



Durham
Wildlife Trust
From Tees to Tyne

Conservation Trainee Volunteer (2023-2024)

Information Pack

Contact Details:

Ruby Merriman
Conservation Volunteer Coordinator
0191 584 3112
rmerriman@durhamwt.co.uk



About Durham Wildlife Trust

Our Vision

Nature restored from Tees to Tyne

Our Mission

To restore wildlife from the Tees to the Tyne with the backing of our members, supporters, partners and wider society; providing opportunities for participation, education and enhanced wellbeing.

Our Aims

- ❖ To engage our members, supporters, partners and wider society in the restoration effort.
- ❖ To manage our nature reserves primarily for the benefit of wildlife and to the highest possible standards.
- ❖ To educate people and organisations about the importance and value of wildlife, encouraging them to take action to restore species and habitats and to support the work of DWT by becoming members and supporters.
- ❖ To deliver species and habitat restoration projects across land and sea that seek to maximize their effectiveness by operating at the largest possible scale, achieving 30% of land for wildlife by 2030.
- ❖ To operate high quality visitor facilities that provide opportunities to engage people in wildlife restoration and encourage their active support and participation.
- ❖ To act as an advocate for wildlife to influence local and national government and wider society.
- ❖ To operate in a financially, socially and environmentally sustainable way.
- ❖ To provide a high quality working environment for a workforce that is representative of our region.

Durham is one of 46 local Wildlife Trusts across the whole of the UK, the Isle of Man and Alderney, all working together for an environment rich in wildlife for everyone. Across this federation of independent local charities there are 850,000 members, making the Wildlife Trusts the largest UK voluntary organisation dedicated to conserving the full range of habitats and species, whether they be in the countryside, in cities, or at sea.

Durham Wildlife Trust is a registered charity and company, with a Board of Trustees drawn from our membership. We are part of the local community, working to protect and enhance the natural environment of County Durham, Darlington, Gateshead, South Tyneside and Sunderland.

For over 50 years, we have protected and restored nature, making a real difference for people and wildlife. Today we directly manage 50 nature reserves, deliver projects that provide solutions to the ecological and climate emergencies and offer opportunities for participation and learning to thousands of people every year.

To find out more...

www.durhamwt.co.uk
www.wildlifetrusts.org



Conservation Trainee Volunteer

The Wildlife Trust vision is of a thriving natural world, with our wildlife and natural habitats playing a valued role in addressing the climate and ecological emergencies, and everyone inspired to get involved in nature's recovery.

The Conservation Trainee Volunteer role is a 12-month training placement, providing an exciting opportunity to gain the skills and knowledge needed for a career in conservation. Working with Durham Wildlife Trust and our partners, trainees are able to put their learning into practice while working to restore natural habitats and protect wildlife.

The role involves working within the Conservation team, typically with a Reserves Officer and our volunteers, to support operational delivery and practical management for nature across our reserves. There is direct supervision and support provided throughout the scheme, which Durham Wildlife Trust has been successfully running for over 10 years.

Initial training focuses on providing the practical skills and industry recognised education and certification needed so machinery and tasks can be operated safely. Trainees will also develop their natural history knowledge and species identification skills while learning about the frameworks used in nature conservation and planning.

As Conservation Trainee Volunteers progress through the traineeship, they will be expected to take more of a lead role in planning tasks, assessing risks, and supervising practical delivery on reserves with volunteers. There will also be opportunities to work across the wider Trust and gain the experience relevant to communicating the importance of nature conservation to the public via education and engagement events.

Throughout the placement Durham Wildlife Trust will provide support with job applications, CV writing, and interview techniques to prepare trainees for the next stage in their career.

The traineeship is a highly rewarding and varied role and the successful candidate will gain a strong foundation for a future career in conservation.

Two trainee positions are available – one will be based at Rainton Meadows Nature Reserve, and the other at Low Barns Nature Reserve.



Job Specification

1. IDENTIFICATION OF POST

Post Title:	Conservation Trainee Volunteer
Function:	This is a volunteer training role. The role supports Reserve Officers in their work, particularly the management of the Trust's nature reserves and planning and leading volunteer tasks.
Responsible To:	Conservation Volunteer Coordinator
Responsible For:	Volunteers

2. PURPOSE OF POST

- To complete in-house and external training courses relevant to the role and duties on reserve, including but not limited to: First Aid, Chainsaw, Brushcutter, Pesticides, Off-road driving, Towing Trailers, All Terrain Vehicle driving, and Ecological and Habitat Surveying.
- To deliver practical habitat conservation across the Trust's nature reserves and other sites where the Trust has management responsibility.
- To plan and risk assess habitat management work and ensure that health and safety policies and working practices are in place and adhered to.
- To provide leadership and mentoring to Durham Wildlife Trust volunteers.
- To recruit, interview, and induct new volunteers and help make them feel welcome when they join Durham Wildlife Trust, so they are able to support nature conservation delivery.
- To maintain tools, machinery, vehicles and equipment in good working order.
- To undertake data entry and record keeping of Durham Wildlife Trust and volunteer activities.
- To write communications, blogs, and newsletter articles for our supporters.
- To support colleagues across the Trust and gain knowledge and experience in community engagement and education events, fundraising and membership development.
- To support, with full instruction given, the delivery of ecological surveys and monitoring.
- To carry out all other reasonable tasks as required.



3. PARTICULARS OF POST

Training Bursary:

£12,000 per annum. Paid monthly.

Time Commitment:

For eligibility to receive the training bursary, Durham Wildlife Trust is seeking a minimum commitment of four days per week, including one weekend day per month.

Conservation Trainee Volunteers are entitled to 138 hours leave per annum, plus any public and statutory holidays that are due.

Normal working hours are 08:30am to 4:30pm, with 30 a minute meal break

Duration of Placement:

Fixed term for 12 months

Place of work:

Rainton Meadows, Houghton le Spring, DH4 6PU

Or

Low Barns, Witton-le-Wear, DL14 0AG

Disclosure & Barring Service check required:

Yes, due to working with young and potentially vulnerable adults, an enhanced check will be required prior to commencing work with Durham Wildlife Trust.



Person Specification

Criteria	Essential	Desirable
Education and Training	<p>A full UK driving licence.</p> <p>Good numeracy and literacy skills to complete the training courses.</p>	<p>Have an educational background in a subject related to nature conservation, such as ecology or countryside management. This is likely to be to degree level or equivalent.</p>
Experience	<p>Spending time outdoors in nature.</p>	<p>Previous experience in the nature conservation sector.</p>
Knowledge	<p>Have a demonstrable passion and enthusiasm for nature.</p>	<p>Knowledge of nature conservation theory and techniques and the wildlife of the DWT area.</p> <p>The ability to identify some common wildlife species.</p>
Skills and Abilities	<p>Physically fit and able to deliver manual activities outdoors across all terrains. Happy to work outdoors in all weathers.</p> <p>Commitment and interest in personal development and learning new skills.</p> <p>Enthusiastic, friendly, and able to quickly form positive working relationships with colleagues and volunteers.</p> <p>Good organisation skills and the ability to coordinate others.</p> <p>Good attention to detail.</p> <p>Basic IT skills and the ability to use Microsoft Office.</p> <p>Ability to create a safe and supportive working environment for colleagues and volunteers, demonstrating empathy and encouraging excellence.</p>	<p>A mechanical aptitude is helpful, but full training on machinery will be provided.</p> <p>Land management skills gained through habitat management work/ volunteering or landscaping/ gardening.</p> <p>Practical DIY skills including the use of hand and power tools.</p>



Other	Appointment is dependent upon an enhanced DBS check. To champion diversity in all its forms. Occasional evening, weekend, school holiday and bank holiday work will be required.	
--------------	--	--

