional service to members through achieving our goals into the future of rangership in Scotland, such as submission to a Petition Committee of the Scottish Parliament seeking to highlight the loss of ranger posts across Scotland.

We urgently need more Volunteers to help share the workload and assist council to continue delivering a professional service.

SCRA also provides a public "supporter membership category" for anyone who is interested in supporting the work of Rangers across Scotland.

What you can expect is a friendly welcome and volunteering for SCRA can be short or longer periods, covering an array of topics in the advancement of the membership. You don't need to be an expert If you feel you have time to help; it will be very welcomed and hopefully rewarding by enhancing your knowledge in gaining Committee Skills and putting learning outcomes towards a SCRA Continual Professional Development (CPD).

SCRA has mutual affiliation with CMA which was established forty years ago this year. SCRA has a long standing twinned programme with the Icelandic Ranger Association.



We need hands (Bob Reid)

and communication on Twitter, Facebook and Skype etc or help convert the SCRA Archives to digital to be accessed through our website. Get involved in supporting your Regional Group programme.

We live in a world where profile is so, so important, and as rangers we can rely on SCRA to represent our collective views, on many issues as it affects you being a ranger ,and maintaining the future of rangers into the future.

If you wish to Volunteer, please contact Bob Reid at rangerbobreid@gmail.com www.scra-online.co.uk

Midlands:

Volunteer Wildlife Surveyor - Brockhampton Estate, Herefordshire for National Trust. Take part in bat & bird surveys, butterfly transects & a wide variety of other wildlife & habitat monitoring programmes. No experience is necessary, just a passion for the outdoors & a desire to study wildlife. <http://c-js.co.uk/2vIDCoh> or email craig.cooper@nationaltrust.org.uk for more information.

Help local wildlife - come long & volunteer! People from all walks of life volunteer with Warwickshire Wildlife Trust. You could be helping with practical conservation, assisting our Education team, manning our Centres or lending a hand with events. There is something for everyone! Contact amanda.evans@wkw.org.uk to find out more.

Join the Friends of Hartham Common & make a difference to this vibrant green space at the heart of Hertford. Get involved in the practical conservation volunteering on Saturdays, help with promotion or run events. Gain experience plus meet new people & get active. Contact isabel.crozier@hertfordshire.gov.uk 01992 556094

Volunteers are an essential part of our team. If you would like to learn new skills, keep fit & active or simply wish to meet new people we have volunteering opportunities for you on our weekly conservation & woodworking volunteer groups based in the Wyre Forest, Bewdley. Email kate@wyreclt.org.uk

Third Sunday in the month Conservation work parties
Meet at Tithby Road bridge, Bingham, Friends of Bingham Linear Park Contact: linear_park@hotmail.co.uk
October - March at 10.00am. Tools provided.

Every Friday Princethorpe Woodlands Living Landscape Volunteer
Meeting at Brandon Marsh Nature Centre, CV3 3GW, & travelling out to sites, Warwickshire Wildlife Trust Contact: volunteer@wkw.org.uk mention you are interested in volunteering with the Princethorpe Woodlands Living Landscape team.
9:30 - 15:30. The scheme has received over £1 million from the Heritage Lottery Fund to help reconnect Warwickshire's ancient woodlands, hedgerows & grasslands. Join us to get stuck in with practical habitat management & surveying in this beautiful area.

Every Thursday Volunteer Group
Worcester Woods Country Park, Worcestershire County Council Contact: Tanya Feasey or Rob Stevenson
01905 766155 10am - 3pm. Mixed conservation tasks, everything from coppicing to path clearance.

Fortnightly on Tuesdays Work party
Newbold Quarry in Rugby, Warwickshire Wildlife Trust Contact: volunteer@wkw.org.uk
Do you live in Rugby & want to help wildlife? Keen to learn new skills? Meet local like-minded people? We're setting up a new work party 10am - 1pm. Email if you're interested!

Anglia:

REF 2856-FOCUSR-OK3 JOB **LACKFORD LAKES VOLUNTEER**
 BE4 Ongoing LOC LACKFORD LAKES VISITOR CENTRE
 PAY Appropriate training will be provided FOR SUFFOLK WILDLIFE TRUST
 DES Looking for people who wish to volunteer their time to helping our Nature Reserve be the best it can be. We have a strong team of vols who help with everything from running the shop, talking to visitors, helping with admin, social media, patrolling the reserve, doing odd jobs & helping our Wild Learning Officer. The role is very flexible & you can give as much or as little time as you have available. We are a very welcoming place & if you think you may be interested then please get in touch. Volunteering with our Wild Learning Officer will be mainly weekdays but we welcome whatever you can give. BUT Friendly person, happy working with the public & able to spread our wildlife message. Experience of working with young people pref when becoming involved with learning but not essential. We have many roles at Lackford & many of our vols help within a number of roles. ASK lackford.education@suffolkwildlifetrust.org or lackford.centre@suffolkwildlifetrust.org 01284 728706.

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

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

Suffolk Wildlife Trust is the county's leading nature charity. It is supported by volunteers in all areas of its activities. Roles include conservation internships, environmental education support, species monitoring & regular practical work parties. Visit suffolkwildlifetrust.org for current volunteering vacancies.

New ways of finding volunteers

Like so many conservation organisations, here at Kent Wildlife Trust we would simply be



Heather and Christine checking for evidence of voles (© Heather Brown)

and we have joked that, in time, we will be arriving on mobility scooters!"

As a volunteer-involving organisation, we have seen that traditional methods for recruitment, training and recognition of our volunteers are no longer achieving what they did now that the motivations for volunteering have changed. Gone are the days where volunteers are looking for ways to fill their spare time, and for many of our new volunteers, we find that we can provide a potential route into a career in conservation, or a way in which to spend time outside and away from work or home life constructively. These new volunteers may not wish to commit as much time to their volunteering, or may move on to other organisations or roles once they have gained experience; and we are proud to celebrate being part of someone's journey into the conservation

unable to carry out our work if it were not for our amazing volunteers. 65% of our 1,063 volunteers join us on our reserves across the county and carry out a huge range of practical conservation activities. In the last four years we have seen the age of our volunteers dropping as well as decreasing in the length of time our volunteers remain with us. We know that whilst our work to protect Kent's wildlife will continue, the way in which we attract new people to help us do this must change. Our volunteer pool has traditionally been made up of retired people who we are fortunate to have as long serving volunteers. However, we, along with the volunteers themselves, are looking to the future for these teams. One of our volunteers, Selwyn, told us: "The long term commitment of the volunteers does have its downside, though. We are not getting any younger



Volunteers carrying out ecological surveys (© Paul Tinsley-Marshall)

sector, knowing that we have played a part in that.

As part of our work to encourage more people to volunteer with us, we're trying new things. We advertise volunteer roles on our website and through do-it.org.uk (the national volunteering database) as well as through Countryside Jobs. More and more, we rely on social media, advertising directly with colleges and community organisations and, in 2017, we are hosting a number of introductory sessions on our reserves across the autumn season.

By encouraging new volunteers to come and have a go at our activities, we're hoping to show that



Volunteers clearing scrub at Sandwich & Pegwell Bay
(© Dee Govan)

volunteering with us does not require expert wildlife knowledge; that we look after our volunteers; and demonstrate the impact of the work that can be achieved by joining us; and to also show what practical conservation work is (it's not all about planting trees!).

By hosting these sessions, we're aiming to alleviate any expectation the potential volunteers have of needing to make a commitment - something which can be off-putting - and provide an opportunity for potential volunteers to get to know the teams they'll be working with. A large proportion of our task day teams are male, and we're delighted that many women are signing up to the introductory sessions, so we're hoping that these will encourage diversity and create a welcoming session which inspires the attendees to return.

We'll be ensuring there are plenty of hot drinks and biscuits (an army of volunteers is, as we all know, powered mainly by cake!) and providing demonstrations of the work we do; explanations of why we're doing what we're doing; and a very warm welcome. We're asking attendees to sign up prior to attending, and this way, we will be able to follow up with them afterwards and provide a pathway into joining our volunteer family.

We're confident that through these sessions, we will bring in new volunteers to help us as we work with people to restore, save and enhance our natural heritage. More information about our volunteering programme can be found on our website:

<http://www.kentwildlifetrust.org.uk/volunteer>

Carly Whyborn
Volunteer Development Officer
Kent Wildlife Trust



Volunteers about to take a break at Hothfield Heathlands (© Kent Wildlife Trust)

South:

REF	2857-FOCUSR-3/11	JOB	GROWING PLANTS & PEOPLE VOLUNTEER
BE4	1/11/17	LOC	FOREST FARM ALLOTMENT SITE, HAZELBROUCK GARDENS
PAY	Up to £5 travel expenses	FOR	AUDACIOUS VEG
DES	Weekly session (Monday or Thursday afternoons), 1pm-5pm, for two months. We are a community interest company that grows delicious crops & cut flowers, & supports local young adults in accessing training & employment. We are looking for volunteers to bring their enthusiasm & willingness to help us grow the beautiful Audacious Veg site. Learn about growing & harvesting an exciting range of edible & beautiful plants using permaculture & organic principles, meet some amazing people, & help Audacious Veg change the lives of young people. Tasks include sowing & growing plants, weeding & digging, harvesting & general plant maintenance. This placement is perfect for anyone who wants to learn about growing food & flowers, who wants to become part of a warm & friendly community, & who wants to support a budding social enterprise. BUT Committed to creating a supportive atmosphere that welcomes & empowers our beneficiaries. A positive attitude, a willingness to learn, & a commitment to treating all other volunteers & staff with respect. ASK https://audaciousveg.org Natalie Baker 07757 469939 hello@audaciousveg.org		

experience in conservation, community building or someone looking to use their skills to help others. We can provide: work experience in conservation & community building; opportunity to use your skills to help others; leadership experience. BUT All level of experience is welcome. Enjoy working outdoors; passion for nature. Community orientated & enjoy assisting people. ASK Nicola Downs, Senior Project Officer, 01206 764470 essex@tcv.org.uk

REF 2861-FOCUSR-13/10 JOB **HEALTH WALK LEADER, CASTLE PARK**
 BE4 17/10/17 LOC BISHOP'S STORTFORD
 PAY Training / expenses FOR COUNTRYSIDE MANAGEMENT SERVICES, Hertfordshire CC

DES One of our primary objectives is to get as many people out enjoying the countryside as possible. The countywide Hertfordshire Health Walks scheme is designed to do just that; promote walking & encourage more people to get active & reap the benefits, & all for free. As part of the National Walking for Health initiative, Hertfordshire Health Walks are short, brisk walks, & if participated in regularly, have the ability to benefit health & wellbeing. They differ from a normal walk by having the routes & details planned in advance & they are led by trained volunteer walk leaders. Walks are graded to suit a range of abilities & can last in duration between 20 & 90 minutes. The role of the walk leader incl leading a variety of walks on a regular basis as frequently as you wish. Researching & planning routes, & being aware of possible alternative routes & making walkers feel welcome & safe. Ensuring the necessary simple paperwork is kept up to date. BUT Walk Leaders are friendly & approachable. Applicants must be willing to lead walks whatever the weather. ASK 01992 588433 healthwalks.cms@hertfordshire.gov.uk

REF 589-FOCUSR-OK3 JOB **OUR PAST, OUR FUTURE VOLUNTEER**
 BE4 N / A LOC NEW FOREST NATIONAL PARK
 PAY Travel expenses FOR NEW FOREST NATIONAL PARK AUTHORITY

DES The Our Past, Our Future Landscape Partnership Scheme volunteers can take part in archaeological digs, botanical surveys, digitising historical documents, recording the history of commoning, clearing invasive plants, monitoring water quality & much more. The range of activities are supported by 11 different partners to inspire a new generation to champion & care for the New Forest. Volunteers can give as much time as they would like. BUT No previous experience or qualifications required, just a desire & passion to learn about, improve & enjoy the New Forest National Park. ASK Richard Austin, richard.austin@newforestnpa.gov.uk

REF 2862-FOCUSR-29/9 JOB **CMS RIGHTS OF WAY VOLUNTEER - ADMINISTRATOR**
 BE4 30/9/17 LOC COUNTY HALL, HERTFORD
 PAY Training / travel expenses for training FOR HERTFORDSHIRE COUNTY COUNCIL

DES Half or one day per week. Create maps using GIS & supply to a network of volunteer surveyors. Deal with Rights of Way survey reports, referring issues to rel officer or volunteer. Training provided. Gain exp & work in a friendly team. Practical conservation volunteering opportunities also available. BUT Good written & oral communication. IT proficient, use of MS Office incl Excel. Training in GIS mapping programme provided. ASK Countryside Management Service isabel.crozier@hertfordshire.gov.uk 01992 556094

REF 592-FOCUSR-OK3 JOB **CONSERVATION VOLUNTEERS**
 BE4 Ongoing LOC VARIOUS LOCATIONS IN HERTFORDSHIRE, ESSEX & LONDON
 PAY Uniform, tool training FOR LEE VALLEY REGIONAL PARK AUTHORITY

DES Volunteers attend conservation tasks supervised by the Ranger Team & Volunteer Leaders to carry out management of the Lee Valley Park. Help to undertake management Plan & Biodiversity Action Plan driven tasks & activities to benefit conservation, the environment, fauna & flora, & visitors in the Lee Valley Park. Please see the latest Conservation Tasks Programme for more examples. BUT Time commitment is flexible. You should be of an active nature. Knowledge & experience of conservation management helpful. ASK volunteers@leevalleypark.org.uk 01992 709867

REF 2863-FOCUSR-OK3 REF **HERTFORDSHIRE HEALTH WALKS AMBASSADOR**
 BE4 Ongoing LOC COUNTYWIDE OPPORTUNITIES
 PAY Training & materials provided FOR Countryside Management Service, Hertfordshire CC

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

Duke of Burgundy Butterfly Conservation Sessions
 Join us this Autumn for this exciting conservation project at sites in Bledlow and Prestwood to help one of the UK's most declining butterflies. To register for these sessions please contact info@chilternrangers.co.uk or call 01494 484486

Get stuck in with practical work restoring habitats on the Eastern Yar river on the Isle of Wight - including pulling Himalayan balsam & clearing scrub - as part of the ongoing Down to the Coast project. Contact steve.egerton-read@hiwvt.org.uk for more information & upcoming work party dates.

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

Second Sunday of the month Monthly weekend conservation group
Snows Farm nature reserve, near Stroud Contact: volunteering@gloucestershirewildlifetrust.co.uk
We are looking for more volunteers to assist over autumn & winter, to manage this important calcareous grassland reserve. The group is a great way to spend a few hours helping wildlife.

Mondays, Wednesdays & Fridays Biodiversity Action Team
East & Mid Sussex, The Conservation Volunteers (Hastings) Contact: 01424 444675 volunteer-sussex@tcv.org.uk
If you want to gain hands on conservation experience, volunteer with our Biodiversity Action Team! 9.30am to 4pm (tea & biscuits included).

First Saturday of every month Task Days
Ashford, Kent, Ashford Community Woodland Volunteers Contact: Jenny Tippen 01233 622070, jhclayton1948@gmail.com
We maintain some 15 hectares of woodland & meadow on the outskirts of Ashford, Kent. Refreshments are provided. New volunteers are always welcome.

Sunday 15 Oct "Chalkland Champions"
Leybourne Lakes Country Park, Kent County Council Contact: Hilary 0300 019486, hilary.hunter@kent.gov.uk, www.oldchalknewdowns.org.uk
11am - 3pm. A celebration of Kent's Chalk Downland, its rare species, traditional skills & the people who love it all. There will be exhibits; demonstrations; stalls; produce.

Sunday 15 Oct Conservation Work Parties
South Downs Way in West Sussex, Graffham Down Trust Contact: jimkirke@hotmail.com,
<https://www.facebook.com/GraffhamDownTrust/> Events repeated Sun 10 Dec, Sun 14 Jan, Sat 17 Feb, Sat 17 Mar, Sat 7 Apr. 70 acres of reserves that need regular volunteer help to manage. Meet 9.45 at St Giles Church Graffham GU28 0NJ. The Saturday in April is a volunteers BBQ. Lifts to reserves, cake, tea & coffee available.

Every Wednesday & fortnightly on Saturdays New, Forest of Dean volunteer group
Woogreens Nature Reserve, Gloucestershire, Gloucestershire Wildlife Trust Contact: 01452 383333, volunteering@gloucestershirewildlifetrust.co.uk
Become part of the team manage this beautiful sites richly diverse healthlands, marshes, & lakes. We run sessions from 10.00am - 1.00pm.

One Saturday a month Conservation Volunteer
Allen's Field (off Liddel Way), South Ascot, SL5 9UX, Groundwork South Contact: Laura Howles, 07736 133467 laura.howles@groundwork.org.uk
9.30 - 12.30 to enhance Allen's Field, in partnership with the Royal Borough of Windsor & Maidenhead. Tasks vary depending on the season, but have recently included refurbishing steps & removing invasive laurel from the woodland. Work here will be interesting & varied. Refreshments provided.

Every Thursday Volunteer Group
Belhus Woods Country Park, Essex County Council Contact: 01708 865628, belhuswoods.countrypark@essex.gov.uk
Would you like to join our volunteer group & learn new skills, whilst helping the environment & wildlife? Join our Rangers on Thursday mornings from 9:30am till 12:30pm. Suitable outdoor clothing needed.

We're looking for volunteers to help monitor deer density at our Lower Woods nature reserve in South Gloucestershire. Volunteer teams will collect deer dung over 10 quadrats and then monitor how long it takes for dung to return. Aim, studying deer distribution and favoured feeding areas. More information contact volunteering@gloucestershirewildlifetrust.co.uk.

Free accredited 12 week Practical Diploma in Groundsmanship & Land Management, lunch included, travel expenses reimbursed. Eligibility: aged 16-24, below level 3 qualified. Get apprenticeship ready; gain high quality practical skills; stand out to employers. Developed in partnership with the National Trust & T&M Community Sports Club. Email Morden Hall, London hattie.clayton@nationaltrust.org.uk.

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

We're recruiting volunteers for practical conservation work starting in October to create & improve habitats for threatened species like willow tits & Duke of Burgundy butterflies, within the Basingstoke & Deane borough area. To find out more, email matthew.smith@hiwwt.org.uk

Whether you have an hour, a day or a week to give, & whatever your skills, there's an opportunity for you to volunteer with us. Visit <http://www.bbowt.org.uk/how-you-can-help/volunteer> to find out more about how you can get involved.

The South London Botanical Institute is based in Tulse Hill, South London with botanical garden, herbarium, library, & lecture room. We run a variety of talks, courses, workshops, open days & school visits & 2 funded projects. We often need volunteers. See www.slbi.org.uk Contact us: info@slbi.org.uk

This autumn & winter we will be dealing with Sycamore & Rhododendron invading woodland, & scrub management on various sites. Also there's our annual visit to water meadows on the River Itchen to maintain the network of channels. Hampshire Conservation Volunteers Phone 023 92325570 or see www.hcv.org.uk

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

Volunteers needed to help deliver in-stream river restoration work across Wiltshire during September & October 2017. Contact water@wiltshirewildlife.org or call 01380 736066 for more information.

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

Groundwork is launching a citizen science project to monitor the health of the River Lea, Luton. Volunteers will have the opportunity to select a local site convenient for them to carry out practical monitoring. All training & equipment is provided free of charge. For more information please contact andrew.irving@groundwork.org.uk

Conservation volunteers are needed across the Braintree District. Help to make improvements to benefit both people & wildlife on public open space & local nature reserves. Volunteering provides many benefits: meeting new people, building self-esteem, work experience, keeping fit & learning more about the environment. Contact Amanda: amatu@braintree.gov.uk

Volunteering at Dean Castle Country Park – something for everyone

Jessica Wharf with stories by Alexander Black, Daniela Senatore and Stuart Hay

Dean Castle Country Park in Kilmarnock is perhaps not your typical conservation volunteering destination but thanks to a Heritage Lottery funded project, a growing volunteer programme is now in place. East Ayrshire has the second



lowest volunteering numbers in Scotland with just 20% of adults volunteering compared to a national average of 27% (Scottish Household Survey 2015). The Country Park itself, run by East Ayrshire Leisure, is in an area of multiple deprivation and in the past has had only occasional volunteers.



Alec cleaning a scythe (Jess Wharf)

The HLF volunteer programme, which kick-started last year, aimed to get local people more involved in the park, to increase environmental awareness and to improve the park's biodiversity. The funding enabled the park to have a dedicated volunteer coordinator and natural heritage officer and from there, the volunteering grew. Here are the stories of some of our volunteers.

Alec: Practical Conservation Volunteer

I was studying at Ayrshire College last year and part of the curriculum involved volunteering at Dean Castle Country Park. Although I live locally, I'd avoided going to the park as it didn't feel like the kind of natural environment I was interested in; in fact it felt more like a big swing park. Neal and Jess, who supervised our volunteering, explained that changes were being made to increase biodiversity through volunteers. This encouraged me to do extra volunteering, as I could see the bigger picture for the future. Since I started volunteering at the park, I've taken part in both wildlife and plant surveys as well as habitat improvement. I've also been given the chance to learn traditional skills, such as hedge-laying and scything. I now look forward to going to the park and feel that it will become a fantastic learning resource and a place that the residents of Kilmarnock will be proud of. I've enjoyed working with like-minded people, and feel that in the management and staff, the park is in good hands. Whatever work I'm involved in gives me another reason to visit the park in the future to see the results of what has been done.

Dani: Survey Volunteer

Dani (middle) on a Bumblebee Survey in the Park (Jess Wharf)

I started volunteering at Dean Castle Country Park to gain more competitive experience to look for a conservation job. Initially I conducted surveys with a group of other volunteers which increased my knowledge about many taxa I wasn't familiar with, such as raptors, moths, butterflies, and bumblebees. Although I started survey volunteering, I got involved in other tasks like building an owl box, planting a willow maze and hedge-laying. The volunteers are led by two dedicated members of the staff who are always available to answer volunteers' questions to better understand how to manage a country park for the sake of its wildlife and visitors. There is at least one volunteering day a week but you can also do some surveys on your own, as I am currently doing for raptors and butterflies. In this way, I always manage to volunteer a few days every month while doing a full-time job. Alongside learning so much about wildlife, I have

also met many people with my same passion for nature which have made my volunteering experience even more enjoyable.

Stuart: Rural Skills Volunteer Trainee

My first experience of volunteering at Dean Castle came last autumn when I came along for a volunteering event at the park. It was great fun working with the other volunteers and getting stuck in getting our hands dirty – in fact, I remember being disappointed that I had to leave early for work! Although I've always enjoyed the beauty of the outdoors I confess that I didn't actually know too much about it and I wanted to change that! I thought volunteering at the park would be a fun way to learn more about nature. Since then I've been volunteering regularly and have had chances to gain skills and knowledge in all sorts of areas. One day you could be learning the lost art of hedge laying, the next you could be surveying the plant life in a sunny meadow, or be out on a rainy night hunting for newts in the ponds. No matter what's to be done around the park it is always a relaxed and fun day and the feeling that you're doing something positive for the inhabitants (human and non-human!) of your local area only adds to that. I've actually enjoyed my experiences so much that I'm now actively pursuing a career in the countryside sector and start studying at college this September! But even if you're not looking for a career change, I've found conservation volunteering to be a fantastic experience. It keeps you active, gives you opportunities to learn new skills and meet new people, and is really just very relaxing and good fun – I'd recommend it to anyone who wants to try it.



Stuart (middle) learning to lay hedges (Jess Wharf)

From a low base of practically zero, we've built our annual volunteer visits to over 600 since the start of the HLF programme. It's given the park a resource of committed and passionate people keen to champion the park's wildlife and get stuck in doing practical things to help this cause. Looking at the volunteers who have contributed their stories to this article, they have one thing in common; they started volunteering in one volunteer role and became drawn into all sorts of different aspects of the park. This feels like the key to success in conservation volunteering both for volunteer managers and for volunteers: offering or seeking the chance to grow outside of an initial role and expanding skills and interests to keep them coming back. For volunteers, this is the path to the broad skill-base that this sector demands and for those of us lucky enough to be already working in the sector, we get to spend our time with dedicated and enthusiastic people ready to help whatever the task in hand.

Join our volunteer team at Dean Castle Country Park or just have a go on one of our conservation volunteering holidays: email Jess at jessica.wharf@east-ayrshire.gov.uk

South West:

Volunteer working holidays available on the island of Lundy, Bristol Channel, undertaking a variety of conservation activities. The work undertaken is a mixture of tasks that support the protection of the ecology & natural beauty of Lundy. See www.lundy.org.uk or email workingparty@lundy.org.uk. Places allocated on first come, first served basis.

Help save some of the rarest butterflies & moths in Britain. A range of volunteering opportunities available on Exmoor, Dartmoor & Bodmin Moor; including surveying, practical conservation, & engagement. All welcome, training provided. To find out more please visit www.butterfly-conservation.org/allthemoor or Megan Lowe mloew@butterfly-conservation.org

Every Thursday Conservation volunteers at Sharpham Trust
Ashprington, Totnes, Devon, Sharpham Trust Contact: 01803 731802, volunteer@sharphamtrust.org,
www.sharphamtrust.org If you like gratifying, physical work outdoors, you can help us with the conservation of Sharpham's breath-taking parkland – thought to have been laid out by Capability Brown – which surrounds Sharpham House, a Grade 1-listed Georgian villa. No experience necessary.

Every Tuesday Get Gardening at Sharpham Trust
Ashprington, Totnes, Devon, Sharpham Trust Contact: 01803 731802, volunteer@sharphamtrust.org,
www.sharphamtrust.org If you'd like to learn more about gardening, tree-care & horticulture, join our team of garden volunteers. Join in all kinds of active, hands-on tasks in our 18th century walled garden, or our sublime formal & woodland gardens. No experience necessary, warm lunch included.

REF 2864-FOCUSR-20/10 JOB **MY WILD CHILD VOLUNTEER**
BE4 18/10/17 LOC BRISTOL
PAY Travel expenses FOR AVON WILDLIFE TRUST

DES At least half a day per week on Wednesdays, Thursdays &/or Fridays. We are looking for one or more volunteers to support the delivery of My Wild Child wild play sessions for 2-4 year olds & their families. Wild play sessions are delivered in green spaces around Bristol & will include wildlife conservation activities, wild art, mini beast quests, wild songs, stories & more! BUT You will be confident, with good communication skills & enjoy working outdoors in variable weather conditions throughout the seasons. Exp working with children or within a community group setting desirable. ASK <http://c-js.co.uk/2eOoIFb> sara.turrill@avonwildlifetrust.org.uk

REF 1206-FOCUS-OK3
JOB **RESIDENTIAL VOLUNTEER**
BE4 N / A
LOC MAGDALEN FARM, WINSHAM, CHARD, SOMERSET
PAY Accom. incl meals & training
FOR MAGDALEN ENVIRONMENTAL TRUST

DES A 132 acre organic educational & therapeutic centre that welcomes c 5,000 visitors of all ages & abilities in a residential & day visit capacity. For the last 25 years we have engaged with & educated visitors using nature & the farming environment as our resource; it is fun, inspirational & innovative. Most of the help required is horticultural. There is also animal care which involves feeding up & putting our lovely poultry to bed! We always have the need for help with conservation & construction such as building wooden bridges. Time: 3 weeks to 2 months. We teach volunteers basic animal care, seasonal horticultural skills & organic vegetable growing. Join different lessons on the farm, such as hands on farming, survival in the wild & river dipping, in order to get an overview of the outdoor education programme. BUT Experience not essential as we can teach you. As we are in a rural setting & not a community you will need to be fairly self-sufficient & being sociable is really important too. Self-motivated, enthusiastic, committed & willing to get involved. ASK rebecca@magdalenfarm.org.uk to request a volunteer application pack.



REF 594-FOCUS-OK3 JOB **VOLUNTEER**
BE4 N/A LOC CORNWALL
PAY Training FOR WILD FUTURES THE MONKEY SANCTUARY

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

REF 593-FOCUSR-OK3 JOB **DISCOVERY HUT WARDENS**
BE4 Ongoing LOC SEATON WETLANDS, DEVON
PAY 0 FOR EAST DEVON DISTRICT COUNCIL

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

National:

The Environment Now is an exciting new opportunity from O2's Think Big that will fund 17-24 year olds with a grant of up to £10,000 to create their unique digital ideas to help the environment. Support provided by The Environment Now team, professional mentor & other sustainability partners whilst on 10 month programme. <http://c-js.co.uk/2j8NaSX>

REF 514-FOCUS-OK3 JOB **WALK LEADER OPPORTUNITIES**
 BE4 N / A LOC UK
 PAY Accom, travelling expenses & training FOR HF HOLIDAYS
 DES HF Holidays Ltd is a leading tour operator specialising in walking, cycling & leisure activities holidays all over the world. We have 18 UK country houses & work with carefully chosen partner hotels in Europe & worldwide. We are a co-operative society & welcome over 50,000 guests on our holidays each year. We have opportunities for volunteer walk leaders in 18 UK locations & more than 60 destinations overseas. Leaders work together in a team to make the holiday successful & are resident for the duration of the holiday. They spend most of the time with our guests from greeting them on arrival to sharing meals, guiding walks & saying goodbye at the end! We offer: full board accommodation; travelling expenses; ongoing training opportunities; logbook experience; opportunity to improve leadership skills. BUT If you're an experienced, sociable walker & would like to share your love of the countryside with small groups of walkers on holiday, why not apply to join the team? ASK <http://hfholidays.co.uk/leaders> or call Gillian Mininch, Walking Leader Recruitment & Training Manager, 01768 890091

REF 515-FOCUSR-OK3 JOB **SCHOOLS OUTREACH SESSION LEADER**
 BE4 N / A LOC Greater Manchester, Tyne & Wear, West Yorkshire or Merseyside
 PAY Full induction & training, travel & subsistence expenses FOR RSPB
 DES Minimum commitment is the equivalent of 2 full days a month up to 3 months in advance for a minimum of 6 months. Do you remember the thrill of finding your first ladybird? As part of the RSPB's aim to connect as many children as possible to nature, Giving Nature a Home in Schools is our new school outreach project to provide opportunities for half a million children to connect with nature. We are looking for volunteers to help us deliver this ambitious project. You will be leading sessions with a class of children & their teacher, inspiring them to get up close to what creeps, crawls & flies in their school grounds. BUT Abundant enthusiasm, with ability to communicate your passion for the natural world to help connect children with nature; some experience of working with young people; a keen interest in wildlife, conservation & the natural environment; resourceful & flexible approach & able to cope with primary & / or early years-aged children of all abilities; willing to learn new skills; well-organised, with effective communication skills to liaise with other volunteers & schools; willing to work alone; able to use email, internet, word processing. ASK For Greater Manchester, Sally Mizon, sally.mizon@rspb.org.uk or 07808 717337; Tyne & Wear, Jill Stone, jill.stone@rspb.org.uk or 07718 972299; West Yorkshire, Catherine Walker, catherine.walker@rspb.org.uk or 07718 972298; Merseyside, liverpoolschoolsoutreach@rspb.org.uk

Use quick kits to find out if your local ponds, streams & ditches are good enough for wildlife. Take part to help to find fantastic freshwater free from pollution & contribute to current scientific research. For more information on Clean Water for Wildlife please visit www.freshwaterhabitats.org.uk/projects/clean-water/

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

International:

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

REF F2865-FOCUS-OK3 JOB **VOLUNTEER AT WILDLIFE SANCTUARY**
 BE4 Ongoing LOC COSTA RICA
 PAY Accom & other benefits FOR VOLUNTEER LATIN AMERICA
 DES 1 month min. The sanctuary is looking for volunteer help year round with animal care, construction & gardening work. Volunteer activities range from daily leaf collection for howler monkeys to planting saplings. BUT Caring, positive attitude & cheery. ASK www.volunteerlatinamerica.com/ info@volunteerlatinamerica.com

REF FHOL-FOCUS-16/2 TITLE **CONSERVATION HOLIDAY**
 DATE Ongoing BASE PARAGUAY
 COST YES WITH FUNDACION PARA LA TIERRA
 DES 1-3 months. Take part in daily & weekly biodiversity monitoring tasks, as well as species inventory work. You'll be involved in radio-tracking, camera trapping, bio-acoustics & active searching activities in the understudied south of Paraguay. You'll learn to collect & process data, contributing substantially to what little is known about this extremely biodiverse, but little-understood country. BUT Over 18 with a keen interest in nature & conservation, good level of fitness, willingness to work long days in field conditions. Desired: working towards or in possession of a life sciences qualification at any level, Spanish language. ASK karina@paralatierra.org & quote "CJS" for further information.

REF F2866-FOCUS-OK3 JOB **VOLUNTEER IN GALAPAGOS NATIONAL PARK**
 BE4 Ongoing LOC ECUADOR
 PAY Accom / uniform FOR VOLUNTEER LATIN AMERICA
 DES 3 months min. University students & professionals from around the world have the opportunity to exp the uniqueness of the Galapagos & directly participate in conservation actions, management practices, & sustainable development of the Islands. Numerous positions are available, ranging from teaching English to the rangers of the Galapagos National Park to the nesting monitoring of the Green Tortoise. BUT Applicants should be university

students or professionals. Previous exp may be required for some positions. All candidates should be able to easily adapt to adverse climatic conditions, be in excellent physical condition, & have intermediate Spanish skills.

ASK <http://www.volunteerlatinamerica.com/> info@volunteerlatinamerica.com

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

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

**PLEASE REMEMBER to DOUBLE CHECK the BE4 (closing date) of the vacancies.
And please contact only the person, telephone number, email address given.
This CJS Focus was published on 18/9/17.**

The CJS Team would like to thank everyone who has contributed adverts, articles and information for this CJS Focus publication.
Next edition will feature Forestry and Arboriculture, published 20/11/17

A4 sides this CJS Focus: 26 Adverts: 58 - Details believed correct but given without prejudice, Ends.