



Gloucestershire
Wildlife Trust

Wild Trainee Evidence Team Gloucestershire

Role title

Ecological Evidence Wild Trainee (voluntary)

Role location

Based at Robinswood Hill (RWH), Gloucester GL4 6SX. Trainees survey nature reserves across Gloucestershire during spring and summer.

Role purpose

This role is intended to provide experience and skills necessary to pursue a career in UK wildlife conservation and habitat management. All former Evidence trainees have gained paid jobs in the sector following the end of the traineeship.

Trainees in the Ecological Evidence and Connected Landscapes team focus on:

- Nature Reserve Condition Monitoring (NRCM): vegetation and ecological monitoring and analysis across GWT reserves.
- [HabiMap](#): citizen science programme undertaking habitat surveys that underpin Gloucestershire Nature Recovery Network data.
- [GCER](#): collating, analysing and reporting on nature and environmental data for GWT and local government using database and GIS mapping.

Trainees will also gain a broad and flexible range of experience with other departments within the Trust, plus access to relevant sector specific internal and external training, events, conferences and projects.

Role description



Ecological Evidence Wild Trainee

Time: Minimum 21 hours a week for 12 months.

Commitment: Preferred days: Mondays, Tuesdays, Wednesdays 9.00 - 17.00 and occasional early mornings, evenings and weekends by arrangement, especially during survey season.

15 days (5 weeks) allowance to cover pre-arranged holiday absence.

Reporting to: Trainee will be mentored by Citizen Science and Evidence Officer

Essential: Own transport to travel to survey sites across Gloucestershire.

Reasonable expenses for mileage, lunches and kit etc offered.

Role description





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Introduction to the role

Ecological Evidence Trainees will be based in our Evidence and Connected Landscapes Team.

As the Nature sector moves to an evidence-based approach it is the Evidence team that collect, analyse and report on the wildlife, environmental and ecological data used for GWT and some local government decision making.

Much of the data is collected and analysed by expert Citizen Science volunteers who form an integral part of the team.

Role benefits / Training Opportunities

This role would suit people looking to progress towards a career in the UK wildlife sector.



Introduction to the role

The successful trainee will:

- Agree a structured individual development plan with their mentor and develop technical and soft skills while gradually taking on responsibility as they gain experience.
- Undertake a substantial amount of relevant training, including UKHAB and externally certified Outdoor First Aid.
- Learn habitat survey and monitoring methodologies and gain hands-on experience of species ID, drone LIDAR and other survey methods, data analysis, ArcGIS, UKHAB, Recorder6.
- Undertake technical internal training including ecological integrity monitoring, QGIS / ArcGIS, reporting, site safety and risk assessments, UK Common Standards/Countryside Stewardship/SSSI monitoring standards.
- Develop softer skills such as leadership, volunteer management, networking, project management, landholder and stakeholder engagement.
- Work alongside other GWT teams to gain a broad range of experience, including land management, farm advice, communications, ecological consultancy, project development, fundraising and protected species surveys.
- The opportunity to organise bespoke 'experience' days with other departments to form a broader understanding of cross-conservation-organisation activities.
- Benefit from additional financial support for kit, training, conferences etc.
- Have access to the Wildlife Trusts network and the wider UK Wildlife sector, including training and events.
- Have specialist job application and interview support sessions.

Outline of main activities

- Supporting staff to plan and undertake the nature reserve monitoring programme on different habitats and analyse the data to guide reserve management decisions.
- Assist the Habimap programme in surveying, preparing maps and quality control.
- Providing excellent volunteer support that enables volunteers to carry out survey work safely and on time and running volunteer training sessions.
- Liaison with other GWT teams, especially with the Land Management team.
- Experiencing other departments within the Trust to gain a wider knowledge and understanding of conservation charity operations, including training and taster days with the other Wild Trainees.

There will also be opportunities for trainees to:

- Learn habitat mapping (UKHAB) with experience on nature reserves and farms.
- Train with GCER staff and volunteers to explore the power of data in decision making.
- Gain experience of communications with volunteers, social media posts and responses.
- Join events, guided walks and wildlife surveys, some of which may be outside of core working hours.



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Introducing Gloucestershire Wildlife Trust

We are Gloucestershire Wildlife Trust – the largest membership organisation in the county dedicated to local wildlife. We own and manage more than 60 nature reserves across the county, all of which offer free access for visitors. 28,000 members in Gloucestershire support our work, with hundreds regularly volunteering time and commitment.

Our mission is a simple one – to value nature. Our ambition is to restore, recreate and reconnect Gloucestershire's wild places. We want everyone in Gloucestershire to value, enjoy and share the natural world.

Our priorities are outlined in our Strategic Plan: Wild Places, Natural Solutions –

<http://www.gloucestershiREWildlifeTrust.co.uk/about-us/who-we-are/strategic-plan>

Our vision is ambitious, but we believe we can deliver it by:

- Creating bigger, better, more connected wild places where people and wildlife can thrive
- Inspiring more people and communities to take action for wildlife
- Leading on 'natural solutions'; championing the value of what wildlife can do for us
- Growing our resources, influence and reach to shape a strong, resilient organisation

Gloucestershire Wildlife Trust manages over 2,500 acres of land, from wetlands in the Severn Vale and heathland in the Forest of Dean, to limestone grasslands in the Cotswolds and a large ancient woodland at Lower Woods in South Gloucestershire. In addition to our community programmes, we have a vibrant programme of work outside our reserves, supporting farmers and landowners to deliver bigger, better and more connected landscapes where wildlife can thrive.

Gloucestershire Wildlife Trust expects its staff, paid and unpaid, to carry out their duties in a way which consistently exceeds the regulations and expectations of society at large in matters ethical and environmental. The Trust will ensure that its staff receives appropriate training and development opportunities based on a documented personal annual appraisal.

Gloucestershire Wildlife Trust Values

Our values reflect each of us being:

A CARING COLLEAGUE – supportive and honest

Behaviours: We are considerate, honest and fair. We make time for each other and actively listen to others concerns or barriers before responding and finding solutions together.

ROOTED IN OUR COMMUNITIES – making nature inclusive

Behaviours: We respect each other's views and recognise and value our different backgrounds and lived experiences.

CHAMPIONS FOR WILDLIFE – passionate and pioneering for nature's recovery

Behaviours: We have an urgency for action. We are open to new ideas, encouraged to take risks together, finding creative solutions and learning from our mistakes.

ARC symbolises the values we stand for, we have a shared culture with smooth connections between all parts of our organisation.



Person Specification

Essential criteria

- Aged over 18
- Highly motivated by an interest in UK wildlife conservation and desire to work in the sector.
- Own transport/driving license and ability to reliably get to remote reserves without public transport.
- Can demonstrate experience or qualifications equivalent to UK A level, in wildlife, conservation management, ecology or related discipline.
- Physically fit enough to survey outdoors all day on rough terrain.
- Health and Safety awareness and ability to follow risk management procedures.
- Willingness to supervise and lead volunteers, after training
- Willingness to learn a collaborative style & confidence to communicate with a wide variety of people on a professional level.
- Competent on Microsoft Office, especially Excel.
- Highly organised and productive, with strong work planning skills and ability to use own initiative.
- A basic understanding of maps and mapping.
- Excellent written presentation skills.
- Strong attention to detail.

Desirable criteria

- Have had experience volunteering for a conservation organisation or enterprise
- Entry level or above botanical ID skills or openness to developing them
- Understanding of the need for GDPR compliance (General Data Protection Regulation)
- Basic experience of data science / coding (Python or R)
- Experience of volunteering / Citizen Science
- Experience of organising or helping at small events
- Knowledge of habitats and habitat management methods





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Equality, Diversity and Inclusion

Gloucestershire Wildlife Trust is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination, harassment and victimisation. The Trust's policy is to provide equality, fairness and respect for all staff, whether temporary, part-time or full-time; ensure no unlawful discrimination against the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation; and to oppose and avoid all forms of unlawful discrimination. A full copy of the policy is available on request.





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How to apply

If you are interested in joining our team, please complete our application form which is on our website, instructions on how to complete the form is also available and on our website for guidance.

Please note that we do not accept CV's and application forms should be returned to hr@gloucestershirowildlifetrust.co.uk by 9am Monday 13th January 2025.

Interviews will be held on Monday 20th January at Robinswood Hill, Gloucester for a start date early February 2025.

Thank you for your interest in this position and we look forward to receiving your application.

