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| **Role title** |
| **Landscape Recovery Trainee** |
| **Based at** |
| * Elm Tree Court, Devizes with some home working available
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| **Mentors** |
| * Landscape Recovery Project Manager – Line Manager
* Farm and Estates Coordinator – Mentor
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| **Background**  |
| The Trainee will join the dynamic and experienced Water Team, supporting the planning and delivery of the Wylye Chalk Stream Project, successful in Round 2 of Defra’s Landscape Recovery scheme.The Wylye Chalk Stream Project will be the first landscape-scale collaboration of its kind focused on enhancing a large stretch of chalk stream for the benefit of wildlife in Wiltshire. The project will be led by Wiltshire Wildlife Trust and delivered in partnership with the Wylye Valley Farmers group and the Wessex Rivers Trust. This partnership will re-establish the vitality, diversity, and ecological abundance of the Wylye Valley by restoring the river’s natural relationship with its floodplain along over 20km of now under-utilised farmland. |
| **Type of work the role will be involved with** |
| The post-holder will contribute to several aspects of the Landscape Recovery project. This is likely to involve supporting the Water Team with tasks such as:* Conducting habitat and species surveys (training will be provided)
* Project planning (e.g. attending project meetings, writing up meeting minutes, updating project documents)
* Supporting the production of project documents (e.g. conducting desk-based research, creating/editing maps in GIS, design drawings)
* Communicating with project partners and stakeholders (e.g. circulating information, events planning and coordination) including eNGOs, farmers, angling clubs, corporates and statutory bodies

There may also be some opportunities to support Water Team colleagues on other Water Team projects as required. This is likely to involve tasks such as:* Delivery of practical river restoration works (e.g. in-channel works, tree planting)
* Management of invasive and non-native species (e.g. removal of Himalayan Balsam)
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| **Skills and qualifications you can expect to gain in this role** |
| **Species survey and identification skills**Wetland and Natural Flood Management Design* Gain understanding of natural wetlands and nature-based solutions including natural flood management.
* Understand how to assess for possible river restoration and wetland creation sites, both at catchment and field scale (e.g. soil analysis, potential project consents, landscape scale assessment)
* Gain experience of collecting and reporting water quality data including chemical (N&P) and biodiversity status

Biodiversity Net Gain* Gain understanding of baseline habitat surveys using UK Habitat Classification standards
* Support input of data into Defra’s Biodiversity Metric 4.0 (or latest version)
* Gain skills in Biodiversity Net Gain report writing following latest Natural England and CIEEM guidelines

Ecological surveying* Gain experience of a range of species surveys, with a focus on riparian and freshwater species
* Gain report and method statement writing skills following site surveys
* Produce survey schedules
* Understand and partake in submitting biological records using a local environmental records centre

**Training courses*** In-house and accredited training – options include:
	+ GIS
	+ Tree identification
	+ Dragonfly identification
	+ Wildflower identification
	+ Community engagement and inclusion
* 4x4 training
* Water safety training
* Emergency First Aid at Work
* Health and safety training
* Safeguarding awareness
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| **Person specification** | **Essential or desirable** |
| **Attributes** |
| Enthusiasm for nature and wildlife, particularly freshwater habitats and species, and a willingness to learn | Essential |
| A positive, can-do attitude and ability to work well with others in a team  | Essential |
| A reliable person with excellent organisation skills and the ability to plan and prioritise their workload | Essential |
| A highly motivated person with the ability to work independently and use own initiative to solve problems | Essential |
| Ability to consider multiple points of view and to work constructively with others with different experiences and priorities | Essential |
| Excellent written and verbal communication skills, with good attention to detail | Essential |
| **Experience** |
| Some experience creating and preparing documents in Microsoft Office (i.e. Word, Outlook, Excel, Powerpoint) | Essential |
| Some experience of hands-on, practical habitat work e.g. volunteering on nature reserves  | Desirable |
| Some experience conducting species and/or habitat surveys | Desirable |
| Some experience speaking in front of groups (e.g. delivering presentations or leading guided walks) | Desirable  |
| **Knowledge** |
| Some knowledge of UK habitats and species, ideally including those associated with rivers and freshwater habitats  | Desirable |
| Some knowledge of threats facing rivers in the UK such as pollution and non-native invasive species | Desirable |
| Basic understanding of survey principles i.e. how to collect and store data | Desirable |
| **Qualifications** |
| Educated to degree level (or equivalent) in a relevant environmental or engineering subject **and/or** the ability to demonstrate significant relevant experience  | Desirable |
| **Other** |
| Full, clean driving licence (we regret we are unable to shortlist candidates who do not hold a full licence at the time of application) and access to a vehicle | Essential |
| **Disclosure and barring checks**  |
| * A DBS check may be required for participation in certain activities
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| **Bursary** |
| * £1,000 per calendar month for twelve months + training allowance
* Full-time position (37.5 hours per week, Monday to Friday)
* A holiday allowance of 16 days + Bank Holidays is included
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| **Future progression** |
| * This role would provide the ideal background for progression into the conservation sector, working as a Project Officer (or equivalent) on projects that involve:
	+ River restoration or natural flood management
	+ Ecological monitoring
	+ Stakeholder engagement
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