



Countryside Jobs Service Weekly Special Edition 20 February 2006

Endorsed by both the Scottish Countryside Rangers Association & the Countryside Management Association



Seasonal and Volunteer Work Supplement

From Volunteer to Staff.

Tom Bridge has always lived in the countryside and knew he wanted a countryside related job but his schools didn't offer any countryside or environmental subjects. So with A levels under his belt he went on to further education gaining a qualification in financial economics – about as far from rural skills as you can get. After graduating he wasn't really sure what direction to take and what career path to follow. "My Mum saw an advert for volunteer wardens in the back of an RSPB magazine and suggested that I give it a go", said Tom. "I did two weeks in January 1999 at Titchwell Marsh Reserve in Norfolk and didn't go back home for ten months, I'd found what I wanted to do." Whilst volunteering Tom made ends meet initially on the dole – yes, you can claim JSA whilst working as a full time volunteer if you are still actively seeking paid employment, what the Job Centre considers to be a proper job! – and then working in a pub; he was also fortunate in having parents able to help with certain costs as well. During his time as a volunteer the RSPB helped Tom to complete an NVQ in Landscape and Ecosystems and since then has sent him for practical skills training.

In November 1999 Tom started paid work with a three month winter contract and was never out of work for several years. He is now a warden on the RSPB Dearne Valley Reserve, one of the RSPB's flagship sites. Tom says, "I manage habitats on the reserve for the target species. I also make sure the reserve infrastructure is safe and user-friendly for the public. I have been on courses to drive tractors, use chain saws, do tree surgery and quad biking, plus courses on personal development and management skills. Today I have spoken to the grazier, agricultural dealers, members of the public, volunteers and the media – and its only lunchtime.

There is no 9 - 5 and you have to be prepared to work weekends, Bank Holidays or even Christmas Day. It is more of a vocation than a job. I live on site, which is fantastic; I have a 250 acre back garden. One of the most rewarding times is the survey season, when we get up at first light to count the breeding birds. That is when you see the results of your hard work. Looking back I realise I took the most appropriate route, you can't get a job in conservation without spending time as a volunteer."

For others wanting to follow in his footsteps Tom has two pieces of advice. First; volunteer as much as possible, go out of your way to find conservation groups (every uni has one somewhere!) and join in. And second; be sure it's what you want to do, volunteering is a good way to dip your toe in the water without taking the plunge. Conservation work is rarely glamorous, it's hard, dirty, physical work interspersed with boring office admin; although the financial rewards are not high seeing the results of your labours more than compensates. Tom finishes, "I am certainly grateful that my Mum suggested volunteering for those few weeks in Norfolk. It was probably the best thing I ever did."



RSPB VOLUNTEER WARDENS REQUIRED

for birds • for people • for ever

Long-term placements available on various reserves around the UK. These opportunities will offer practical experience in various aspects of reserve management, with training provided as appropriate (eg chainsaw use, ATV, tractor driving, brushcutter). Applicants should be willing to commit themselves for 4 - 6 months and are ideally for those planning a career in conservation, either during or following an academic qualification. Many previous such volunteers have moved on to paid employment within the conservation sector. Minimum age 18. (Age 21 with full driving licence preferable). Various start dates. Accommodation provided free on or near reserve. Bird knowledge desirable but not essential.

Please see our web-site www.rspb.org.uk/volunteering/residential for brochure and application form.

Blue Ventures is a UK-based marine conservation organisation that runs expeditions to Andavadoaka in south-west Madagascar. We offer volunteers an invaluable opportunity to enjoy a diving expedition whilst partaking in a highly regarded environmental conservation project based at one of the most remote and beautiful locations in the world. For more information about these expeditions visit our website www.blueventures.org or email us at enquiries@blueventures.org.

The National Trust looks after special places for ever, for everyone in England, Wales and Northern Ireland. The Trust is committed to creating opportunities for life-changing experiences, ensuring our historic houses, gardens, coastline and countryside become spaces where visitors can experience inspiration, relaxation, and enrichment. As Europe's biggest conservation organization, over 3 million members, 40,000 volunteers and millions of visitors and tenants enjoy and benefit from the work we do. For more information and current job opportunities at our website: www.nationaltrust.org.uk

Are you a Member of the Country Parks Network?

The Country Parks Network is free of charge to country park professionals, providing them with the very best resources whilst providing a medium by which good practice is captured, promoted and disseminated. The CPN website, www.countryparks.org.uk offers a variety of information, with a "members area" to be launched shortly which offers members the ability to upload and share documents, photos, contact other members, on-line forum and participate in member surveys. The Civic Trust, who manage the CPN on behalf of the Countryside Agency will be using these resources to help members improve and strengthen their country parks, with the additional benefit of bringing more of these sites into the Green Flag Award Scheme, also managed by the Trust. If you would like to join the CPN, please visit the website or send an email to cpn@civictrust.org.uk

The Woodland Trust is the UK's leading woodland conservation charity, with 300,000 members and supporters. Its aims are: * no further loss of ancient woodland; * restoring and improving the biodiversity of woods; * increasing new native woodland; * increasing people's understanding and enjoyment of woodland. For information visit www.woodland-trust.org.uk



The Scottish Wildlife Trust (SWT) is a leading conservation charity in Scotland and relies on the commitment and energy of hundreds of volunteers each year to get the job done. The Trust manages more than 120 wildlife reserves in Scotland and campaigns for wildlife through lobbying parliament and working with local and national organisations.

Although around half of all SWT volunteers work on wildlife reserves and there are many other vital jobs carried out by volunteers that don't involve a spade or work gloves. So, you could find yourself digging out drainage ditches to prevent water-logging or sorting and scanning photographs for the Trust's image database. Perhaps you would prefer to tackle invasive species with a bow-saw or organise the publicity for a reserve open day.

Many volunteers come to the Trust to gain experience for a job in conservation. The key is to start volunteering as soon as possible, perhaps while you are still studying. This way, you can accrue considerable experience by the time you are ready to apply for that paid job. It also demonstrates to potential employers that you are committed to the cause. Even if the volunteering you do doesn't exactly match the paid work you want – it all looks good on your CV!

For example, Amy took on the voluntary job of looking after a small wildlife reserve in Edinburgh while she was studying for an HND in Countryside Management at a local agricultural college. There was plenty of tidying up, planting of wildflowers, pruning of hedges and path maintenance to keep her busy. Shortly after completing her course, Amy got herself a paid Countryside Ranger job within the Cairngorm National Park. The work Amy had done on the reserve definitely helped place her above the other job applicants.

You will not have to commit huge amounts of time. In most cases volunteers give a day each month or perhaps half a day each week, depending on the duties involved and there will always be a member of staff or an experienced volunteer available to provide support and direction.

The Trust also offers training and work experience for people who have been unemployed for six months or more. Under the New Deal scheme Lantra certificates are offered for chainsaw use, brushcutting, treeplanting, footpath construction, and post and wire fencing, amongst others.

All of the Trust's current volunteering opportunities are advertised on SWT's website at www.swt.org.uk. Email enquiries@swt.org.uk or call 0131 3127765. For more information about New Deal please email pgilbert@swt.org.uk.

Scotland:

Scottish Squirrel Survey

Standard Red and Grey Squirrel Surveys. Volunteers needed to help monitor Scotland's squirrel populations by helping to set up and take part in standard surveys at selected forests and red-grey interface sites. Surveys are needed in most parts of Scotland. The surveys are aimed at various levels of experience; training will be provided. Contact: Mel Tonkin at the Scottish Squirrel Survey, Email: mtonkin@swt.org.uk; or phone 0131 312 4733 to find out about your local surveys.

The National Park Volunteer Programme

offers a variety of Volunteer Roles such as Conservation, Events, User and Wildlife Surveys or Photography. Come and join the team of Volunteers! To find out more contact Zoe Morris, Volunteer Development Officer, Loch Lomond & The Trossachs National Park, 01389 722600 or email zoe.morris@lochlomond-trossachs.org.

At night Great Crested Newts tend to move up from the pond depths into shallower, open areas where they can perform their mating rituals. Surveys are conducted 30 to 90 minutes after dusk on dry, mild, calm nights and involve a thorough survey of the accessible shoreline. The waterbody is worked progressively around whilst scanning with the light beam of a high candlepower torch enabling a broad band from the waters edge to be surveyed. The entire margin of the pond is walked once and a count of Great Crested Newt and other Amphibians made. It is normal practice to record all Amphibians, and in addition, for all Newts, their species and sex.

Torchlight surveying in the Spring is a suitable technique for measuring relative abundance of Great Crested Newt and other Amphibians within waterbodies, and alongside other appropriate survey techniques, assessing presence/absence of the species.

Staff require good identification skills to be able to identify Amphibian species by torchlight, and more often than not, when they are on the move. In addition, a good appreciation and awareness of health and safety issues when working next to waterbodies. Life jackets, wellingtons, site maps and head-torches are invaluable equipment. The work is carried out at night and can often be cold so a hat and a pair of gloves is a good idea too. Fortunately there are not too many midges during the peak torching season, but a welly full of water is not uncommon!

Heritage Environmental Ltd., 50 High Street • Auchterarder • Perthshire • PH3 1DB

Tel: 01764 660067 E-mail: post@heritage-environmental.co.uk Web www.heritage-environmental.co.uk

[Picture by: Tim Bernhard. Supplied by The Herpetological Conservation Trust herpconstrust.org.uk]

Great Crested Newt Conservation Handbook

This book covers important aspects of great crested newt ecology, habitat requirements and survey techniques, amongst many other topics.

If you would like a free copy of this guide please contact Dorothy Wright, Great Crested Newt Conservation Officer, The Herpetological Conservation Trust, 655A Christchurch Road, Boscombe, Bournemouth, Dorset, BH1 4AP Tel: 01202 391319 dorothy.wright@herpconstrust.org.uk

An A4 S.A.E with 83p or £1.07 to cover 2nd/1st class postage costs would be appreciated

REF	765-DIRECT-27/2	JOB	PROJECT SCOTLAND VOLUNTEER RANGER
BE4	01/03/06	LOC	GREY MARE'S TAIL, DUMFRIESSHIRE
PAY	£55 a week subsistence allow + some travelling expenses	FOR	NTS
DES	Gain valuable skills & experience on this beautiful upland property. 6 mths, poss extension to 12. BUT Rel qual pref, at least some experience and interest in wildlife surveying and practical cside skills. The upper age limit for Project Scotland is 25, and applicants must be Scottish or have been resident in Scotland for a year+. Necessary to have accom within traveling distance and transport.		
	ASK	dwatson@nts.org.uk 01683 222714	



The Scottish Countryside Rangers Association is the professional organisation for Rangers and other countryside staff in Scotland with links throughout the UK and internationally.

SCRA was founded in 1974, and aims to promote and encourage high standards of professionalism amongst Countryside Rangers, through the development of communication and exchange of ideas amongst its members and with other organisations.

SCRA's views and opinions are sought from many quarters and we are active within Scottish LINK, a partnership environmental lobby group. The Association organises a series of training events, social gatherings and an Annual Training Conference which brings together Rangers from across Scotland. In addition, we are hosting the International Ranger Federation's Congress in Stirling June this year. This will see over 250 rangers from throughout the world meeting to progress skills, methodologies and discuss issues related to community engagement and protected area management.

Upcoming training courses from SCRA include Dogs and the Law, Emergency First Aid, Management Planning, Water Safety & Management, Water Voles, Grassland Management, Interpreting Fungi with Children, Interactive design and construction, Lichens, Hazardous tree management and Animal First Aid. For more information on SCRA or any of our activities visit our website at www.scotranger.freeserve.co.uk

Wales:

REF	766/7-DIRECT-3/4	JOB	2 SANDWICH COURSE STUDENT PLACEMENTS
BE4	31/3/06	LOC	NORTH WALES
PAY	£100 per week	FOR	CONWY COUNTY BOROUGH COUNCIL
DES	The Cside Service manages 23 sites spread around Conwy county, from woodlands to sand dunes. Placements will be up to 10 months (Nov 06 to Aug 07) aimed at someone on a sandwich year out. Work with a friendly team gaining: a working understanding of Conwy's Local Biodiversity Action Plan; great deal of cside management experience; knowledge of different habitats; opportunity to practice & learn many practical tasks e.g. fencing, footpath maintenance etc; chance to take First Aid Cert, PA1 or PA2 Pesticide course or other quals whilst on placement; experience in leading guided walks and a chance to make contacts within local cside orgs. BUT Commitment, enthusiasm & a driving licence. No accom is provided but the Council is happy to help students find suitable accom in locality.		
ASK	Send a copy of your CV to: Countryside Section, Planning Dept, Conwy County Borough Council, Civic Offices, Colwyn Bay, Conwy LL29 8AR 01492 575205 / 575310 helen.jowett@conwy.gov.uk www.conwy.gov.uk/countryside		

REF 768-DIRECT-13/3 JOB **SEASONAL INFORMATION ASSISTANT**
 BE4 9/3/06 LOC CRAIG Y NOS COUNTRY PARK, BRECON BEACONS
 PAY 14106 pro rata FOR BRECON BEACONS NATIONAL PARK
 DES Be part of a team that conserves, enhances & promotes the natural beauty, wildlife & cultural heritage of the Park with it's diverse & distinctive landscape. Fixed term until 1st October 2006. 14 hpw (average) ASK
 www.breconbeacons.org Liz Lewis 01874 620426 liz.lewis@breconbeacons.org

REF VOL-DIRECT-6/3 JOB VOLUNTEER WARDENS (Millennium Volunteer Scheme)
 BE4 08/3/06 IV 20 & 21/3/06 LOC FLAT HOLM ISLAND, BRISTOL CHANNEL
 PAY 0 + accom / food / travel / training & equipment budget FOR CARDIFF COUNTY COUNCIL
 DES Great opportunity to live & work on an Island Nature Reserve (SSSI & LNR). Demanding yet rewarding position. Gain experience in: practical habitat work; livestock husbandry; leading guided tours for visitors; leading vol work parties, wildlife monitoring; env education; building maintenance. ALSO New Millennium Vol funded positions for 16-25 year olds. Rota: vols work 10 days on island followed by 4 days leave (all weather dependent). BUT Enthusiasm, flexibility, 6+ months commitment, with strong social skills. ASK CV & covering letter to: Flat Holm Project, Pierhead, Barry Docks, Barry CF62 5QS flatholmproject@cardiff.gov.uk www.cardiff.gov.uk/flatholm

REF VOL-DIRECT-13/3 JOB 2 VOLUNTARY SEASONAL ASSISTANT SITE MANAGERS
 BE4 13/03/06 IV 17/3/06 LOC TEIFI MARSHES NATURE RESERVE, CARDIGAN
 PAY 0 but accom & food voucher provided FOR THE WILDLIFE TRUST OF SOUTH & WEST WALES
 DES Required Mid-April to October, 4 dpw with some weekend working. Be part of a team managing this busy reserve & Welsh Wildlife Centre. Would suit recent graduates seeking experience. Assist with practical work, visitor & school gps, surveys, otter release programme & more. BUT Rel experience & qual desirable, but training given. ASK CV & letter to Phil Ward, Welsh Wildlife Centre, Cilgerran Cardigan, SA43 2TB
 p.ward@welshwildlife.org 01239 621212.

Interview with Liz Appleton, Countryside Sites Officer, Worcestershire County Council.

How long have you been in your present full time long term appointment? I have been in my current (full-time permanent) post since June 2004 – 19 months.

Where and when did you start in your quest to work in the countryside? I have always had an interest in wildlife and the countryside and became involved with voluntary groups, after a while I realised that I wanted to do conservation/countryside management for a living.

At the beginning what qualifications and experience did you have in this sector? Initially I had no relevant formal qualifications. I returned to university as a mature student, completing an MSc as a conversion course to adapt my previous qualifications. My first qualification had an 'environmental' part to it and I did have qualifications in other relevant skills, such as first aid certificate, computer skills etc. My experience had come partly from upbringing, but mainly from volunteering.

What type of volunteering work have you done? I started a general BTCV volunteer becoming more involved over time and helped lead day tasks (I am sure having a camper van that could take people and bicycles helped!). Whilst studying I joined the university conservation volunteers, and also had two part-time voluntary roles – one as a Ranger and one as an education ranger. Even when getting paid work I continued volunteering (and still do), although the emphasis changed. Through becoming involved in species monitoring and survey on a voluntary basis, I am now licensed. I continue to do a lot of voluntary work of this type.

At the time did you consider the experiences to be worthwhile and useful to your progress? Has your attitude changed since becoming 'properly employed'? I certainly found the experience useful. By being on hand and willing I was given, and took, the opportunity to gain experience in a whole range of things. and over time accrued a lot of hands on experience, which was enough to convince employers that I was experienced. There is no doubt that the volunteering I did launched me on my career.

Now that I am employed, and involved in recruiting staff, I look at people's voluntary experience as well as their paid experience. Some of the things often looked for in staff are motivation and commitment. I do, however, look at voluntary experience with a critical eye, and particularly the difference between one of the crowd and someone with responsibility.

What level of responsibility and stature were you given as a volunteer, can you give an example? As a general conservation volunteer, I started leading day tasks with a local group. Being a voluntary Ranger was the most relevant experience, I started devising and leading guided walks, work parties and education events. I had a recognised role with clear responsibilities.

Was it easy to volunteer as well as support yourself financially? No! I could not afford to volunteer full-time. I was studying a full-time MSc (funding myself), volunteering 2 days per week and fitting in a variety of paid work to top up the money I had saved before I returned to study. It kept me busy...

Did you manage to get any funding and support for living and for further professional development during your time volunteering? One of my volunteer jobs paid mileage, had I stayed longer I would probably benefited from some formal training.

During your volunteering where there many chances to network and talk to people in the sector? Yes. Volunteering in two different places simultaneously in roles with a different focus meant I met a wide range of professionals and could see things from different view points. I also took the opportunity to meet people, even if it meant going in on extra days or evenings. By being willing, people were prepared to give me their time and share their knowledge.

What type of seasonal and short term work have you done? My first paid work as a Ranger was for two days before Christmas making Christmas crackers with children – 100 each day. My boss was ill and they needed someone at short notice - as I was the volunteer around it was offered to me. Not your 'typical' Ranger work perhaps, but it was paid and earned me some goodwill. I could then say that I had been employed and so it all began.

Then I had a 3 month part-time contract as Biodiversity Officer for a local authority, writing their local BAP. My first full-time post was as a seasonal ranger for 5 months – a lot of very routine stuff, but if we covered our core work we could then take on other projects of interest or gain experience where it was lacking. Through this I broadened my experience. Then a maternity cover post – the post was advertised as for less than 2 months, but once I got the job I negotiated a longer contract. Then a 15-month fixed term contract (timescale linked to project funding). Then a full-time permanent post.... And now another one.

How was this work obtained? The Biodiversity Officer post was obtained through contacts I had made at University and volunteering. After that I have got all my jobs responding to ads in the CJS.

Approximately how long did it take you from when you decided you wanted to enter this sector to gaining full time, long term employment? About 4 years.

The cost of volunteering.

Volunteering can be a costly business. Living away from home, possibly renting accommodation, travelling to your placement, the list goes on and as the name implies you will be working as a volunteer and not for money. What you get in return is that vital experience, training in relevant skills, lots of contacts for the future and the opportunities to prove your employability. Many organisations will pay expenses &/or travel. If you are eligible you can claim Job Seekers Allowance (dole as was) and being a full or part-time volunteer should not affect your eligibility or the amount of JSA you receive as long as you follow a few basic rules for good practice.

The fundamental criteria are: 1. that you are available and actively seeking work and 2. that you receive no more than out-of-pocket expenses. External training courses (ie with someone other than your placement organisation and the course paid for by the organisation) can be sticking points; however, if you can prove that this training is essential for you to have these skills to do the allotted tasks safely then it is usually accepted and doesn't affect JSA – but not always!

The Employment Service / Benefits Agency produces two leaflets which help to explain the situation: WK4, Financial help if you are working or doing voluntary work and JSAL7, Jobseeker's Allowance. Voluntary work when you're unemployed and it needn't affect your benefits! You may also find their website, www.jobcentreplus.gov.uk useful.

England – Anglia:

The Graduate Resource Team offers contract Project work of between 2 & 12 months for recent graduates (<3 years') committed to working within the environment / sustainable development sector. Opportunities involve: work with local authorities, businesses & community & vol orgs. Register online www.studentforce.org.uk & send a copy of CV

REF VOL-DIRECT-OK-6 JOB LONG TERM EDUCATION VOLUNTEER
 BE4 N/A LOC DUNWICH HEATH & COASTAL CENTRE
 PAY 0 FOR THE NATIONAL TRUST
 DES Dunwich Heath is a unique area of lowland heath, with adjacent freshwater marshes & coastal shingle banks & soft cliffs which support a rich variety of wildlife. Assist with the delivery of education, ranging from primary schools through to adult education. No previous teaching experience necessary. Free accomm provided. Min 6 month placement. BUT Ability to work with a wider range of audiences. Creative with a keen interest in working with schools & the public. Subject to CRB check. ASK 01728 648501 CVs should outline previous vol experience & interests. CV to: Jessica.woodgate@nationaltrust.org.uk

REF VOL-DIRECT-OK-6 JOB LONG TERM CONSERVATION VOLUNTEER
 BE4 N/A LOC DUNWICH HEATH & COASTAL CENTRE
 PAY 0 FOR THE NATIONAL TRUST
 DES Dunwich Heath is a unique area of lowland heath, with adjacent freshwater marshes & coastal shingle banks & soft cliffs which support a rich variety of wildlife. Opportunity to learn about heathland conservation & monitoring work. Free accomm provided. Min 6 month placement. BUT Interest in ecology & conservation of lowland heaths & wetlands. Special skills not needed but must have a genuine interest in & enthusiasm for wildlife conservation. Ornithological / botanical / entomological skills pref but not essential. Some previous vol experience. ASK 01728 648501 CVs should outline previous vol experience & interests. CV to: david.sutton@nationaltrust.org.uk

REF VOL-DIRECT-OK-5 JOB TWO VOLUNTARY GENERAL EDUCATION ASSISTANTS
 BE4 N/A LOC BRANCASTER MILLENNIUM ACTIVITY CENTRE, NORFOLK
 PAY 0 FOR THE NATIONAL TRUST
 DES Modern field study centre specialising in outdoor education & Education for Sustainable Development. The Centre offers a variety of outdoor pursuits & field studies to a range of residential school groups, families & adults. Help with education activities, outdoor pursuits & a variety of other tasks & domestic duties. Min placement 6 months starting Jan 06 (flexible). We can offer: accommodation (all bills paid) & meals when groups are in residence; experience in designing & leading children's env education activities; paid domestic work (approx 5 hours per week). BUT Interest in outdoor pursuits & / or env issues, good communication skills & experience of working with children & living in remote, rural envs useful. ASK CV & covering letter to: emily.goldsmith@nationaltrust.org.uk 01485 210719.



THE NATIONAL TRUST The National Trust's Careership Training Programme

The National Trust is Europe's largest environmental conservation charity, protecting some of the Nation's most precious countryside, coastline, landscaped parks and gardens, and historic properties across England, Wales and Northern Ireland. The Trust's award-winning Careership Training Programme develops our future Gardeners and Countryside Wardens to help keep these special places special, for everyone to enjoy. It has been tremendously successful and, each year starting in mid-March, we recruit around 21 new Trainees into inspiring, specially selected NT gardens, countryside or coast to begin the three-year programme. Trainees

learn their gardening or countryside skills both from our own members of staff and from attending Reaseheath College in Cheshire, for several block weeks per year. The scheme is really our version of an apprenticeship, and we help all of our Trainees to find permanent work with us at the end of their training. A number of our past apprentices have gone on to much bigger things within the Trust.

Dan Billington is now a Warden at Buscot and Coleshill Estates in Oxfordshire and wanted to be a Warden ever since he was a teenager and did his training at Trelissick in Cornwall. Dan says "In the three years I trained, I learnt absolutely loads; from how to lead a guided walk to the best way to carry out habitat surveys. I've learnt about livestock, built fences, hung gates, felled and planted trees, supervised volunteers and delivered talks to groups. Driving tractors, using chainsaws, brushcutters, welders and all manner of hand tools became easy, and I soon picked up the construction skills to put it all together. I learnt a lot 'on the job' thanks to the Area Warden. He gave me loads of support and guidance: I soon felt really confident doing my practical work. At college we learnt about all the other habitats you might come across working as a Warden, from heathland and wetlands to sand dunes. I also met the trainees who I would get to know over the next three years at College. We were all different age groups, and being based at different properties meant we all came with different experiences." You can read more about Dan's experiences on www.naturenet.net

Vicky Cody is now a Senior Gardener at Hidcote Manor Garden in Gloucestershire, having switched from a job in London, merchandising for a high street jeweller. Vicky says "My placement was at Antony in Cornwall. Instead of getting frustrated with commuting, I found myself caring for 100 acres of formal and woodland gardens. Every day meant planting borders, pruning roses, composting and chopping wood. And in my breaks, I could eat my sandwiches in a grove of Magnolia, Rhododendron and Camellias! It was all a real breath of fresh air... but I'm not saying it was easy. There was a surprising amount of mechanical skills I had to pick up at college and on the job. From taking rotavators apart to understand how they worked, to routine maintenance for ride-on lawn mowers, I discovered a whole range of technical know-how I would never have imagined mastering. It wasn't all learning techniques and practical skills though. My favourite lesson was plant anatomy. We memorised 'plant idents' - the Latin names for hundreds of plants. You could soon see the plant families growing from their Latin roots. It was really fascinating, like learning a new language." The National Gardens Scheme is also proactive in supporting our scheme with a generous donation each year - www.ngs.org.uk

If you would like to find out more about Careership and the National Trust, please go to www.skilledfutures.org.uk where there is a wealth of information.

BTCV Volunteer apprentice scheme, provides the environmental sector with trained and experienced staff and volunteers. Inspiring People, Improving Places. BTCV connects people with place, builds healthy, sustainable communities, and increases people's life skills. It aims to create a better environment where people from all cultures feel valued, included and involved. www.btcv.org



Companies of all sizes in the Conservation, Countryside & Environment sector are discovering that Apprenticeships are the best solution for improving their businesses.



They're finding that they act as an effective recruitment tool that enables them to attract and retain the best staff, creating a loyal and motivated workforce. In England today, 255,500 young people are currently undertaking an Apprenticeship in 130,000 businesses in over 80 different sectors of industry.

Research reveals that one-fifth of job vacancies - 135,000 – remain unfilled because of a lack of skilled applicants. Moreover, half of employers reporting recruitment difficulties said they were losing business to competitors as a result of the lack of skilled workers. Apprenticeships are central to the Learning and Skill Council's drive for skills development and for this reason they are committed to spending around £800 million per year on funding them.

Lantra, the Sector Skills Council for the environmental and land-based sector is an independent, employer-led charity which represents 17 industries and over 1700 job roles including agricultural crops and livestock, farriery, environmental conservation and game and wildlife management. Developing qualifications that meet employer's needs is an important part of Lantra's work, and through its industry groups, identifies the need for Apprenticeships and develops appropriate work-related frameworks that meet the need of industry.

Most Apprentices receive a wage from day one and research shows that on average Apprentices receive around £137 per week after deductions. Employers receive a financial contribution from the LSC to offset the cost of the Apprenticeship training. Most small businesses use an external college or training provider to provide the 'off site' learning element of the Apprenticeship. Local LSC offices can advise on the most suitable Apprenticeship for a company's needs, and direct employers to suitable training providers in the area.

To find out more about Apprenticeships visit www.apprenticeships.org.uk, or call a specialist advisor on 08000 150 400.

To find out more about Lantra, the Sector Skills Council for the environmental and land-based sector, visit www.lantra.co.uk

England – Midlands:

REF VOL-DIRECT-13/3 JOB NATURAL ENVIRONMENT & WILDLIFE TRAINEE
 BE4 ? LOC NORTHAMPTON OFFICE, THE WILDLIFE TRUST BCNP
 PAY 0 but expenses paid FOR WILDLIFE TRUST FOR BEDS, CAMBS, NORTHANTS & PETERBORO
 DES/BUT Gain experience in the various branches of work in the Wildlife Trust. Training in specific skills available, incl: first aid, chainsaw, brush-cutter, species ID, ecological monitoring, digital photomonitoring, GPS & GIS and Recorder 2002, reserve management planning, livestock management, BAPs, regional and local planning and environmental education. Full time, 1 year. ASK Written CV & letter: N.E.W.T.S, The Wildlife Trust, Lings House, Billing Lings Northampton, NN3 8BE.

REF VOL-DIRECT-13/3 JOB NATURE RESERVE VOLUNTEERS
 BE4 CONTINUOUS LOC LEICS & RUTLAND
 PAY 0 FOR LEICESTERSHIRE & RUTLAND WILDLIFE TRUST
 DES Learn new skills, meet new people & improve your local environment by joining our nature reserves vol gp. We carryout vital management work on reserves across Leicestershire & Rutland. No previous experience is needed as training is given & tools are provided. ASK Nathalie Cossa 0116 272 0444 ncossa@lrwt.org.uk

England – North East:

REF VOL-DIRECT-13/3 JOB EDUCATION VOLUNTARY OFFICER
 BE4 15/3/06 LOC YORK
 PAY 0 FOR BTCV DES Join a small team to gain experience of env education & community work. Develop education projects & lead activities with children & adults. As part of this you'll learn how to develop a project, gain funding & manage workload. You will receive training in leadership, H&S, first aid & more. Recent Vol Officers have gained employment as RSPB Education Officers, Groundwork Project Officer, FSC Education staff, sustainability project managers & at outdoor education centres. Education team work alongside the conservation team. BUT 6+ mths full time or 8+ mths part time commitment required. No accom provided but is readily available around the city. ASK Rachel Earnshaw 01904 644300 r.earnshaw@btcv.org.uk



PONDS FOR PEOPLE
 Working together to create a future for ponds

TRAINEE/ASSISTANT POND OFFICER

based in LEEDS - Part time - Minimum wage + work travel expenses

Pond Conservation the Water Habitats Trust (the leading charity working for the long-term conservation of ponds) works with local community groups to deliver sustainable pond conservation through our Ponds for People project

We are seeking someone with an interest in UK conservation to join us on a part time basis. You will be based in our Leeds office and will work along side the Northern Manager. The successful candidate will help run the office, interact with the public, help draft publications, funding applications and be involved in hands on pond conservation works. This is an ideal opportunity to gain professional experience in a growing conservation charity.

For an application pack email info@pondconsevation.org.uk or call 01865 483249 or visit www.pondconservation.org.uk

Completed applications must be received by 3 March. Interviews will be held on 27 March

Ponds for People Northern England is supported by



REF 769/0-DIRECT-1/5 JOB **2 PART-TIME SEASONAL WARDENS**
 BE4 30/04/06 LOC NORTHUMBERLAND COAST
 PAY YES FOR THE NATIONAL TRUST
 DES June - September to carry out various duties incl litter control, biological surveys, habitat & access management. BUT Good all round knowledge of wildlife & conservation, accurate recording & monitoring skills, excellent communication & practical skills. Appropriate academic qual advantage. Own vehicle essential. Requires a willingness to work in an isolated location often involving unsociable hrs, with the minimum of supervision. Good level of fitness, plenty of enthusiasm, high level of motivation. ASK A4 SAE to: The National Trust Coastal Warden's Office, Low Newton by the Sea, Alnwick, Northumberland NE66 3EL.



Since 1977 the Nell Bank Centre in Ilkley, West Yorkshire has had an award winning, lively, interactive approach to education. Our programmes are designed to raise achievement across the age and ability range. The centre is sheltered by beautiful woodland alongside the river Wharfe opposite the world famous Ilkley Moor.

Address: Nell Bank Centre, Denton Road, Ilkley LS29 0DE
 Email: ruth.welch@bradford.gov.uk Telephone: 01943 602032

REF 771/2-DIRECT-27/3 JOB **2 SPECIES PROTECTION WARDENS**
 BE4 24/03/06 LOC NORTHUMBERLAND COAST
 PAY YES FOR THE NATIONAL TRUST

DES May - August to monitor & protect a breeding colony of seabirds on the Northumberland Coast.
 BUT Good all round knowledge of wildlife & conservation, accurate recording & monitoring skills, excellent communication & practical skills. Appropriate academic qual & own vehicle advantage. Basic accom provided. Requires a willingness to work in an isolated location often involving unsociable hrs, with the minimum of supervision. Good level of fitness, plenty of enthusiasm, high level of motivation, & considerable staying power. ASK A4 SAE to: The National Trust Coastal Warden's Office, Low Newton by the Sea, Alnwick, Northumberland NE66 3EL.

REF VOL-DIRECT-OK-3 JOB VOLUNTEER OFFICER
 BE4 ? LOC LEEDS
 PAY 0 FOR BTCV SKELTON PROJECT

DES / BUT We are a popular & busy project that depends on our VO team to help deliver our education activities, manage our wildlife area & promote our work to others. There are almost always vacancies. Excellent choice for anyone contemplating a career working with children & / or the env. All vols will be involved in delivering env education activities for school & community groups & some site management. Specific duties depend on the current team. Please feel free to contact the project staff to discuss the current situation. In return for your time we will help you develop important skills to increase your employability. Gain experience in practical conservation, wildlife & cside skills, organisational & publicity skills, project liaison etc. You will get help with benefit claims, career choices & preparation of job applications. We have a particularly good record of seeing VOs into employment. ASK Sarah Taylor, 0113 2430815 skelton@btcv.org.uk

England – North West:

REF VOL-DIRECT13/3 JOB VOLUNTARY ENVIRONMENTAL EDUCATION ASSISTANT
 BE4 NO CLOSING DATE LOC YARROW VALLEY COUNTRY PARK, CHORLEY, LANCS
 PAY 0 FOR CHORLEY BOROUGH COUNCIL

DES Duties will involve working in the visitor centre giving advice & info to public, assisting with school visits, young peoples holiday activities, Junior Ranger Service & public events BUT Must be enthusiastic about nature & the outdoors & have a genuine desire to work with young people. Working hours are flexible, but some weekend work will be required. Must be reliable. Subject to CRB check. ASK Info: Sarah Leach (Countryside Education Officer) 01257 515922 sarah.leach@chorley.gov.uk Apply: Sarah Leach, Leisure & Cultural Services, Chorley Borough Council, Gillibrand Street, Chorley, Lancs, PR7 2EL

REF VOL-DIRECT-6/3 JOB GRADUATE OPPORTUNITIES
 BE4 8/3/06 IV 27/3/06 LOC OLDHAM & ROCHDALE
 PAY 0 + travel expenses FOR GROUNDWORK

DES/BUT Programme starts 10/4/06. The Voluntary Project Assistant (VPA) programme provides full time professional work experience for up to 6 mths. Groundwork has helped almost 1000 graduates begin a career in the regeneration sector since 1993. Experience provided in community engagement, env education, project development, marketing, funding & env business advice. Combing one of these placements with a recognised Leadership & Management course equips with essential skills to fast-track your career. Training provided.
 ASK www.groundworkvpa.com 0161 6241444

REF VOL-DIRECT-OK-7 JOB VOLUNTEER VACANCIES
 BE4 N / A LOC MARTIN MERE WILDFOWL TRUST, BURSCOUGH, LANCASHIRE
 PAY 0 FOR WWT

DES Vols required helping in a) school education programmes, b) weekends / holidays, c) artistic skills & d) people with a knowledge of birds who wish to share with others. Training provided. Min 30 days per year, starting immediately. BUT Relate well to people; like the outdoors particularly wildlife; believe in conservation. Willing to undergo CRB checks. ASK 01704 895181 (24 hours) Dave.Rydings@wwt.org.uk

Careers in the Countryside The CLA will be launching a new initiative at this year's Devon County Show (Saturday 20th May) which will offer a link between young people, teachers, careers advisors and others in education and the jobs which are available and how they contribute to the management and enhancement of the countryside.

England – South:

Herts & Middlesex Wildlife Trust. Volunteers can get involved with projects on our reserves and in the county. Including BOTANICAL surveying between March and September and weekly practical RANGER/WORKPARTY events throughout the year. Ideal for those wanting to gain experience and support wildlife. Contact: 01727 858 901 or charles.nathan@hmwat.org.

Lee Valley Regional Park Authority Volunteer Programme
 There are many volunteer roles available all year round. Key roles are practical conservation tasks, biological surveying, or natural history information officer's. To join one of our teams visit the web site www.leevalleypark.org.uk or call the volunteer manager on 01992 709845.

Oxford City Council Countryside Service has a new mid week group meeting every second Thursday to carry out practical conservation on a number of sites including both Wildlife and Geological SSSI's. Contact Carl Whitehead, volunteer coordinator on 01865 715830 or 07801625245 email cwhitehead@oxford.gov.uk.

Join a volunteer conservation group working on an exciting new project upgrading countryside paths to enable access for people with disabilities and visual impairments. The group meets every Friday, 10am-5pm, BTCV, 62 Parker Rd, Hastings. Bring: packed lunch, warm/waterproof clothes, strong boots/shoes. Call Anna on 01424 446395.

REF VOL-DIRECT-13/3 JOB VOLUNTEERS
 BE4 ? LOC OXFORDSHIRE
 PAY 0 FOR WILDLIFE CONSERAVTION RESEARCH UNIT (WildCRU), OXFORD UNI
 DES Exciting project monitoring reintroduced water voles. Water voles are being reintroduced during 2006 to sites in Oxfordshire as part of a major project to restore species to the Upper Thames region. Help monitor these populations by setting / checking live-capture traps, field sign surveys, recording habitat characteristics & assisting with health screening. Full training provided. BUT Ideally enthusiastic, robust, energetic & committed, able to carry out fieldwork as part of a close knit team & independently, outdoors in all weather conditions. Pref located in Oxford as no accom provided. Must be available for 2 – 3 specific weeks each month, ideally for 3+ months between April & October & have driving licence (own car advantage) ASK Merryl Gelling merryl.gelling@zoo.ox.ac.uk 01865 393106 / 07697 640498



Special trees and woods in the Chilterns

Those living and visiting the Chilterns now have the opportunity to explore, understand and record their special trees and woods, thanks to a grant awarded by the Heritage Lottery Fund to the Chiltern Woodlands Project.

Special trees and woods are found throughout the Chilterns and the project hopes to find and record them so they can be celebrated and managed sensitively and sustainably.

Liz Manley has been appointed to manage the Special Trees and Woods Project and will be coordinating a team of volunteers to research the history of special trees and woods in records, photos, paintings, maps, books and direct from local people themselves.

Liz said "I am pleased to be part of this is an exciting new project. It is also great to be back in the Chilterns where I started my career. For those still trying to get their first job in conservation it is a brilliant project to be involved in - training is available in many disciplines, which is ideal for those wishing to broaden their skills base."

This three and a half year project aims to involve up to 50 registered volunteers and offers some diverse tasks for volunteers. Under the supervision of experts, volunteers will collect data, oral histories and photographs relating to special trees and woods which will be identified by the public.

So, if you have an interest in local history or the environment, want to learn more and try volunteering then don't hesitate to get in touch with Liz on 01844 355 525 or lmanley@chilternsaonb.org

REF VOL-DIRECT-OK-7 JOB 1 OR 2 VOLUNTEER OFFICERS
 BE4 ? LOC GLOUCESTERSHIRE
 PAY 0 but payment of out of pocket expenses FOR BTCV
 DES Midweek Gp carries out practical conservation tasks, this is a chance to shape the role & there us potential to expand the gps activities & recruit new vols. Part time vol needed to organise & lead a programme of tasks. Help with coordination of vol gp, manage the tools, deal with enquiries & general admin for the weekend gp. Gain experience in wide range of practical conservation skills from dry stone walling to pond creation, BTCV can offer wide range of training opportunities incl possibility of chainsaw, brushcutter, leadership & first aid training. Bus available to the office. BUT Must be available 1+ dpw in order to organise tools & vehicles. Wishing to pursue an interest in the env & can lead to paid work with other orgs. ASK James Aylward 01452 864805

Bramley Frith Environmental Education Centre

Volunteer Required for Summer Term

The Centre requires a volunteer from Tuesday 18th April until Friday 7th July 2006 (these being the ideal dates but there would be a possibility of some flexibility). This is our busy summer period doe school visits and the volunteer would assist the Head of Centre with these visits, by preparing worksheets and equipment and then assisting with the school group. This would be ideal work experience for someone considering a career in environmental education or teaching. Please send a CV to the centre and if suitable, an informal interview will be arranged.

Bramley, Tadley, Hants RG26 5BJ T: 01256 8802094 E: info@bramleyfrith.co.uk

REF VOL-DIRECT-13/3 JOB CONSERVATION TRAINEES
 BE4 ASAP LOC OXFORD
 PAY 0 FOR BERKS, BUCKS & OXON WILDLIFE TRUST
 DES BBOWT's Conservation Trainee scheme is designed to help committed people to develop wildlife management skills through a structured training programme from practical conservation to survey work. BUT Must be a good team worker, & able to offer 3 dpw of volunteering, with 6-12 mths commitment pref. ASK Info: Mark Vallance, Reserves Officer; markvallance@bbowt.org.uk 01865775476. Apply: send a CV to Mark Vallance, BBOWT, The Lodge, Armstrong Road, Littlemore, Oxon OX4 4XT.

REF VOL-DIRECT-13/3 JOB ENVIRONMENTAL EDUCATION VOLUNTEERS
 BE4 ? LOC Henfield, W Sussex; Seaford, E Sussex & Outreach Over Sussex county
 PAY 0 + agreed travel expenses FOR SUSSEX WILDLIFE TRUST
 DES Support trained staff with the gps of school children. During the day each school is divided into gps for different activities around different nature reserves based on schools curriculum needs. You'll be trained to assist & if you wish eventually lead a school gp with their env activities. Training given BUT Regular commitment appreciated, could be as little as 1 day a fortnight or as often as 4 dpw between March & August (but any vol help always welcome) Enjoy working with children, able to communicate with all ages but mainly primary age gp. Enthusiastic with sense of humour. Enjoy working as part of a team with some knowledge of or interest in wildlife. Enjoy working out of doors with physical fitness, reliable & dependable. CRB & reference checks. ASK Anna-Marie Kyriacou, Volunteer Development Officer, Sussex Wildlife Trust, Woods Mill, Henfield BN5 9SD anna-mariekyriacou@sussexwt.org.uk 01273 497562

REF VOL-DIRECT-24/4 JOB VOLUNTEER OFFICER PLACEMENT
 BE4 24/4/06 LOC STAMNER PARK, BRIGHTON
 PAY 0 FOR BTCV
 DES Develop and run a Young People's Conservation Gp, respond to vol enquiries & produce info for conservation gps. BUT Conservation experience useful but plenty of opportunities for free training & job shadowing. Some computer skills & diving licence essential. 1+ dpw with some evenings and weekends. Min commitment of 6 mths. ASK Hilary Bell 01273 692 703 h.bell@bctv.org.uk BTCV, Environmental Resources Office, Stamner Park, Brighton, BN1 9SE

REF VOL-DIRECT-13/3 JOB 2 VOLUNTEER BADGER RESEARCH ASSISTANTS
 BE4 ? LOC OXFORD
 PAY 0 FOR WILDLIFE CONSERVATION RESEARCH UNIT, UNI OF OXFORD
 DES Required for 3 months to investigate cooperative breeding & mate choice in the European badger. . Research commences immediately & involves office based, behavioural analysis of CCTV footage. Trained to score behaviours (such as babysitting, grooming & mounting) according to strict ethogram, to enter data in Access database & to conduct inter-observer reliability checks. Work 10am to 6pm 5 dpw. BUT Dedicated & available for 3 mths, willing to start immediately. Strong academic interest in behavioural ecology. Enthusiastic, committed & based near Oxford, as accom ca not be provided. ASK Hannah.dugdale@zoo.ox.ac.uk

REF VOL-DIRECT-20/3 JOB VOLUNTEERS FOR BAT DETECTOR SURVEYS
 BE4 ? LOC UPPER THAMES CATCHMENT AREA
 PAY 0 FOR WILDLIFE CONSERVATION RESEARCH UNIT, UNI OF OXFORD
 DES Part-time to assist with research into bat activity patterns & habitat use within farmland around Oxfordshire & surrounding counties. BUT Previous experience with bat ID & analysis of echolocation calls desirable but not essential. Vols must be able to commit to 3+ nights fieldwork per week for 3–6 mths during April to October 2006. Own transport advantage. Must be physically fit & prepared to undertake long hours of fieldwork at night in remote locations (lone working will not be required). ASK danielle.linton@zoo.ox.ac.uk www.wildcru.org/aboutus/jobs.htm

REF VOL-DIRECT-26/6 JOB DRAGONFLY RESEARCH VOLUNTEERS
 BE4 July 06 LOC UPPER THAMES AREA, OXFORDSHIRE
 PAY 0 FOR UNIVERSITY OF OXFORD
 DES Part-time & full-time vols required to assist with research on the ecology & conservation of Dragonflies (Odonata) on farmland in the Upper Thames Area in Oxfordshire & surrounding counties. Research tasks will involve: collecting & analysing water samples, assisting with macroinvertebrate & macrophyte collection & ID, dragonfly surveys & possibly a pilot mark-release-recapture study. BUT 3+dpw for 3 months during April-August 2006. Alternative arrangements may be considered. Enthusiastic, physically fit & prepared to undertake long hours of fieldwork. No previous experience necessary but interest in freshwater ecology, Odonates or conservation desirable. Own transport advantage. ASK Eva Raebel eva.raebel@zoo.ox.ac.uk http://www.wildcru.org/aboutus/jobs.htm

REF VOL-DIRECT-20/3 JOB DEDICATED VOLUNTEER
 BE4 20/03/06 LOC OXFORDSHIRE
 PAY 0 FOR WILDLIFE CONSERVATION RESEARCH UNIT, UNI OF OXFORD
 DES Vols needed for a small mammal field study, focusing on harvest mice, from April to October. Part of an exciting new study looking at biodiversity on farmland, this project will use live-trapping & other techniques to study population ecology of the harvest mouse. Opportunity to work with UK's smallest rodent & closely observe various techniques used in field studies. BUT Ideally enthusiastic, robust, energetic & committed. Able to carry out fieldwork as part of small, close-knit team also independently, outdoors, in all weather conditions. Pref located in the Oxford area, as accom cannot be provided. 2+ months availability ASK Info / apply: www.wildcru.org/aboutus/jobs.htm CV to: ruth.brandt@zoo.ox.ac.uk & complete a WildCRU vols questionnaire (NB: write for the attention of Ruth Brandt in the 'Other information / comments' box).

England – London:

Practical Conservation

Take part in a practical conservation session at one of our reserves. Try your hand at tree planting, pond clearing, mowing a meadow and more. Get fit, make friends and have fun in the great outdoors and leave knowing you've done your bit to help out London's wildlife. Everyone is welcome and no experience is necessary, all tools and training are provided. Bring your lunch for longer sessions and always make sure you have warm, waterproof clothing and stout footwear. Many reserves have opportunities to get involved with surveying, open days and reserve management too. Contact 020 7261 0447 enquiries@wildlondon.org.uk or visit our website www.wildlondon.org.uk

Epping Forest Field Centre is set in the heart of Epping Forest. Its purpose built facilities offer superb opportunities for field study. The Centre offers over 30 Natural History and Professional development courses a year. All courses are led by experienced, knowledgeable tutors who are experts in their field. For more information please contact Nicky Payne on 0208 502 8500.

The Careers Group, University of London Environmental Futures 16 March
 www.careers.lon.ac.uk/ef This new premier careers event is for those wanting to start a career in the environmental sector. Featuring keynote speeches, a panel of environmental professionals, an interactive workshop, careers fair stands from employers and professional organisations and networking opportunities.

Conservation Volunteer Officer



Gain experience and qualifications in conservation and project management volunteering for BTCV, the UK's leading conservation charity. Commitment is 2-4 days a week from 4 months up, and responsibilities include: practical conservation project leadership, volunteer management, and client liaison.

BTCV offers Volunteer Officers an Open College Network qualification in Conservation Skills in conjunction with Merton College. The course includes: Principles of Conservation, Repair and Maintain hand tools, Workplace Skills, Habitat Management and Conservation Safety. VOs also have access to BTCV's own established training program of accredited courses.

Opportunities are ongoing in Kings Cross, Lambeth, Croydon, Richmond, Waltham Forest, Haringey, Newham and Lewisham.

Contact Olivia on 020 7278 4294 or o.mankowitz@btcv.org.uk

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|--------------------------------------|--------------------------------------|------|---|
| REF | VOL-DIRECT-13/3 | FOR | LONDON WILDLIFE TRUST |
| BE4 | ? | PAY | 0 |
| JOB: | | LOC: | DES/BUT: |
| <u>Assistant Boat Handler</u> | Isleworth Ait, Hounslow | | Once a month. Help the fleet of boats used to access the exciting & unusual island. Help out with launching & operating the boats, at the moment 4.5 hrs every second Saturday of the month from approx 08.30 to 13.00. Get to know this amazing river & its wildlife at close quarters. Training in small boat handling, work with small gp of vols & deal with member of the public on open days. Need to be physically fit. Small boat handling licence for inshore waters & knowledge of outboard motors advantage. Contact: Cliff Watson 020 88909815 cliff@watson21.freeserve.co.uk |
| <u>Workday Leaders</u> | Hutchinson's & Chapel Banks, Croydon | | Lead vols on practical conservation workdays on 2 nature reserves. Chalk downlands host a wide range of wildflowers & insect species, incl orchids & butterflies. Take responsibility for the org & management of workdays. Opportunities for wider involvement in managing the reserve. Gain leadership experience. 1 or 2 Sundays per month Sept to March. 6+ months Need experience of practical conservation tasks. Some leadership experience pref but training given. Good planning & communication skills. Contact: Amanda MacLean, Volunteering Officer 020 78034288 amaclean@wildlondon.org.uk |
| <u>Shot Tower Wardens</u> | Crane Park Island, Richmond | | Occasional weekend wardens needed to help keep the building open to the public. Tower recently converted to visitor centre with displays about the biodiversity & history of the site. Give a few hours of your time once or twice a week. Also looking for people interested in species monitoring. Need enthusiasm & reliability. Contact: Alex Robb 07702 669888 wildcrane@btopenworld.com |
| <u>Trainee Warden</u> | Camley Street Natural Park, Camden | | Work alongside the Project Manager delivering a mixture of community & biodiversity objectives, in time become responsible for day to day management of the site, opening & closing, patrolling, maintaining displays & notices etc. As you become more experienced you should be able to assist the education sessions, deliver events & guided walks & lead vol workdays by yourself. Excellent work experience, in house training. 2+ dpw for 2+ mths. Need a willingness to work independently, CRB check is required. Contact: Tom Clarke, Project Manager 020 78332311 camleyst@wildlondon.org.uk |
| <u>Habitat Survey Assistants</u> | 3 London boroughs | | Each year the Trust undertakes habitat surveys of 3 boroughs. Help with surveying to incl: plant & habitat ID, survey methodology, data inputting using Recorder database & quality control. Learn how to use the Recorder database. Need to be physically fit and know some aspects of flora & fauna ID & use of databases/keyboards and asset. Contact: Denis Vickers 020 78034283 dvickers@wildlondon.org.uk |
| <u>Water Vole Survey Helpers</u> | London | | The Project aims to establish current distribution & status of water voles in the Capital, recommend suitable habitat management & provide advice. Contribute to a systematic survey. Will be allocated convenient stretches of river to survey in local area. Training given if necessary. Occasional daytimes to suit. Optimal survey season April to October. Opportunities to get involved with radio-tracking voles in the wild. Need wellies & to be reasonably fit. Contact: Louise Wells, Water Vole Project Officer 020 72610447 lwells@wildlondon.org.uk |
| <u>Butterfly Transect Recorder</u> | Camley Street Natural Park, Camden | | Undertake Camley Street's first butterfly transect. Setting a baseline from which all subsequent data shall be compared. In house training. Ideally one visit a week April to Sept. 3+ visit commitment. Must have basic butterfly ID skills & willing to learn. Contact: Tom Clarke, Project Manager 020 78332311 camleyst@wildlondon.org.uk |
| <u>Education Volunteer</u> | Hackney | | Trust runs an env education service at the West Reservoir Centre involving curriculum based classes, holiday clubs & weekend family activities. Tasks incl: assisting with school gps, making worksheets & games, helping at the toddler club & promotion of the centre & activities. Regular on any weekday. Ideally 4+ weeks but pref longer. Need good all round communication skills, especially with children. Positive attitude towards env education. Art & craft skills a bonus. Chat: Lucy Harrigan, Education Officer 020 88006161 wildlondon@btconnect.com |
| <u>Volunteer Education Assistant</u> | Camley Street Natural Park, Camden | | Help deliver the important education programme, anticipated that the vol will deliver parts of the lessons themselves. Will give excellent work |

experience, learning how an env education programme is delivered. 1+ dpw, min 20 days. May have to be CRB checked.
 Contact: Tom Clarke, Project Manager 020 78332311 camleyst@wildlondon.org.uk

Volunteer Wardens Barking & Dagenham Take part in a scheme to improve safety at Eastbrookend Country Park. Patrol the Park & Chase Nature Reserve. Work in pairs to speak with members of the public, report any incidents & keep a general eye on the site. Equipped with radios, maps & uniforms, training wqill be provided in first aid & use of radios, map reading & procedures. Work on a rota basis, no min time but need people willing to volunteer on a regular basis. Must be reliable, responsible, calm & approachable & able to walk fair distances.
 Contact: Gareth Winn, Project Manager 020 85938096 wildlifetrust@lbbd.gov.uk

Community Gardener Southwark Assist in all areas of work at the Centre for Wildlife Gardening – practical work experience in wildlife garden & wildflower nursery, site wardening, assisting with Happy Flower Project (Adults with special needs), school club s, special events & other outreach work. Broad range of experience to be gained in all areas of community & wildlife gardening. On the job training given. 1+ dpw with 3+ months commitment. Looking for a very enthusiastic & committed person, would suit recent graduate/career changer. Must have some rel experience. Contact: Cath Knight, Project Officer or Tracey Neil, Happy Flower Project Officer 020 72529186 lwtwildgarden@cix.co.uk

Volunteer Walk Leader Camley Street Natural Park, Camden Lead a weekly or fortnightly walk ideally pointing out both local & natural history interests along the way. Receive basic H&S & event procedure in house training. Ideally 1 walk per week on a regular basis. Have to be fairly fit & have a warm & approachable personality. Contact: Tom Clarke, Project Manager 020 78332311 camleyst@wildlondon.org.uk

Visitor Centre Volunteer Camley Street Natural Park, Camden Staff & take responsibility for visitor centre. As a focus for many education, events & volunteering activities, need to ensure it best reflects the work of London WT. Displays need to be updated & the centre kept clean & welcoming, with ideally a person on hand to greet & inform visitors. Would suit a creative person with ideas on how to communicate with people of different backgrounds & ages. Excellent work experience. Min commitment is 1 dpw, max is 5 dpw for at least 2 months. CRB check may be needed. Contact: Tom Clarke, Project Manager 020 78332311 camleyst@wildlondon.org.uk

Membership Volunteer Southwark Help with day to day running of membership dept. Incl: assembling membership packs, photocopying, data entry, filing & other admin. 1 dpw. Must be Computerate, database skills desirable but not essential. Accuracy & attention to detail essential & character reference required. Contact: Roxanne Cullen, Membership Officer 020 78034274 rcullen@wildlondon.org.uk

Biological Records Volunteer Southwark Greenspace Information for Greater London (GIGL) is an open space & biodiversity records centre that collects, manages & makes available detailed info about London's plants, animals, wildlife habitats & open spaces. Currently the centre is identifying & inputting key datasets on London's wildlife, help with this work involving data entry on Recorder 2002, GIGL's metadatabase & MapInfo GIS 1+ dpw for 2 mths. Must be Computerate. Contact: Mandy Rudd 020 78034278 mrudd@wildlondon.org.uk
 ALL: ASK Individual contact or 020 72610447 enquiries@wildlondon.org.uk www.wildlondon.org.uk

REF VOL-DIRECT-13/3 JOB VOLUNTEER WARDEN
 BE4 ? LOC MORDEN HALL PARK, LONDON
 PAY 0 but shared accom available FOR NATIONAL TRUST
 DES All aspects of estate management work – working in open parkland incl maintenance of meadows, regeneration of wetland areas, river & bank maintenance & habitat clearance & creation. Training provided
 BUT Enthusiastic & willing to learn essential. Clean driving licence necessary. ASK 020 85456850
 Maureen.patel@nationaltrust.org.uk

England – South West:

Torbay Coast and Countryside Trust Torbay Coast and Countryside Trust is an innovative independent conservation charity based in South Devon. With the help of hundreds of volunteers we care for 1800 acres of coastline, woodland, farmland, Country Park, National and Local Nature Reserves and have won a number of awards in recognition of our work. We run an extensive programme of volunteer days from surveying wildlife and raking meadows to repairing kilns and laying hedges. Visit www.countryside-trust.org.uk for details.

REF VOL-DIRECT-20/2 JOB COMMUNITY VOLUNTEER OFFICER
 BE4 ? LOC KINGSBRIDGE, SOUTH DEVON
 PAY 0 FOR BTCV
 DES Assist the Community Project Officer in delivering a project that aims to use the cside to promote social inclusion through active involvement. Excellent opportunity to gain a unique range of skills & experiences by using the env to work with a large cross section of communities. Significant training opportunities. Assist with all areas of the project incl leading / co-leading twice-weekly practical conservation activities focussing on a Kingsbridge-based site, recruiting new vols, project publicity & on-going monitoring & evaluation. BUT Enthusiastic & good communication & org skills essential. Practical conservation & leadership experience an advantage. ASK Jemma Sharman, BTCV, 89 Houndiscombe Road, Mutley, Plymouth PL4 6HB 01752 301416 J.Sharman@btcv.org.uk

REF VOL-DIRECT-20/2 JOB MIDWEEK VOLUNTEER OFFICER
 BE4 ? LOC PLYMOUTH
 PAY 0 FOR BTCV DES Enthusiastic & friendly vols to help run Plymouth's BTCV mid-week conservation group which carries out practical conservation tasks such as hedgelaying, woodland management, footpath building, pond clearance etc in the beautiful local area. Duties incl organising & running a practical midweek conservation programme (Weds & / or Thurs). This involves: liaising with landowners to identify project work; undertaking site visits to assess viability of practical work; leading & motivating groups of vols carrying out practical conservation activities; providing assistance & instruction. In exchange vols will receive free training in all necessary skills plus the opportunity to study for NVQ II in Env Conservation & gain valuable

experience. BUT Min commitment 6 months, 2/3 days per week. Pref 21+ with full clean driving licence for 2+ years. ASK Fran Bryant, BTCV, 89 Houndiscombe Road, Mutley, Plymouth PL4 6HB 01752 301416 F.Bryant@btcv.org.uk

REF VOL-DIRECT-13/3 JOB VOLUNTEER SURVEY & PLANNING ASSISTANT
 BE4 ? LOC WELLINGTON, SOMERSET
 PAY 0 FOR SOMERSET ENVIRONMENTAL RECORDS CENTRE (SERC)
 DES Want a career in conservation / ecology? SERC offers a package of ecological training & work experience for graduates committed to a career in conservation. SERC training scheme is widely seen as providing exactly the type of experience employers require & has a +/- 100% success rate in getting trainees into paid careers in conservation. Key skills provided in botanical survey, GIS & planning process. BUT Graduated. ASK www.somerc.com
 SAE to SERC, Tonedale Mill, Wellington TA21 0AW 01823 664450

REF VOL-DIRECT-13/3 JOB VOLUNTEER WARDEN
 BE4 start asap after end April LOC ARNE RESERVE, WAREHAM
 PAY 0 but accom provided. FOR RSPB
 DES Long term placement. Opportunity offers practical experience & training, ideal for someone planning a career in conservation either during or following an academic qual. Many previous such vols have moved onto paid employment within the conservation sector. Gain experience, training provided as appropriate & may incl chainsaws, ATV, Tractors, Brucshcutter. Practical experience would be gained in variety of aspects of reserve management. BUT Willing to commit for 9+ mths. Min age 18 but 21 years with full driving licence pref. ASK CV & letter to Jack Edwards, RSPB Arne, Syldata, Arne, Wareham, Dorset BH20 5BJ

REF VOL-DIRECT-0K-3 JOB VOLUNTEER GROUP MEMBERS
 BE4 N/A LOC HESTERCOMBE, TAUNTON
 PAY 0 FOR HESTERCOMBE GARDENS TRUST
 DES Thursdays only, 10am-4pm. Historic estate & visitor attraction. We manage over 100 acres of the estate, approx half of which is devoted to the faithfully restored historic gardens & landscape. Assist the landscape garden team with restoration projects & general maintenance work in the landscape gardens & on the wider estate. Work will incl dry-stone walling, coppicing, scrub clearance & footpath repairs. BUT No formal quals or skills necessary but the work is often strenuous & physically demanding. Some experience of cside management & estate management work an advantage but not essential. Informal training in estate skills will be provided by the garden team. ASK Graham Burton, Assistant Estates Manager, 01823 413923 grahamburton@hestercombegardens.com

Channel Islands:

Alderney Wildlife Trust Volunteer Opportunities! Alderney Wildlife Trust has the opportunity to take on short term placement opportunities and up to two long term placement students. For further details please contact info@alderneywildlife.org or write to People and Wildlife Officer, Alderney Wildlife Trust, St Anne, Alderney, GY9 3TA - Please include CV.

National – surveys:

LADYBIRD SURVEYS * Volunteers required for ladybird surveys 6 to 8 times a year, April to September. Survey anywhere in UK and choose your own survey site(s). Survey by observation, tree beating and/or sweep netting. A great way to learn about these interesting beetles. Identification materials provided. Email: ladybird-survey@ceh.ac.uk

WildGuides Publishing is a not-for-profit publisher creating field guides and educational books for enthusiasts, researchers and of course for those working in the countryside. Butterflies, dragonflies, shieldbugs, orchids and arable plants are included in the main series, with other titles to follow. Check www.wildguides.co.uk or telephone 01628-529297 for further details.

Can you tell frogspawn from toad spawn?

Do you know the difference between hawthorn blossom and blackthorn? *

If so your help is needed.

Once again the BBC, in association with the Woodland Trust and CEH, are overseeing Springwatch 2006 – the biggest phenology project of its kind on the planet. Last year 157,000 recordings from 70,000 observers were logged but more data is required this year.

You don't have to be a Biological Records Officer or a Hirundinidae (that's swallows to you & me!) expert to take part. Neither do you have to put aside days or weeks, a few minutes is all it takes. There are six key indicators to watch out for; 1. frog spawn; 2. seven-spot ladybird; 3. red-tailed bumble; 4. peacock butterfly ; 5. flowering hawthorn; 6. swift (ID information is available online at bbc.co.uk/springwatch). If you first spot one while walking the dog, on your way to a meeting or out repairing a broken stile then send in your observation by text message, eg spring frogspawn, to 63399, online at bbc.co.uk/springwatch or using one of Springwatch postcards available from your local library. Results will be posted online for you to follow progress.

*just in case you can't – frogspawn comes in lumps and toadspawn in strings, hawthorn flowers when the leaves are open and blackthorn blossoms on bare wood.

National – training:

Flora Locale : Native wild flowers and grasses help restore biodiversity
 Learn to use native species in planting schemes, how to create habitats and restore degraded land at one of Flora locale's 25 one day training events across England, Wales and Scotland. Website: www.floralocale.org Email :info@floralocale.org
 Tel : 01488 680458

Aigas Field Centre - Ranger Training
 Why not come and learn invaluable skills employed in the field - Wildlife Workshops - Early Morning Nature Excursions - Evening Lectures. Excellent facilities, Badger and Pine Marten hide, Capercaillie breeding programme, friendly and experienced staff. June 2nd to 5th 2006 - info@aigas.co.uk

Losehill Hall is one of Britain's leading training providers for countryside and environmental professionals, providing residential courses and tailor made training in subjects including: * Access and rights of way; * Community development; * Environmental education and interpretation; * Habitat management; * Managing people and projects; * Ranger training. For more details, visit www.losehilltraining.org.uk

PLEASE REMEMBER to DOUBLE CHECK the BE4 (closing date) of the vacancies.
 And - Contact ONLY the number or address given – or you may annoy the Personnel Officer who will decide your future...
 Also, please mention CJS when applying.
This Special Edition was published 20/2/06.



Oxford University
 Continuing Education

**Environmental Conservation
 Diploma and Advanced Diploma**

Are you a volunteer or professional conservationist wishing to improve your knowledge or skills? Do you wish to obtain a university qualification? Starts July 2006.
 We have two accredited part-time courses offered on Saturdays to enable students to travel to Oxford.

Diploma in Environmental Conservation a two-year, part-time course dealing with British nature conservation (ecology and management of habitats, environmental economics, conservation and agriculture).

Advanced Diploma in Environmental Conservation a two-year, part-time course dealing with global environmental issues (climate change, sustainability, planning, biodiversity and extinction, energy).

Applications by 17 May (Diploma) and 15 June (Advanced Diploma). Further details can be obtained from ppcert@conted.ox.ac.uk or 01865 270369 or see website www.conted.ox.ac.uk/ad/pp2

KEY	NB:		
REF	CJS reference no.	JOB	Title
BE4	'Before' deadline for applications. IV = Interview date.		LOC Location
PAY	£ range - usually per annum (but check starting point)		FOR Employer
DES	Description of Job BUT But they want ...	ASK	Ask for Details /Application Form from ...
BUT:	Please check the BUT section to ensure that you have <u>all</u> of the required qualifications / experience <u>before</u> you apply.		
ASK:	Contact <u>ONLY</u> the number or address given – or you may annoy the Personnel Officer who will decide your future...		
Asst = assist/ant	c = circa	computerate = computer literate	cside = countryside
Direct = sent direct to CJS		env = environment	equiv = equivalent
esp = especially	rel = relevant	org = organisation	incl = include
info = information	IV = interview	pref = preferably	arb = arboriculture
SAE = stamped self-addressed envelope		hort = horticulture	cert = certificate
temp = temporary	vol = volunteer	wb = week beginning	2+years' = 2 or more years
? = no info/unclear	[yes] = yes that is what it says		p/t = part-time



The Countryside Management Association

“The voice of Countryside Professionals for over 40 years”

Formed in 1966, the **Countryside Management Association (CMA)** has grown into the leading membership organisation for individuals involved in the sustainable management of the countryside and urban greenspace in England and Wales. One of the aims of CMA is to:

“be an effective and professional membership organisation offering its members a structure for their Continuing Professional Development”

One of the ways of doing this is by providing information, training and authoritative comment on countryside and urban greenspace issues. CMA members throughout the regions host training or study days. Training days are orientated to specific topics/disciplines that offer a learning opportunity whilst study days focus on specific sites or projects that share management experience; best practice & networking opportunities. These days are run by existing CMA members and provide an excellent opportunity of refining or adding new skills to an individual’s cv free of charge.

Students; Volunteers and those just embarking on their careers can join CMA as an Affiliate Member. A special “CJS” discounted rate of just £17.50 for unwaged affiliates and £25 if waged, will enable you to take advantage of 12 months of CMA training and study days together with the added benefit of networking with professional countryside practitioners from around your region.

Additional CMA membership benefits include RANGER magazine which is published quarterly and includes articles, news, reviews and regular features. **Professional Development** of members is encouraged through an ongoing and systematic Continuing Professional Development structure whilst the CMA annual residential training seminar on current topical subjects offers an opportunity to meet colleagues from a range of professional disciplines for networking and socialising.

Since its formation over 40 years ago, the association has seen many changes in our profession. It has continued to adapt to meet the challenges arising from these changes, and with a membership of over 600 is proud to be recognised throughout the industry as the voice of the Countryside Professional.

www.countrysidemanagement.org.uk

CMA APPLICATION FORM

APPLY NOW at the SPECIAL “CJS” promotional DISCOUNT

CJS Promotional Annual Membership - to run from joining date until 31 March 2007

Affiliate Member (special rate £17.50 - students; unwaged volunteers etc)	Affiliate Member (special rate £25 - waged/working)
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Title..... SURNAME.....Forenames

Address for correspondence

.....Post Code.....

Phone number.....(home).....(work).....(mobile)

E mail(will be used for electronic communication; e newsletter etc)

We will keep the above details on our database and the information will only be used for CMA purposes. Please return application form to CMA Admin; Writtle College; CHELMSFORD CM1 3RR