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| Role Title: |
| **Conservation Traineeship – Nature Recovery** |
| Based at: |
| Wiltshire Wildlife Trust – Elm Tree Court, Devizes, with travel to various sites within Wiltshire but with focus on Great Chalfield and other landholdings across Wiltshire  |
| Mentors: |
| Supervisor: Farm and Estate Administrator Mentors: Nature Recovery Ecologist, Water Team Project Officer and WSBRC Team  |
| Type of work the role will be involved with: |
| This Traineeship offers a unique opportunity to develop skills and experience across our Water, Ecology, and Farmland Bird teams, gaining an insight into how these disciplines work together to deliver landscape‑scale nature recovery. You will learn through a mixture of hands‑on practical work, shadowing experienced staff, and independent tasks, with time spent both outdoors on nature reserves and farms, and in an office setting.Key areas of experience and learning include: Water and Wetland Management* Practical experience with wetland creation and management, such as scrapes, ditches and river margins
* Understanding hydrology in farmed landscapes and how water management benefits wildlife
* Exposure to natural flood management and water quality improvement projects

Farmland Birds and Nature in the Farmed Environment* Experience on active farm sites, including Great Chalfield – a flagship case study for nature‑friendly farming
* Supporting Project Peewit and lapwing/curlew recovery across Wiltshire
* Developing an understanding of Biodiversity Net Gain and Environmental Land Management Schemes (e.g. SFI, CS)
* Surveying and monitoring farmland bird populations

Practical land management skills:* Scrub clearance, tree felling, coppicing and hedge-laying
* Reserve infrastructure work and site maintenance, including fencing
* Livestock and grassland management
* Health and safety, e.g. risk assessments

Ecology and wildlife conservation skills:* Species identification
* Species and habitat survey and monitoring techniques
* Working with management plans
* Understanding legal requirements and required consents and permissions for land management activities

Other skills:* Working with and leading volunteers
* Community engagement, including guided walks and events

No formal educational qualifications or previous training are required but applicants will be expected to demonstrate enthusiasm for the role, show a desire and dedication to learn new skills and gain experience and demonstrate an ability to work as part of a team. Learning will be through a hands-on approach, with a mixture of formal training, shadowing staff and independent tasks. Much of the experience will take place outdoors on our nature reserves, with some office work.  |
| Experience, Skills and qualifications you can expect to gain in this role: |
| * Emergency First Aid at work + F (required for chainsaw work)
* NPTC 201 and 202 Chainsaw Cross Cutting and Maintenance and NPTC 203 Felling up to 380
* NPTC Brushcutter
* Use of other hand tools and appropriate power tools, e.g. mowers, drills
* 4x4 driving
* Quad bike familiarisation
* In-house training such as:
	+ Volunteer management and leading groups
	+ Practical techniques such as fencing, hedgelaying, coppicing, hand scything
	+ Species identification
	+ Survey and monitoring techniques, including the use of static audio detectors for bats and birds
* Knowledge of basic ecological principles, habitat management techniques and relevant legislation, consents and permissions
* Knowledge of other organisations, partners and stakeholders that we work with in this sector
* Health and Safety
* Safeguarding Awareness
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| Disclosure and barring checks |
| * A DBS check may be required for participation in certain activities
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| Bursary: |
| * £1,250 per calendar month for twelve months duration
* All necessary training will be funded by the Trust
* Traineeships are offered as full-time positions – 37.5 hours per week / Monday – Sunday
* You will be entitled to all statutory holidays and the Trust Christmas break (3 day closure). You will have a further 16 days of holiday available to you per 12 months, to be taken by formal request and agreed beforehand with your mentor.
* Mileage expenses will be paid at 30p per mile for travel beyond normal daily commuting distance
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| Future progression  |
| * This role would provide the ideal background for progression into the conservation sector
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| Essential requirements |
| * Full driving licence and access to own vehicle. Our sites are spread across Wiltshire and the majority are in rural areas. Trainees will not always be able to travel with staff or use a Trust vehicle, so use of own vehicle to travel to sites will sometimes be required. We regret we are unable to short-list candidates who do not hold a full licence or have access to their own vehicle at the time of application.
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