



Countryside Jobs Service

Focus on Volunteering

23 September 2013

In affiliation with the Association of Countryside Volunteers

President: Trevor Hardy (Northumberland NP)
Vice Presidents: Brian Oram (Natural England)
vacancy
Chairman: Brian Oram
Vice-Chairman: Roger Higgs (ex Cotswolds AONB) & Publications
Treasurer: Neville Anderson (Durham VCRS) & Membership Enquiries



“The Association for everyone who works as a Countryside Volunteer in the UK”

The Association of Countryside Volunteers (ACV) as we are now called is a national organisation, covering the whole of the UK, founded at Grasmere in 1967 as the Association of National Park and Countryside Voluntary Wardens (ANPCVW). ACV now has members in many National Parks, the AONBs, and many Countryside and Country Park Services, as well as companion organisations such as the RSPB and the Woodland Trust. The recent change of name came about to reflect the changing role of volunteers within the countryside, and we have been raising the profile of the Association hopefully to increase membership and to give the Association greater influence in countryside matters.



The aim of the Association is to promote effective and enjoyable work by volunteers throughout the countryside. The Association also aims to complement the work of the countryside volunteer's own "service" by bringing together those of similar interests, enabling information and experience to be shared, and by co-operating with the Authorities in promoting high standards within countryside services.

Our current President, Trevor Harding and his wife Dorothy. Both long time members of the Association, each with more than fifty years of volunteering in the countryside, principally with Northumberland National Park. Both have recently been awarded MBE's for lifetime services to conservation. (Roger Higgs)

Full membership is open to any individual who is already a member of a Countryside Volunteer Service. Both volunteers and part-time paid staff are eligible to join. Associate membership is available to any other individual who wishes to support the Association. The minimum age for full membership is 18 years, and for associate membership is 16 years. The membership fee is £10.00 per year, concessionary (student, unwaged, OAP) £6.00.

Throughout our history the Association has been keen to provide additional information for individual members to enhance their enjoyment of volunteering by extending their knowledge and understanding. The Association aims to complement the work of the countryside volunteer's own Service by bringing together those of similar interests, by enabling information and experience to be exchanged, and by co-operating with the Authorities and full-time staff in fostering adequate standards within the Service. The Association was previously consulted by training organisations when national training standards were defined and the ACV complemented this role by organising study weekends for countryside volunteers, although funding issues have put a stop to this function. We now see ourselves as a widely spread, albeit reasonably small, organisation able to comment knowledgeably on matters concerning our precious environment and matters of importance to those who volunteer in the countryside and in "natural" environments found within more urban areas.

ACV has links with organisations representing full-time staff, and is in contact with Natural England and other bodies regarding matters of interest to volunteers in the countryside. The Association was regularly consulted by the National Training Organisation LANTRA, whose responsibilities included training standards for work in the countryside and the environment. By this means, ACV helped in the development of National Vocational Qualifications (NVQ), such as the NVQ in Environmental Conservation. The Association

influences policy in other ways, for instance as a constituent member of the Pennine Way Association and by supporting the work of the Council for National Parks.



Picture on the front cover of our last Magazine, which carries the caption: “ One of our members enjoying a stunning picnic spot on a trip to the Swiss Alps and there’s even a “convenience seat” nearby!! (in this case a toilet!)” (Ted Hodgkins)

A Magazine and a Newsletter are each published twice a year, containing news, information and views from around the country, with articles of interest from Britain and overseas. Members also have the benefit of discounts from various outlets around the United Kingdom.

An Annual Gathering is held on the first weekend in October (this year just outside Scarborough, North Yorkshire) when, in addition to speakers, the AGM and association Dinner, there is an opportunity to explore and find out about a different area.

The Committee of the Association meets on at least three occasions each year when the Representatives, currently from organisations represented within our Association, discuss the policies and actions of the Association and keep up-to-date on matters of local and national concern. At these meetings there are often opportunities to explore other member’s “home patch” and find out about other’s successes and issues. So on the weekends of these meetings there is a social element and from time to time,

members within an area have arranged social walk meets for others from across the country.

To the future:

Although we are only currently a small organisation, we do have a membership that covers the whole of the United Kingdom (with members from the smallest nature reserves, be it a Victorian cemetery, to the largest of National Parks) and as such are well placed to represent a wide range of views, geographically at the very least, and it is this aspect that as the Association grows, we need to channel effectively. Perhaps this can be done through extending the website to allow members to share ideas, views and to make comments on current countryside issues more effectively. The importance of this is never more important than at this time of financial uncertainty and growing austerity.

It’s also a case of strength in numbers to promote and protect what we all hold so dear and valuable for future generations, globally as well as locally. I often find that others can put it better and more succinctly so:

“The Earth is a book and those who don’t travel read only the first page” St Augustine

“The greatest things ever done on Earth have been done little by little” William Jennings Bryan



The Phil Burkinshaw Award presented annually at the Annual Gathering in memory of Phil a hardworking stalwart of the Association. The Award, carved by Ted Hodgkins an Association member, reflects Phil’s passion for the outdoors (indeed he died far too young whilst leading a guided walk) and bats, of which he was a well respected expert. (Ted Hodgkins)

Right Now! We are looking for new members from amongst the many thousands of Countryside Volunteers across the UK.
 Further information from: Neville Anderson, Membership Enquiries and Hon. Treasurer, 2 Meadow Drive, Summerfields, Chester-le-Street, County Durham, DH2 2XA. email: nev_anderson@tiscali.co.uk
 Roger Higgs, Vice Chairman and Publications email: rogerhiggs@hotmail.co.uk
 Or visit our website: www.countrysidevolunteers.org.uk (downloadable membership forms are available on the website)

“to promote effective and enjoyable work by volunteers throughout the countryside”

Article by Roger Higgs, Vice Chairman and Publications

The Value of Volunteering

Natural England has just over 3000 registered volunteers, without whom we would quickly notice that much of our work simply would not get done. Together they give us over 33,500 days a year in rain or shine, often staying involved for many years and becoming irreplaceable assets for the staff they work with. Our volunteers are an incredibly valuable resource - the value of the time so generously given by all our volunteers was over £3.9 million in 2012/13 (VIVA¹). Our largest group of volunteers, those based on National Nature Reserves, gave us 205,712 hours of their time at a value of over £2.9 million. The average value per volunteer is just over £1500 a year and for every £1 we invested on supporting the volunteer programme, we get around £8 worth of time back.



The figures speak for themselves in terms of value for money, but the impact made by volunteer involvement is much wider than the cost versus the benefit. Our volunteers make a difference – for themselves, for their communities and for the environment. They are a precious resource for our organisation and an inspiration to us and the communities they have contact with.

Case study – Volunteers at Fenn’s, Whixall & Bettisfield Mosses NNR

The NNR:

Fenn’s, Whixall and Bettisfield Mosses NNR is a lowland raised bog which straddles the English/Welsh border, 4 miles from Whitchurch, Shropshire & 10 miles from Wrexham. At 690ha, the NNR is part of the 3rd largest lowland raised peat bog left in Britain. It is managed in a partnership between Natural England and Natural Resources Wales.

Historically the peat bog has suffered extensive damage by peat extraction, drainage, afforestation and agricultural improvement. Restoration of the NNR by raising water levels and removing forests and trees is resulting in re-pickling of the record of the past stored in the peat, keeps the peat carbon in the bog counteracting climate change and allows the rare bog wildlife to thrive.



Cotton sedge on Fenn’s NNR (JL Daniels)

Volunteers:

Since the site was designated an NNR volunteers have played an ever-increasing role in helping with its management. Volunteers at the NNR have the opportunity to become involved with most aspects of its management. They can assist with office work, research projects, surveying and monitoring, wardening, public events, educational activities and practical works. The latter includes habitat management, access works and maintenance tasks. A practical volunteer group meets twice a month and there are volunteering opportunities most days of the week. A range of volunteers work at the site including recent graduates, people looking to work in the conservation sector, retired people, Duke of Edinburgh award students, work experience students from local Schools and Colleges and longer-term work placement students from Colleges and Universities (often up to 12 months in duration). Volunteers have come from local businesses on corporate team building days, from internal NE and NRW team visits, from local



Volunteers surveying (P Bowyer)

Scout and Girl Guide groups and from an organisation catering for people with learning disabilities.

What do volunteers get out of it?

Our NNR volunteers learn new skills, gain experience, increase their knowledge and make those all important contacts within the environmental field by working alongside other volunteers, NNR staff, contractors, staff from other conservation organisations and academic institutions. This has often led to

employment in the conservation sector. Some of the restoration techniques and academic research carried out on site is ground-breaking and our volunteers have the opportunity to see this in action as well as the normal management and research. PPE and all necessary equipment are provided as well as reasonable travel expenses. Training is provided in several ways: 'in-house' training by staff or by other volunteers (many of our volunteers are experts in various fields particularly species id) or on funded courses (recent examples include brush-cutters, dragonfly surveys, first aid and sit in ATV). A notice-board in the Reserve's classroom lists any training courses/opportunities with other organisations. These opportunities are also emailed to all volunteers. Once people receive formal training they have the opportunity to gain experience so they can continually improve their skills and development. We value our volunteers highly and host two 'thank-you' events for them each year – a BBQ in the summer and a buffet in a local pub at Christmas.



Volunteers brush-cutting & stump-treating birch
(P Bowyer)

What does the NNR get out of it?

The restoration of this badly damaged peat bog and on-going site maintenance involves a lot of practical work. Tasks range from low-skilled labour intensive jobs such as pulling pine-seedlings to more skilled works such as installing sheet-piling dams, fencing and constructing boardwalks. The majority of the routine monitoring (including hydrological monitoring and species surveying) is undertaken by volunteers and data gathered from this underpins the management of the site. Many of the NNRs public events, school visits and guided walks are led by volunteers and they man local shows and events. Volunteers make a massive contribution to the NNR and have become an integral part of the sites management. In 2012 there were 1800 volunteer days – this is equivalent to an extra 6 staff working alongside the NNRs 4 paid staff. There are currently around 100 volunteers registered at the Reserve providing invaluable assistance. There is a good camaraderie amongst the volunteers and NNR staff. Critically our volunteers also act as 'ambassadors' for the NNR in the local and wider community which is very important to the success of the restoration project.



Practical volunteer group (P Bowyer)

1 Volunteer Investment and Value Audit (VIVA) is a respected method of calculating the value of volunteering time in the Third Sector

Find out more at <http://bit.ly/17BpCpb>

Peter Bowyer, Reserve Manager Fenn's, Whixall and Bettisfield Mosses NNR

National:

The Inland Waterways Association hosts a number of volunteer events around the country and throughout the year to help maintain our beautiful waterways. Get involved in lock painting, vegetation clearance, litter picking and much more by contacting Stefanie Preston at stefanie.preston@waterways.org.uk or visit www.waterways.org.uk/support_us/volunteer for more information today!

www.Treezilla.org is The Open University's latest citizen science project, aimed at creating a catalogue of Britain's trees and recording the value of their ecosystem services. Get involved online or download the free mobile app to find out more and map a tree today! Contact: treezilla@open.ac.uk Dr. Mike Dodd – Project Leader

CSV and its partners are urging the UK to make a difference this October with its annual celebration of all things volunteering. Make a Difference – Get Inspired encourages people to find out more about local volunteering opportunities and play an active part in their community. Find out more www.csv.org.uk/campaigns/csv-make-difference-day

The Conservation Volunteers is the UK's leading practical conservation charity working with people from all sectors of the community in positive action to improve the environment. For further information and how to get involved please visit our website, www.tcv.org.uk

World Wide Opportunities on Organic Farms (WWOOF UK) is all about volunteering your time to work on organic farms in return for food, accommodation & knowledge exchange. It's a great way to meet likeminded souls, reconnect with the earth & learn about farming, animal husbandry & more sustainable ways of living. www.woof.org.uk

City & Guilds Centre for Skills Development publish volunteer-training toolkit

by Olivia Varley-Winter, Researcher at the City & Guilds Centre for Skills Development.



CITY & GUILDS
CENTRE FOR SKILLS
DEVELOPMENT

Volunteer co-ordinators and managers play a key role in supporting the development of a range of skills that can help people into work, with excellent examples provided by food-growing and urban agriculture projects.

In research conducted by the City & Guilds Centre for Skills Development (CSD) in 2011, we found that volunteers taking part in food-growing develop a wide range of work-relevant skills. We also found that co-ordinators and managers play a key role in supporting this process.

This summer we have therefore been glad to publish a free toolkit. We hope that this new resource offers interesting examples for managers in the voluntary and community sector, and helps organisations to benchmark and improve on what they already do. It includes simple checklists, and covers four main topics:

- How to engage volunteers
- How to structure and manage volunteers' learning
- How to recognise and measure volunteers' learning
- How to support employability and pathways to work

Organiclea, a food-growing and training co-operative, played a key role in developing the vision for the toolkit. It has also been supported by trainers in the food-growing network Capital Growth.

Commenting on Organiclea's involvement, Clare Joy, grower and trainer said: "We have been glad to contribute to CSD's new toolkit as we develop more ways to bring tuition into our activities. The outcome is inspiring!"

The volunteer-training toolkit is available online at <http://bit.ly/17SX5NZ>

For more about Organiclea, visit www.organiclea.org.uk

For CSD's research in 2011, visit <http://bit.ly/15nQXwM>

Scotland:

Voluntary / Internship position available for one person for one year at Aigas Field Centre in the Highlands of Scotland. Comprehensive formal and on-the-job training in countryside rangering, environmental education, estate maintenance and much more. For more details please email your interest to recruitment@aigas.co.uk

What are you up to this weekend - do you fancy making a difference? If you're looking for a new challenge and you enjoy the outdoors, the National Trust for Scotland would love hear from you.

Becoming a Conservation Volunteer will give you the opportunity to:

- Learn new skills such as drystone dyking, footpath construction and woodland management;
- Work in beautiful gardens and stunning countryside throughout Scotland;
- Meet new people, enjoy some fresh air and exercise, and become actively involved in conservation and the Trust;
- Attend training courses and lectures to enhance your understanding of countryside skills and conservation issues.

For further information please visit www.nts.org.uk/Volunteering/Outdoor



Sunday October 13th – One day accredited 'Leave no Trace' awareness workshop Dochgarroch, Inverness. 1000 - 1600. Course delivered by Myles Farnbank of Wilderness Scotland. No charge but booking essential – limited places. To book contact Stephen Wiseman on 01463 725561 or email stephen@scottishwaterwaystrust.org.uk

Get involved in practical conservation activities at local nature reserves across east Glasgow and North Lanarkshire. The programme runs all year and is free - contact Claire at sevenlocks@gmail.com or visit the website www.sevenlocks.org for more details.

Every Wednesday Volunteer Days Newton Stewart, Cree Valley Community Woodlands Trust Contact: Pete or Linda 01671 401423, enquiries@cvcwt.org.uk, www.cvcwt.org.uk

Great opportunities to obtain experience in a wide range of practical conservation management tasks including tree planting, removing non-native species, putting up nest boxes, tree nursery work and much more! There will also be opportunities to be involved in other aspects of our project including archaeology and wildlife recording. We provide training, tools, equipment.

REF 2067-FOCUS-4/11

JOB **SWAN MANAGEMENT PROJECT ASSISTANT**

BE4 Project to start early November LOC MONTROSE BASIN, DD10
 PAY Travel expenses & informal on the job training provided FOR SCOTTISH WILDLIFE TRUST
 DES The role is to help ensure the success of the swan management project by working with another vol at weekends to protect crops by keeping swans from overgrazing fields adjoining the reserve, monitoring swan behaviour & movement, assisting in writing reports, liaising with landowners, attending swan management meetings (optional)
 BUT Must be available at weekends (part or whole) & must be able to drive (vehicle provided). Must be reliable, have appropriate id skills (training can be provided), be willing to work outdoors in all weathers, able to get on well with others incl public. Reasonable level of fitness is required. ASK Anna Cheshier, Montrose Basin Ranger
 acheshier@swt.org.uk

REF 2068-FOCUS-2/12 JOB **VOLUNTEER PROJECT LEADER**
 BE4 Recruitment period ends Dec 2013 LOC EDINBURGH projects throughout Lothian
 PAY Training & travel expenses FOR THE GREEN TEAM
 DES Volunteer Project Leaders deliver a range of projects throughout the year. They must be able to commit to a minimum of 6 days per year plus prep meetings. Benefits include: induction training including residential, child protection, first aid in outdoors, environmental activity courses plus other related courses. BUT Enthusiastic, able to work in a small team & happy & comfortable working with young people (14+) in the outdoors. Environmental / conservation experience is welcome but training can be given. Any youth work experience welcomed. Must be able to commit for a minimum of one year. ASK / Chat: Mandy Craig, mandy@greenteam.org.uk

REF 2069-FOCUS-4/11 JOB **CONSERVATION VOLUNTEER LEADER**
 BE4 ? LOC MUNLOCHY, INVERNESS
 PAY Training, development & PPE FOR TCV SCOTLAND
 DES Offer regular amounts of time & play an integral part in the smooth running of our Vol Groups. There are three distinct roles: Pre-project planning, risk assessments, site surveys & communicating with community groups / clients; Leading & assisting groups of vols with a variety of support needs to complete env projects; Supporting the day to day running of the office incl database management & updating vol blog. But there's normally scope for you to pick & choose what you would like to do. Maybe even develop some new areas of interest for TCV. BUT Enthusiasm for the env, interest in gaining practical skills, learning about leading groups & organising work days. Driving licence essential.
 ASK Katy Green katy.green@tcv.org.uk 01463 811560

”I just want to be your Friend”

Those of you of a similar (Grange Hill) era may remember this oft quoted phrase between the kind but dippy Janet to the bullied and shy, Roland. Theirs’ was an awkward friendship, built upon mutual isolation and strength through adversity. Depending upon how you plan to develop your ‘Friends’ / volunteer groups you could all too easily find yourself employing these emotions and more besides, for to successfully deliver volunteer conservation groups is not as straight forward as it seems. This article explores some of the issues at stake.



Be clear

Whilst it may seem abundantly obvious to you the reason for a group’s formation, be aware that volunteers



Volunteers receive training in bumblebee ID
 (East Lothian Council)

join groups with varying ideas and agendas as to what the group does. To ensure clarity, from the outset a simple document explaining the purpose of the group can avoid any confusion. Should you be seeking to formally constitute the group, this becomes a necessity anyway and can throw up all sorts of misconceptions if they have not been addressed beforehand. I have been involved with a group that I perceived to be created to help clean a local river of litter, whereas to other members the purpose was to secure their properties from the threat of flooding. Quite different agendas.

Be realistic

Volunteers are desperately keen to help out, and those involved in nature conservation / countryside management seem all the more so! If you promise the earth but don’t deliver, you will be turning off not

only those volunteers but also all the people they talk to. So from the outset, be realistic in what you can and cannot deliver. If you offer an extensive programme whereby you plan to develop a volunteer from a starting point of no skills to a point where they will be a fully qualified conservationist; that is fine. But if you only are looking for volunteers to help you clean up litter from a beach that is also perfectly reasonable, so long as these expectations are clear from the start. My tip is to keep things simple at the start and develop over time.

Make time



Volunteers plant surveying (East Lothian Council)

If you are setting up a 'Friends of' or similar group and have a period of time allocated towards it, double that time allowance. There is an incredible burden placed upon the co-ordinator to provide an administrative role, to ensure people deliver on promises to complete supporting work and to nurture the rapport amongst the group in its early stages. In time, this pressure – in a well-working group – will ease as other people step in to offer help. But that only leaves you with a void of duties which is quickly supplanted by pursuing grants, setting up formal constitutions and seeing these through to a successful conclusion, which all require time. So double it!

experienced in working with people and understanding their needs? Are you familiar with the legal aspects connected with employing volunteers? Many of us end up working with volunteers without taking the chance to learn from specialists who can provide invaluable training for you – here's an example in Scotland, similar agencies operate elsewhere in the UK – Volunteer Development Scotland¹

Train / nurture your volunteers

As much as you may require training, ignore your own volunteers' training at your peril. We all like to learn new skills and volunteers, especially as they are not paid, require the stimulation of training more than most. Fortunately a number of course providers - e.g. The Conservation Volunteers² and the Paths for All Partnership³ – provide courses either at a discount or free of charge to volunteers. Alongside formal training, you can provide training from your own experiences. Last do not underestimate the morale-boosting properties of tea and biscuits as a means to develop group dynamics!



Volunteers can easily deliver practical improvements to sites with the right training (East Lothian Council)

Be aware of relevant legislation / policies



Health and safety- do you know the legislation! (East Lothian Council)

Fairly early on in any volunteer group, you'll start to undertake some kind of practical conservation work. To ensure you don't find yourself in any hot water ensure you are trained in the production of Risk Assessments, are aware of relevant Health and Safety legislation have appropriate 3rd party insurance and that any tools your volunteers use are only given after appropriate training and recording. This may sound a little ridiculous when it comes to showing someone how to use a spade (it is not), but is certainly an issue if you are training up volunteers in the operation of power tools. Machines, e.g. Strimmers have levels of use which ought not be exceeded in order to protect against Hand and Vibration ('White finger') syndrome, alongside Safe Operating Procedures for the tool's correct usage. If you do not know what these are, find out and ensure each volunteer records levels of use.

If you are involved in a constituted group and finances, be aware also that there are legal requirements with these and someone will need to provide accounts annually.

Benefits

Not put off yet? Great, because if you take heed of all of this you will potentially reap huge benefits from your group in one of 3 ways;

- Practical improvements to your site – people make a difference. You may also have skilled biological recorders in your group
- A far greater interaction with the users of your site – working with those who visit your site and respect it is a fantastic way of broadening your connections with site visitors
- Funding for projects. It is getting harder to find, but (in Scotland) if your group passes the Charity Test⁴ this opens up the number of agencies you can apply to funding for. Also, even if you are not a charitable group, community-led groups can apply for funding that are inapplicable to organisations such as Local Authorities

But be under no illusions

You and a small pool of dedicated volunteers will end up doing the most of the work. It is not fair, but the rewards to your patch of green space are going to be immense. Good luck!

Duncan Priddle, Countryside Officer, East Lothian Council dpriddle@eastlothian.gov.uk

- 1 Volunteer Development Scotland <http://www.volunteerdevelopmentscotland.org.uk/>
- 2 The Conservation Volunteers <http://shop.tcv.org.uk/shop/category?l=level1;lid=19>
- 3 Paths for All Partnership <http://www.pathsforall.org.uk/pfa/training/training-courses.html>
- 4 Charity Test <http://www.oscr.org.uk/about-scottish-charities/becoming-a-charity/>

North East:

REF 1936-FOCUS-7/10

JOB **VOLUNTEER OPPORTUNITIES**

BE4 N / A

LOC REGISTRY OF DEEDS, WAKEFIELD

PAY 0

FOR WEST YORKSHIRE ECOLOGY

DES At least 1 day per week. West Yorkshire Ecology is the local ecological records centre covering the five districts of West Yorkshire. We currently have a limited number of volunteer opportunities to help us input a range of ecological data into the West Yorkshire ecological record. The work will help build a better picture of the state & distribution of wildlife habitats & species in West Yorkshire. BUT Accuracy, enthusiasm & close attention to detail are more important than experience as training will be provided. We would favour volunteers who have experience or quals in ecology & are looking to develop a career in the discipline. ASK Robert Masheder, Senior Ecologist, rmasheder@wyjs.org.uk

REF 2070-FOCUS-14/10

JOB **VOLUNTEER WOODLAND TODDLER GROUP COORDINATOR**

BE4 11/10/13

LOC Woodland Discovery Centre, Ecclesall Woods, Sheffield

PAY Training & travel expenses provided

FOR SHEFFIELD CITY COUNCIL

DES We are looking for individuals who would be interested in helping coordinate & lead the Woodland Toddler group. The Group runs on Friday mornings. It is a voluntary group run by enthusiastic parents, with a Forest School Ethos - charges to parents attending are kept to a minimum. It would benefit from input from someone with time & energy to take care of the admin of the group, & help put together creative & fun activities for the group each week. Successful Volunteers will be registered with Sheffield City Council. BUT Have passion & enthusiasm for working in the outdoor env sector. Enjoy working as part of a team. Be reliable. Have basic IT skills. Previous experience of working in an educational setting helpful but not essential. ASK catherine.nuttgens@sheffield.gov.uk phone 0114 2736199.

REF 2071-FOCUS-21/10

JOB **COMMUNITY ENGAGEMENT VOLUNTEERS**

BE4 ?

LOC LEEDS

PAY Travel expenses & contribution towards lunch. FOR GROUNDWORK LEEDS

DES Support the Communities Team in the preparation & delivery of community projects & activities incl consultation & community engagement events, as well as helping with the delivery of practical projects at off-site venues such as parks, open spaces, school grounds, nature reserves, play areas & allotments etc. Groundwork runs hundreds of individual projects & initiatives each year to change places & lives across the area. BUT Enjoy working with people of all ages, backgrounds & abilities & have a passion to raise env awareness. ASK Application pack: leah.black@groundwork.org.uk www.groundwork.org.uk/leeds

REF 2072-FOCUS-4/11

JOB **VISITOR ENGAGEMENT VOLUNTEER**

BE4 31/10/13

LOC Housesteads Roman Fort, Bardon Mill, Northumberland

PAY Training as needed, travel expenses up to 30 miles one way FOR NATIONAL TRUST

DES Help to welcome & engage with the wide variety of people who visit Housesteads, offering an enjoyable & memorable experience for visitors. You will be involved with speaking to visitors, providing information, helping with events, some hands-on activities & other promotional or engagement activities, depending on your skills, interests & availability. BUT If you enjoy meeting people & talking to them, if you are keen to share your passion for history, nature, wildlife or the outdoors & like working as part of a team we would love to have you involved. You should enjoy engaging with people of all ages, have an enthusiastic & friendly nature with a talent for communicating. This role can sometimes be physically demanding & you may be on your feet for long periods of time.

ASK cressida.thompson@nationaltrust.org.uk

REF 2073-FOCUS-14/10

JOB **ADMINISTRATION ASSISTANT**

BE4 15/10/13

LOC Housesteads Roman Fort, Bardon Mill, Northumberland

PAY Training as needed, travel expenses up to 30 miles one way FOR NATIONAL TRUST

Ambleside & run courses to introduce young people to the outdoors & for the DofE Gold Award. We are looking for new leaders to take part in this programme. Commitments in this role will be either over a weekend or a short course lasting less than a week. This is an ideal opportunity to become involved with our group & gain experience. BUT Essential: Summer ML or equivalent (not essential for trainee), current first aid certificate, mountain walking experience. Desirable: exped med / first aid, familiarity of DofE programme, DofE training, risk assessment training, Lake District experience. ASK admin@brathayexploration.org.uk 015394 33942 www.brathayexploration.org.uk

REF 2078-FOCUS-7/10 JOB **VOLUNTARY LEADER / ASSISTANT LEADER - BELIZE**
 BE4 9/10/13 LOC AMBLESIDE, LAKE DISTRICT & BELIZE
 PAY Expenses, experience, training FOR BRATHAY EXPLORATION GROUP TRUST
 DES Brathay Exploration Group Trust is an environmental & cultural education charity that works in partnership to provide UK & worldwide exploration opportunities for young people. We are looking for a main leader & one assistant to lead a group of around 12 college students as follows: the students will be undertaking a 2-year programme where they will learn expedition skills & complete the Gold DofE expedition section in 2014 at our base in the Lake District. This will be followed, in 2015, by a main expedition to Belize to perform basic fieldwork, conservation & jungle trekking. We would expect any leaders to commit to the 2-year programme which may include a reconnaissance venture to Belize in 2014. BUT Essential: current first aid, jungle experience. Desirable: specific jungle training, summer ML, exped med / first aid, risk assessment training, off-site safety management, Spanish speaker, Belize / Guatemala exped experience. ASK admin@brathayexploration.org.uk 01539 433942 www.brathayexploration.org.uk

REF 2079-FOCUS-7/10 JOB **VOLUNTARY LEADER / ASSISTANT LEADER - ICELAND**
 BE4 9/10/13 LOC AMBLESIDE, LAKE DISTRICT & ICELAND
 PAY Expenses, experience, training FOR BRATHAY EXPLORATION GROUP TRUST
 DES Brathay Exploration Group Trust is an environmental & cultural education charity that works in partnership to provide UK & worldwide exploration opportunities for young people. We are developing Iceland as a new destination on our expedition programme & are looking for leaders to perform a reconnaissance expedition in 2014 & lead a main expedition in 2015. The expedition will include trekking & basic fieldwork. There will also be trainee leaders involved in this venture. BUT Essential: Summer ML (or equivalent), current first aid certificate, mountain walking experience, experience of terrain. Desirable: Winter ML, Winter ML training, exped med / first aid, risk assessment training, off-site safety management, experience in Iceland. ASK admin@brathayexploration.org.uk 01539 433942 www.brathayexploration.org.uk

REF 2080-FOCUS-7/10 JOB **VOLUNTARY LEADER / ASSISTANT LEADER - NORWAY GLACIER**
 BE4 9/10/13 LOC AMBLESIDE, LAKE DISTRICT & NORWAY
 PAY Expenses, experience, glacier training FOR BRATHAY EXPLORATION GROUP TRUST
 DES Brathay Exploration Group Trust is an environmental & cultural education charity that works in partnership to provide UK & worldwide exploration opportunities for young people. We have a well established link with the Norwegian Glacier Museum & have run a successful annual expedition to survey the Tunsberg Glacier since 2008. We are looking to expand our programme & are looking for enthusiastic leaders to lead a 2-week expedition to the Jostedal NP in Norway. BUT Essential: Summer ML (or equivalent), current first aid certificate, glacier walking experience, mountain walking experience. Desirable: Winter ML, Winter ML training, exped med / first aid, risk assessment training, off-site safety management, certified glacier training, ice climbing experience, experience of Jostedal NP or nearby. ASK admin@brathayexploration.org.uk 01539 433942 www.brathayexploration.org.uk

REF 2081-FOCUS-7/10 JOB **VOLUNTARY LEADER / ASSISTANT LEADER - CAIRNGORMS**
 BE4 9/10/13 LOC AMBLESIDE, LAKE DISTRICT & CAIRNGORMS (MAR LODGE)
 PAY Expenses, experience, training FOR BRATHAY EXPLORATION GROUP TRUST
 DES Brathay Exploration Group Trust is an environmental & cultural education charity that works in partnership to provide UK & worldwide exploration opportunities for young people. We are looking for a leader to join our project team at Mar Lodge. This is an ongoing environmental project monitoring water vole populations in the National Park. The work is in collaboration with the National Trust for Scotland & we are seeking a trainee leader in 2014 who can then lead the project in 2015. BUT Essential: Summer ML (or equivalent), current first aid certificate, ecology or biology experience, mountain walking experience. Desirable: exped med / first aid, risk assessment training, off-site safety management, ecology / biology or similar higher qualification, previous water vole experience, Cairngorms experience. ASK admin@brathayexploration.org.uk 01539 433942 www.brathayexploration.org.uk

Help wanted with conservation grazing - South Cumbria. Native Fell Ponies grazing areas of conservation interest require routine checking for health and welfare, water supply, boundaries etc. Also chance to be more involved with training / riding ponies or habitat ecology if desired. To discuss contact Nicola Evans 07759 793152 nicola.e.evans@talk21.com

The National Trust has a variety of roles in wardening, footpath work, conservation and learning projects across various places in the North West. Help us to care for some of Britain's most stunning and vulnerable landscapes. To find out more, please contact nw.volunteering@nationaltrust.org.uk or tel 0161 2349980

BEACON is a group that controls and eradicates non-native invasive species within the Bollin catchment, Cheshire. BEACON holds events and work parties where you can volunteer your time, or we always need surveyors, digital mappers, fundraisers and people to develop interpretation. Please email sally.davies@nationaltrust.org.uk for more information

Volunteer with Friends of the Lake District on our conservation work parties. Come walking, help with woodland management and other tasks on our land. For full details of dates and tasks and other opportunities go to www.fld.org.uk/volunteer.html or ring 01539 720788

It's worth it

Volunteering makes a huge contribution to conservation – and it's not just the practical action like planting trees or clearing scrub from meadows. The annual value of the monitoring work of the BTO's army of 40,000 or more active birdwatching volunteers in 2012/13 was £26.1 million, and the time they committed is equivalent to increasing the BTO's work-force from 100 to 900 full-time staff. £26.1 million is a huge figure – it is five times the size of the Trust's annual turn-over.



We pull together information on volunteer effort in order to contribute to Defra's indicator¹ showing the importance of volunteering to biodiversity conservation. The indicator is a key part of the UK's national and international reporting of progress towards meeting biodiversity goals. The BTO figure is a significant part of the total but includes several schemes that are led by BTO but operated in partnership with others. For instance, The Breeding Bird Survey², the annual survey to monitor the changes in breeding populations of land-birds, is funded by BTO, JNCC and RSPB. Other partners of our work in the UK include WWT, the Scottish Ornithologists' Club and the Welsh Ornithological Society. For the first time we also broke down the figures into the component parts of the UK. Unsurprisingly, given the spread of people, England was top with £21.2 million. The contributions for Scotland (£3.1 million), Wales (£1.4 million) and Northern Ireland (£0.4 million) are smaller but, when looked at in terms of relative population size, the figures for Scotland and Wales are 50% and 15% more than might be expected. There is still work to do in Northern Ireland.

The contribution volunteers make in terms of time also affects the way that we approach people when we need financial support. We are fortunate (and very grateful) that many people want to commit both money and time to the Trust but we have to be a little careful in our fundraising approaches to supporters. The individuals who participate in our surveys are making an important contribution – in this case, time is money and has to be recognised as such. Interestingly, in a recent appeal to our Garden BirdWatchers, people who send in weekly records of their garden birds and fund the survey through an annual subscription of £17, we had some wonderful responses from donors who felt real ownership of the GBW scheme³, wanted the BTO to make better use of their data and appreciated that we only ask for money when we really need it.

Although the big driver for volunteers is altruism – a desire to share knowledge and to make bird records available for the people making local and national decisions that affect the future of birds and the habitats they use – there is a big element of personal development too. During the period of Bird Atlas 2007-11, recording activity peaked at £36.9 million per annum, which represents a huge investment of extra time by current volunteers and new recruits. People visited new areas, took on extra surveys and many will have learnt more about birds. I discovered local hot-spots for Garden Warblers, confirmed that there are still a few Turtle Doves left in near-by villages, learnt where to find winter, feeding flocks of rooks and added to the repertoire of calls that I could recognise. For young people, looking for jobs with conservation NGOs, these are the sorts of skills that boost employability – for me they just increase the enjoyment of every walk in the countryside.

Graham Appleton @GrahamBTO

- 1 Defra's indicator <http://jncc.defra.gov.uk/page-4253>
- 2 Breeding Bird Survey <http://www.bto.org/volunteer-surveys/bbs>
- 3 GBW Scheme <http://www.bto.org/volunteer-surveys/gbw>

Wales:

The Anglesey AONB is looking for volunteers to help carry out practical conservation work to improve its special qualities and outstanding landscape. From dry-stone walling to clearing invasive plants and carrying out beach cleans, the tasks and locations vary each time. Contact AONB Community Warden, Lowri Hughes on 01248 752 446 or email lehpl@anglesey.gov.uk

Northern Ireland:

The corncrake was once a common farmland bird in NI but due to changes in farming techniques the birds have stopped breeding here. RSPB are creating large areas of corncrake habitat on Rathlin Island to attract these enigmatic birds back to breed. This project involves digging up nettle roots and clearing brambles. To get involved contact us: corncrakeni@rspb.org.uk 02890 491547 (Genevieve O'Reilly/Suzanne Irvine)

Midlands:

| | | | |
|-----|--|-----|--|
| REF | 2082-FOCUS-21/10 | JOB | VOLUNTEER RESERVE WARDEN – THE DEVIL'S SPITTLEFUL |
| BE4 | N/A | LOC | KIDDERMINSTER, N WORCESTERSHIRE |
| PAY | Training & experience | FOR | WORCESTERSHIRE WILDLIFE TRUST |
| DES | Required to monitor the Devil's Spittleful & Rifle Range near Kidderminster, a heathland & woodland wildlife reserve. Help occasionally with vol work parties, scrub clearing, coppicing, maintaining fences, ragwort pulling, | | |

monitoring cattle, liaising with neighbours & reporting problems to the Reserve Officer. Generally keep site in good order. Flexible time commitment expected to visit at least 3 – 4 times per month. BUT Enthusiasm for wildlife conservation essential. Experience with practical conservation pref but not essential as training & support provided where necessary. ASK Apply to Naomi naomi@worcestershireswildlifetrust.org

REF 439-FOCUS-OK3 JOB **FENN'S MOSS NNR VOLUNTARY WARDEN**
 BE4 Ongoing LOC Fenn's, Whixall & Bettisfield Mosses NNR, & NNR Base (N Shropshire)
 PAY Travel expenses FOR NATURAL ENGLAND & NATURAL RESOURCES WALES
 DES Great opportunity to assist with the restoration of part of Britain's 3rd largest lowland raised peat bog. The NNR is 690ha & straddles the English / Welsh border, 4 miles from Whitchurch, Shropshire & 10 miles from Wrexham. Role is varied & can incl practical estate & habitat management tasks, surveying / monitoring, assisting with events / guided walks & office projects. Protective clothing provided & in-house training. BUT Suitable for a student looking for a work placement or someone wanting to gain further experience in the conservation sector. Reliable & enthusiastic, keen interest in wildlife & conservation, physically fit & prepared to work outdoors. ASK Peter Bowyer, Reserve Manager, peter.bowyer@naturalengland.org.uk 01948 880362 www.naturalengland.org.uk

REF 2083-FOCUS-21/10 JOB **TREASURER**
 BE4 N / A LOC SHERWOOD FOREST
 PAY 0 FOR FRIENDS OF SHERWOOD HEATH, COCKGLODE & ROTARY WOODS
 DES The Friends of Sherwood Heath, Cockglode & Rotary Woods are looking for a new treasurer. The group are in need of someone to manage their account & assist with future funding bids. Meetings are once a quarter on a Thursday evening. BUT We need someone with a love of nature & an interest in improving this group of sites for the benefit of the community. New ideas & a fresh approach would be very welcome. ASK Amy Chandler, 01623 821448 amy.chandler@forestry.gov.uk

REF 2084-FOCUS-21/10 JOB **SHADOW RANGERS**
 BE4 18/10/13 LOC NOTTINGHAMSHIRE & SOUTH YORKSHIRE
 PAY Training available FOR FORESTRY COMMISSION
 DES Shadow Countryside staff in the sector & gain real hands on experience in environmental management, visitor services or bushcraft skills & teaching. Work alongside rangers to learn these varying methods & potentially lead your own volunteer groups & take on project work. Training & development by work shadowing current countryside management staff: practical site management; community work; events; environmental education. 1-3 days a week for 6 months. BUT Interest in pursuing a career in countryside management & / or environmental education. ASK www.forestry.gov.uk/eastmidlandsvolunteering

We are the only organisation in Derbyshire working to protect all wildlife throughout the county. Our volunteers help us to manage 42 nature reserves; to promote and care for the natural environment and to raise awareness of wildlife issues across the county. Please visit www.derbyshirewildlifetrust.org for more information.

Looking for a career in the environmental sector but struggling to make headway? Join the Forestry Commission and build up a bank of experience and a great reference for your CV. Whether you're interested in coppicing, high pruning, wetland management, step building or more find us on www.forestry.gov.uk/eastmidlandsvolunteering

Help local wildlife and come along and volunteer! People from all walks of life become volunteers with Warwickshire Wildlife Trust. You could be helping with practical conservation activities, surveying a reserve, assisting our Education team, or delivering our magazine. There is something for everyone! Contact amanda.evans@wkw.org.uk to find out more.

Peak Park Conservation Volunteers (PPCV) run Conservation Days in the Peak District. Volunteers carry out a wide variety of projects that would not normally be done by the National Park's own staff, local craftspeople or outside contractors. www.peakdistrict.gov.uk/ppcv

2nd Tuesday of the month Practical conservation sessions
 Sherwood Forest, Friends of Sherwood Heath, Cockglode & Rotary Woods Contact: 07747 006450, amy.chandler@forestry.gov.uk
 Come and help maintain a fragment of lowland heathland in the heart of Sherwood Forest.

Every Wednesday and Thursday Work Days
 In & around the Wyre Forest, Wyre Community Land Trust Contact: 01299 488083, sally@wyreclt.org.uk, www.wyreclt.org.uk, www.facebook.com/wyreclt, Twitter @WyreCLT
 One of the largest ancient oak woodland in England. Get involved and help manage orchards, meadows, woods and cattle whilst meeting like minded people.

Usually Wednesdays Weekly practical workparties for Adults
 Heritage sites in the Churnet Valley, North Staffordshire, Staffordshire Wildlife Trust Contact: Richard 07960 875157, r.whiting@staffs-wildlife.org.uk
 10am-3pm. Learn and improve your practical skills in beautiful places! (NVQ2 training available)

Every Thursday Conservation volunteer task group
 Blackpool, Groundwork Contact: Pauline Taylor 01253 345445, pauline.taylor@groundwork.org.uk

10am - 3pm, working throughout the North Blackpool Pond Trail. If you would like to join us or want to find out more about the project please contact us.

Sunday 20 October Conservation work party

Tithby Road Bridge, Bingham, Notts, Friends of Bingham Linear Park Contact: linear_park@hotmail.co.uk

10.00 am meet at top of steps. Path clearing and maintenance plus scrub clearance. Tools provided. Bring own food/drink.

The differing roles of conservation volunteers

The White Cliffs Countryside Partnership has a range of opportunities for volunteers to assist us in practical conservation work, and each has its benefits and drawbacks.



Priorities include

- conservation management (scrub clearing, path clearing, litter clearing) usually provided by a team of volunteers on practical conservation work parties.
- on-site reporting and repairing damage, monitoring livestock, path clearing, responding to problems which is done by local residents or regular dog walkers.
- helping lead guided walks and other events.

Some volunteers can do both priorities, but generally we have found that different parts of the work is completed by separate groups of people. We have identified 3 separate volunteer roles:

Volunteer site wardens/lookers (without a base) The sites we manage are quite close to town/village centres so this has the bonus of local people (again generally dog walkers) who live close by who will pick a regular day or two and check the animals on those days. However, they work alone and normally provide this support while walking a dog before or after work. More difficult is to provide cover for sites that are more remote.



Task volunteers clearing litter along the River Dour
(Paul Sampson, WCCP)

Benefits

- They live close to the site that you manage
- They know the local area and the local people
- They feel possession of the site and proud of it
- They provide a regular commitment
- They keep in regular contact with you

Drawbacks

- They move away and new residents move in
- They sometimes have to deal with their own neighbours who may have differing views on the management (livestock, scrub clearing) or when reporting damage or antisocial behaviour.
- Need to provide regular newsletters to recruit new local residents which is expensive
- They are only on site for a short while
- They can't be contacted in an emergency
- You have to provide them with equipment that may only get used on an occasional basis.
- As you don't manage them directly, so you have to be careful they don't greatly exaggerate the role they are playing or use your name inappropriately claiming to have your permission.
- Volunteers need transport to get to the site if they are not local
- The sites can sometimes be remote so it's difficult to recruit volunteers

Volunteer site rangers/lookers (with a base) If they have a focal point, like a site office or visitor centre to work from with facilities (toilets, phone, refreshments, shelter), then this is the easiest site to recruit volunteers, even if it is in a remote area. They have regular days with which they attend and are confident enough to cover for when the paid rangers are not on site. Normally 2 rangers will be on site at any one time. They will attend on a regular basis and keep us informed if they are unable to attend.

Benefits

- They feel part of the team
- They are easier to recruit

- They provide regular commitment
- They can cover for paid staff
- They are always on-site so can respond quickly to an emergency
- They take pride in the site and can work without supervision

Drawbacks

- You have the expense of providing them with identifiable clothing
- You need a base to work from
- You need to plan for and provide regular work for them to do each day.

Conservation volunteers work with you as part of a team following a regular programme of events. They can help with major projects and regular site maintenance. This also means that you get to know them better and can call on them in an emergency or for some extra work project that you might need additional assistance with.



Task volunteers scrub clearing on the Western Heights Nature Reserve (Paul Sampson, WCCP)

Benefits

- You have a planned programme of events so you can plan the work load
- Work as part of a team
- Social contact with other like-minded individuals
- You can get a lot of work done in a single day
- You can call on them in an emergency
- They come out on a regular basis
- They learn about the sites and the work you are doing
- They will often assist in other volunteering roles (e.g. walk leaders, assist with stalls and displays)



Rangers clearing a footpath along Folkestone Warren (Kirk Alexander, WCCP)

Drawbacks

- Takes a lot of organizing – transport, equipment, protective clothing, refreshments, event publications.
- You have to be present to manage them
- Have to stick to those dates even in wet weather!
- Have no idea how many people will turn up
- Regular newsletters and printed publications needed to keep in contact
- Annual update of personal information
- Loaning of equipment (litter pickers, gloves)
- Some are more interested in the social or physical side of volunteering rather than an interest in conservation.

We have found that with all types of volunteers you need to keep in contact with people in order for them to continue the link, and to think of themselves as part of a team, whichever role they play. This can be through newsletters, email, Facebook and is also particularly important for recruitment as volunteer situations change, they move away, or their health deteriorates. However, this does take a lot of time and money. We have found an annual get-together that brings all the volunteers together is needed, so that they can meet each other and learn about and value all the roles the different volunteers play.

For more information about volunteering opportunities please contact Sue Bradford on 01304 241806 or mail@whitecliffscountryside.org.uk or look at www.whitecliffscountryside.org.uk

Anglia:

Saturday 28 September

WWT Welney Wetland Centre is currently recruiting volunteers to help improve our visitor engagement activities. Join us on Saturday 28 September, 10.30am - 12.30pm for our volunteer induction day. To find out more or to book your place, contact the centre on 01353 860711 info.welney@wwt.org.uk

Youth Rangers

Looking for a career in wildlife conservation? Aged 16 - 25yrs and need experience? Join our weekly practical tasks in the Surrey & Sussex area and gain valuable field skills and knowledge to enhance your career prospects. For more details visit www.gatwickgreenspace.org.uk or call Tom on 07771 375 254

Berks, Bucks and Oxon Wildlife Trust: Volunteer with us to meet new people, develop new skills and benefit wildlife in your area. As a volunteer you will join over 1,300 people committed to maintaining and securing the future of local habitats and species. Please visit <http://www.bbowl.org.uk/how-you-can-help/volunteer> to find out more.

Join us to take part in practical conservation and environment improvement works in the county of Gloucestershire. Wide range of skills taught, tools and insurance provided and a great social team working to benefit biodiversity and landscape locally. Contact TCV Gloucestershire 01452 413512 or glos@tcv.org.uk

Would you like to help the Essex coastline and beaches? If so, why not join the Essex Coastal Wardens Scheme? We run beach clean events and free training sessions including wildlife education, first aid and organising events. Please contact The Conservation Volunteers on 01206 764470 or e.webb@tcv.org.uk for more information.

Would you like to Volunteer with the Fortnightly practical Conservation Group on Wye Downs NNR in Kent. Projects range from grassland restoration, step building, fencing, woodland management, species surveys and many more. Sessions run from 10 - 4. Contact - Piers Griffin on 07920 471128 or piers.griffin@naturalengland.org.uk

Are you passionate about the environment?? Do you want to make a difference?? Do you live in Essex? Sign up to be a Waste Buster! We promote Love Food, Hate Waste, Re-use and Home Composting through events, talks and blogging. E-mail: waste.busters@essex.gov.uk or tel: 0771 7867166

The BIG Garden organic community food project in Colchester needs volunteers for a wide range of tasks all year round to help with our vegetable beds, poly tunnels and orchard. Tea, gloves and tools provided, gardeners share the harvests. Contact biggarden@colchester.gov.uk 07950 243904 Apply online www.colchester.gov.uk/volunteering more info at www.colchester.gov.uk/biggarden

Formerly Wycombe District Council's Woodland Service, we are a non-profit organisation managing a variety of woodland sites in and around High Wycombe. We have a variety of volunteering and training opportunities including practical sessions, seasonal posts, surveying and office based positions. For further information contact us at info@chilternrangers.co.uk

WWT Slimbridge offers an exciting range of volunteer opportunities that vary with the seasons. Volunteers assist in every department at the centre; from helping with conservation to delivering events, maintaining the grounds to recruiting new members, office support to education. Please visit www.wwt.org.uk/visit/slimbridge/volunteer webpage to find our role descriptions and application form.

Tuesdays Volunteer Group
Surrey, Amphibian & Reptile Conservation Trust Contact: matthew.dowse@arc-trust.org
We're looking for enthusiastic individuals to join, to carry out practical conservation work at internationally important heathland sites in Surrey. Working with our Field Officers, you'll help maintain these reserves in exceptional condition, providing ideal habitats for rare reptiles, birds, and invertebrates.

Every Tuesday & Wednesday Biodiversity Action Team
Waltham Forest, TCV Contact: Tom Nandi 07917 267573, t.nandi@tcv.org.uk
Helps manage some of Waltham Forest's most beautiful and vibrant sites for nature conservation. There are plenty of opportunities to join in, meet new people and learn new skills.

We are a conservation charity operating in the London boroughs of Richmond, Kingston, Hounslow. Each month we offer nature conservation volunteering opportunities across the three boroughs. We're looking for greenspace champions, who are able to help organise activities, and perhaps are looking to gain experience. See <http://www.etrutvolunteering.blogspot.co.uk/> for more details.

Every Wednesday & Thursday Practical task days
North Kent & Bexley, The North West Kent Countryside Partnership Contact: 01322 294727, www.nwkcpc.org
Our wildlife needs you! Currently recruiting volunteers to join our established practical task days that deliver a range of environmental projects.

Every Thursday Youth Ranger (voluntary)
Stanmer Park, Brighton, Sussex Wildlife Trust Contact: Huw Morgan 07771 375273 / 01273 290393, huwmorgan@sussexwt.org.uk
10 to 3 for practical conservation work. Stay for how long you fancy. All tools, instruction provided. No previous experience needed, but relatively fit and willing to work as part of a team. You receive practical conservation skills, identification skills, travel expenses paid (£15 max), lunch provided.

First Saturday & third Wednesday Practical conservation work mornings
OX10 6HJ, Chilterns, Ewelme Watercress Beds LNR Contact: Tom Stevenson thomas.stevenson@ntlworld.com
Work to include planting and weeding the cress beds, tree planting, meadow management and a host of associated tasks. 09:30 to 12:30.

REF 2090-FOCUS-OK3 JOB **COUNTRYSIDE VOLUNTEER**
 BE4 Ongoing LOC DENHAM COUNTRY PARK
 PAY Training & mentoring in nature conservation FOR GROUNDWORK SOUTH
 DES Practical conservation tasks throughout the Colne Valley, habitat management, wildlife monitoring, develop new skills & learn about nature. BUT Should have keen interest in nature conservation & good people skills. ASK Kevin Waggott, Green Spaces Manager 01895 839855, kevin.waggott@groundwork.org.uk

REF 2091-FOCUS-OK3 JOB **VOLUNTEER NATURE RESERVE WARDEN**
 BE4 Ongoing LOC ARTHUR JACOB NATURE RESERVE, STANWELL ROAD, HORTON
 PAY Training & mentoring given FOR GROUNDWORK SOUTH
 DES Undertake a wide variety of practical conservation work. This incl habitat management – grassland, woodland, wetland. Monitoring / surveying plus an opportunity to get involved in education / interpretation. BUT You will need to live locally to the reserve & whilst some experience of practical conservation work would be desirable training will be given. ASK Kevin Waggott, Green Spaces Manager 01895 839855, kevin.waggott@groundwork.org.uk

REF 2092/4-FOCUS-21/10 FOR THE BAY TRUST
 BE4 N/A LOC ST MARGARET'S BAY, KENT

An environmental education charity in Kent

JOB DES BUT
IT Volunteer General IT maintenance within the charity. A love for IT.
 Flexible. Problem solver. Experience working with hardware & software.
Office Administration Volunteer Helping out with general admin tasks within the office. Experience working with Microsoft Office software.
Garden Volunteers General help within 6 acres of organically managed gardens Experience gardening, love of all weathers! All PAY Transport expenses & lunch provided ASK poppy@baytrust.org.uk, 01304 852790

REF 2095-FOCUS-30/12 JOB **MEET & GREET VOLUNTEERS**
 BE4 N / A LOC CLIVEDEN, TAPLOW, MAIDENHEAD, BUCKS
 PAY Travel expenses up to a round trip of 40 miles FOR NATIONAL TRUST
 DES Meet & Greet Volunteers provide a warm welcome to all visitors to Cliveden during opening hours to ensure our visitors have an enjoyable experience. Cliveden estate covers 376 acres & orientation around the property for visitors is essential to enable them to enjoy Cliveden fully. The aim is to enable visitors to enjoy & learn as much as they wish during their visit. What's involved? Sign up to a rota at least once a week. Respond professionally & pro-actively to queries that may arise from visitors & volunteers; engage management for support where required; actively seek interactions with visitors & engage them in interesting conversation where appropriate; ensure our visitor surveys are distributed to visitors throughout the day to ensure we have constant feedback; be aware of the needs & arrangements for all visitors, including disabled & family visitors; absorb background information on the whole property generally. BUT These role suits someone who enjoys the fresh air & welcoming visitors in equal measure & likes to work independently though part of a wider team. Have the confidence to approach & chat to visitors throughout the day in various locations. ASK clivedenvolunteering@nationaltrust.org.uk

REF 2096-FOCUS-30/12 JOB **VOLUNTEER RANGER**
 BE4 N / A LOC CLIVEDEN, TAPLOW, MAIDENHEAD, BUCKS
 PAY Travel expenses up to a round trip of 40 miles FOR NATIONAL TRUST
 DES The woodlands at Cliveden consist of almost 300 acres of stunning trees, views & trails. The team of rangers & volunteers manage this area with visitors, wildlife & safety in mind. Tasks are wide & varied ranging from footpath maintenance through to scrub clearance. Tasks include: coppicing; assist with tree felling; help with fire wood production; path maintenance; litter clearing. Deliver exceptional service, every time, to everyone, for example by being a friendly face for visitors to the property & answering any questions they may have. Becoming familiar with & then following the National Trust's Health & Safety policy at all times; giving any other appropriate assistance as may be reasonably requested. BUT Enjoy working outdoors in all weather conditions; work well as part of a team; appreciation & enthusiasm for the outdoors & green spaces; prepared & able to undertake physical work.
 ASK clivedenvolunteering@nationaltrust.org.uk

REF 2097-FOCUS-23/12 JOB **VOLUNTEER CATTLE WARDEN**
 BE4 23/12/13 LOC EPPING FOREST
 PAY Travel & out-of-pocket expenses FOR CITY OF LONDON
 DES To support the Stockman by monitoring the cattle whilst out on the Forest & reporting to him if you identify any problems. You will be required to attend the Cattle Wardens Assessment course & an induction into the role of a Cattle Warden. BUT Committed to spending time out on the Forest on a regular basis to check the cattle. ASK Martin Whitfield, Volunteer Development Officer, epping.forest@cityoflondon.gov.uk 020 8532 1010.

REF 2098-FOCUS-23/12 JOB **VOLUNTEER TASK LEADER**
 BE4 23/12/13 LOC EPPING FOREST
 PAY Travel & out-of-pocket expenses FOR CITY OF LONDON
 DES Volunteer task leaders will direct & supervise other volunteers in practical conservation tasks & will be required to give tools talks, outlining correct use, PPE & potential safety issues & make sure all individuals are comfortable with their task; outline the task being undertaken, reason for the task & potential risks & ensure that these are observed throughout the day. BUT Interested in practical conservation work, can work & communicate well with other volunteers / staff members. Organised & adaptable to changing situations. ASK Martin Whitfield, Volunteer Development Officer, epping.forest@cityoflondon.gov.uk 020 85321010.

REF 2099-FOCUS-21/10 JOB **RESIDENTIAL VOLUNTEER RESERVE ASSISTANT**
 BE4 N / A LOC NORTH KENT MARSHES
 PAY Training as appropriate, free accom on Northward Hill reserve FOR RSPB
 DES This role is ideal for someone looking to gain experience for a career in conservation. To assist the work programme of this diverse range of sites between Gravesend in the west & Whitstable in the east. You will be undertaking habitat management on grazing marsh, woodland & saline lagoons. Also estate maintenance work, some visitor engagement, surveys & data recording. BUT Enthusiasm, ability to work as part of a team, interest in conservation & able to stay for a minimum of 26 weeks. You must be at least 18 years old & have a driving licence. Willing to carry out demanding physical work, especially in winter. This is a remote site so your own transport would be advantageous. This is a very dynamic position where opportunities to learn & grow are massive. Do not miss out!
 ASK www.rspb.org.uk/residentialvolunteering or call Andy Daw, 01634 222480 andy.daw@rspb.org.uk

REF 2100-FOCUS-OK3 JOB **WILDLIFE HUSBANDRY WORK EXPERIENCE PLACEMENT**
 BE4 All Year Round LOC HADDENHAM, BUCKINGHAMSHIRE
 PAY Hands-on experience FOR TIGGYWINKLES WILDLIFE HOSPITAL
 DES Tiggywinkles Wildlife Hospital offers work experience all year round. Gain essential hands-on experience with animals that future employers on training courses require. Tiggywinkles treats over 10,000 British wild creatures every year, so there are always over 1,000 animals being cared for in our Hospital. Placements are for five days per week including one weekend day. The main tasks are hands-on husbandry of the thousand-plus wild animals currently undergoing treatment & rehabilitation, which means you will spend your day cleaning cages & enclosures, preparing & providing food, with some handling of a variety of wild species. Please note, we only offer non-clinical placements. As a charity, we cannot offer accommodation or expenses. You will need to sort out your own travel or place to stay if required. BUT Students must be over 16 & able to work independently. Up to date tetanus vaccination & no known allergies to animals or animal foodstuffs. Tasks are very physical, so be prepared for working inside or outside, whatever the weather. ASK mail@sttiggywinkles.org.uk www.tiggywinkles.com

REF 2101-FOCUS-21/10 JOB **VOLUNTEERING OPPORTUNITIES**
 BE4 N / A LOC LONDON
 PAY 0 FOR FROGLIFE
 DES / BUT London Dragon Finder is the new flagship project from wildlife conservation charity Froglife. It brings together practical conservation, surveying, data collection & interactive educational activities, to help conserve reptiles & amphibians across London. We offer a wide array of volunteering opportunities based around amphibian & reptile conservation. These include: carrying out vital conservation tasks, habitat creation & restoration projects, surveying, helping to run educational workshops & activities. ASK To find out more about upcoming volunteering opportunities with London Dragon Finder contact Vanessa, Dragon Finder Community Engagement Officer, vanessa.barber@froglife.org www.froglife.org/dragonfinder-events.aspx

REF 2102-FOCUS-21/10 JOB **GROUNDS SUPPORT VOLUNTEERS**
 BE4 ? LOC SLIMBRIDGE, GLOUCESTERSHIRE
 PAY Experience & relevant training for the role FOR WILDFOWL & WETLANDS TRUST
 DES/BUT At WWT we create an environment where people feel part of something amazing & are motivated to make a difference. By volunteering as part of the Grounds Team you will ensure the centre is looking at its best. To provide our visitors with a great day out & enable them to discover our conservation work for themselves. Activities incl habitat maintenance & assisting the Horticulture team in maintaining the Grounds. Helping to clean hides, benches, signs, etc, to ensure the Grounds look amazing. Interacting with the visitors & interpreting our wildlife & exhibits; sharing conservation success stories. To consider the safety, welfare & enjoyment of the visiting public at all times. By offering our visitors a great day out we encourage them to engage with & support our work to save wetlands & wildlife. This is an excellent opportunity to work within an internationally important wetland site & join our enthusiastic team of vols.
 ASK Kate Barker, Volunteer Coordination Manager, WWT Slimbridge volunteer.slimbridge@wwt.org.uk
www.wwt.org.uk/visit/slimbridge/volunteer

REF 2103-FOCUS-21/10 JOB **VISITOR SERVICE VOLUNTEERS**
 BE4 ? LOC SLIMBRIDGE, GLOUCESTERSHIRE
 PAY Experience & relevant training for the role FOR WILDFOWL & WETLANDS TRUST
 DES/BUT We believe the best way for people to understand & connect to wetlands is to experience them, so we bring awe-inspiring nature up close. Our volunteers are pivotal in shaping memorable experiences for our visitors. You will be involved in a range of activities incl welcoming & engaging the visitors. Meeting & greeting groups. Promoting our walks & talks programme to our visitors; with the opportunity to learn how to deliver short talks & guided walks. Promoting membership of WWT & telling engaging stories about our conservation work, inspiring people to support us as members of WWT. Promoting events & helping with the day-to-day running of the Visitor Centre. This is an excellent opportunity to work within an internationally important wetland site & join our enthusiastic team of vols. ASK Kate Barker, Volunteer Coordination Manager, WWT Slimbridge volunteer.slimbridge@wwt.org.uk
www.wwt.org.uk/visit/slimbridge/volunteer

International:

Volunteer full-time abroad on a sabbatical or adult gap year. Tons of placements in conservation and wildlife, with a variety of jobs available. Help and advice planning your career break too. <http://www.thecareerbreaksite.com>

Conservation Volunteers Australia has programs Australia-wide, every week of the year! Join us for tree planting, wildlife recovery, walking tracks, weed control, seed collection etc. Coastal areas, deserts, National Parks, World Heritage areas - we go to the best places! www.conservationvolunteers.com.au or email bookings@conservationvolunteers.com.au

Shropshire Wildlife Trust Volunteer recruitment



For many years we have recruited volunteers on an ad hoc basis; reactive rather than proactive. A file full of completed volunteer forms never activated was evidence that a new system was required for handling enquiries and recruiting. I'm sure this must be familiar to many people working in the environmental volunteering sector.



Hay gathering at Sweeny Fen - Chris Davies, Carl Pickup , Pete McKeon and Brian Slater
(Diane Monether)

Four years ago I introduced a monthly introductory session for anyone interested in volunteering. The main reason was that I was spending a great deal of my time meeting individually with each potential new volunteer and repeating all the same information. Many of these meetings didn't come to anything for a variety of reasons including applicants being unsuitable or unavailable when we needed them. These monthly sessions were more effective and meant that I was able to concentrate on those people who were committed and had the right information about us as a volunteering organisation. I could also address a group of twenty in one go. Four years on and several hundred volunteers later, I've once again looked at how we recruit and have recently introduced a more efficient and focussed system for recruiting and retaining volunteers.

Earlier this year we carried out a volunteer survey with our existing pool of volunteers, a review and volunteer audit. This information was used to draw up our Volunteering Strategy for 2013 to 2018. The audit identified approximately 240 active volunteers with a shortfall of 64 volunteers across the organisation. It became apparent that the best and most effective way of filling these vacancies was to have a recruitment drive based on a well publicised and widely promoted volunteers event which we simply called 'Find out about volunteering'. We decided to run these twice a year promoting them via social media, our website, local press and noticeboards, the Community Council volunteering team, and via our existing volunteers. In addition to two annual recruitment events we will continue to run the monthly briefing sessions so that we can quickly process applications and not lose potential volunteers to other organisations.

Having identified the vacancies, we now publicise only these positions but retain an open mind and are opportunistic with regard to someone who comes along with skills or expertise that are too good to lose. Enquiries about volunteering come via a range of means: our own website, Do-it.org, word – of – mouth and



Volunteer Cath Price with newt (Photographer unknown)

the local Volunteer Outreach workers based at the Community Council. All enquiries are logged and then they are invited to either one of the monthly briefings or the next 'Find out' event where we tell them about the Trust and the range of volunteering opportunities currently available. Staff members attend the two recruitment days so that potential volunteers can meet and ask questions and these sessions are informal – we offer tea and coffee and ask people to share their hopes for volunteering with someone in the room so that people are relaxed. We have introduced a two – stage application process and following attendance at one of these events, attendees are invited to complete the stage one application which gathers basic information: name, contact details, which particular position they are interested in and a brief description of their skills and experience and relevance to the position they

are interested in. I also ask them if they are a member of the Trust; we prioritise members as they have already demonstrated interest and commitment to the organisation. If the application seems suitable I invite them to complete stage two which gathers more detailed information including emergency contact details, health information, availability and commitment and our Insurance statement which the volunteer then signs. I have a section on both stage one and stage two form for my notes. I will then meet them one to one and agree a start date and identify a staff mentor. Staff mentors carry out an Induction based on our Staff Induction form which covers H&S, expenses policy, (which we don't currently pay) Organisation structure and make sure they get a guided tour of the offices and introduced to key staff. If there is more than one

applicant for one position then we hold informal interviews. References are only taken for positions where they will be working with children or handling money.

We are just introducing this new system of recruitment and expect a period of settlement and adjustment. At our first 'Find out' event in July we had 14 people attend of which approximately half are likely to be recruited. We hope that this two stage process will enable us to identify suitable candidates more easily and 'weed out' those that are unsuitable at an early stage. We aim to be realistic in who we can recruit and also who we want to recruit. There has been a tendency in the past to just take anyone who applies but the reality of this is volunteers unsuited to the organisation often requiring a great deal of support and staff time. This results in disillusioned volunteers, stressed staff and damage to confidence and self esteem of already vulnerable people. Our hope is to offer a limited number of 'supported' volunteer places whilst signposting others to other organisations and the Community Council volunteering team for advice and support in finding the right organisation for them.



Volunteer Carol Bickerstaffe pulling reeds
(Tim Walter)

We will be monitoring the new system over the next few months and then carry out a review in early 2014 and make adjustments as necessary. In the meantime the volunteering landscape at Shropshire Wildlife Trust appears more targeted and focussed and overall more manageable and efficient. If you'd like to find out more about what we are doing please contact me on the number below or email dianem@shropshirewildlifetrust.org.uk

Anyone interested in finding out about our current opportunities can find out more on our website www.shropshirewildlifetrust.org.uk or contact me on 01743 284296 for a chat.

Diane Monether, Volunteer Co-ordinator

South West:

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|-----|--|-----|---------------------------|
| REF | 2104-FOCUS-16/12 | JOB | VOLUNTEERS |
| BE4 | 15/12/13 | LOC | SEALE HAYNE, NEWTON ABBOT |
| PAY | Training in environmental conservation | FOR | TCV |

DES Volunteer duties involve participating in environmental conservation projects, supporting colleagues & carrying out training on offer. BUT No experience necessary. An interest in outdoor practical conservation work of various types & in all weathers. Can commit 2 days in the working week. ASK d.kent@tcv.org.uk

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| REF | 2105-FOCUS-21/10 | JOB | MARKET GARDENING PROJECT ARCHIVING |
| BE4 | N / A | LOC | TAMAR VALLEY CENTRE, DRAKEWALLS |
| PAY | 0 | FOR | TAMAR VALLEY AONB |

DES We are looking for a volunteer to organise, list & file research documentation from the Tamar Valley Market Gardening Project. This will mainly comprise compiling a simple database with simple descriptions of copies of historic documents. There may be scope to work with Calstock Parish Archive to ensure that the material held by the Archive & by the AONB is complementary. By doing this exercise we can discover what resources we have & plan future projects. In turn there may be opportunities to help develop such projects, for example contacting past volunteers & establishing links with those involved in market gardening in the area. Initially we are looking for a commitment to file & list the existing documentation. BUT Basic IT skills are required; the database will be set up & further instructions provided by the AONB team. An interest in documentary resources would be useful. ASK volunteering@tamarvalley.org.uk

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| REF | 2106-FOCUS-21/10 | JOB | RESIDENTIAL VOLUNTEER COMMUNITY ENGAGEMENT OFFICER |
| BE4 | N / A | LOC | WEYMOUTH & SURROUNDING AREAS. Based at RADIPOLE LAKE |
| PAY | Training as appropriate & free accom near the reserve | FOR | RSPB |

DES Available asap to end March 2014. Help us make a success of our newly refurbished visitor centre. This will involve going out into the community & meeting potential new visitors, planning, promoting & delivering events & assisting in the visitor centre on a day to day basis as required. You will have a real chance to shape this new role & put your fantastic ideas to good use. Radipole Lake RSPB reserve is situated centrally in a bustling seaside resort. The accommodation is less than a mile from the centre of town. BUT Confident & dynamic individual with plenty of ideas. Minimum age 18. A full clean driving licence desirable to travel within the local area. This post would be suitable for someone looking to further their experience within a people engagement / hospitality role while working in a wildlife rich setting. ASK Michelle Williams 01035 778313 michelle.williams@rspb.org.uk

REF 2107-FOCUS-21/10 JOB **RESIDENTIAL VOLUNTEER RESERVE ASSISTANT**
 BE4 N / A LOC AYLESBEARE COMMON, DEVON
 PAY Training as appropriate, free accom on the reserve FOR RSPB
 DES The largest area of heathland outside of the New Forest, you will play an essential part in delivering the reserve work programme & implementing the reserve management plan so that the reserve is managed to its full potential. This will include practical management & estate work. Sept 2013 to March 2014. BUT Minimum age 18 with full clean driving licence. Enthusiastic team player with a keen interest in nature & conservation. Must have the ability to work outside in all weathers & undertake strenuous manual labour, as work can be physically demanding especially in winter.
 ASK Richard Brown, 01395 233655 richard.brown@rspb.org.uk

REF 2108-FOCUS-7/10 JOB **VOLUNTEER RANGER**
 BE4 6/10/13 LOC HOLNICOTE ESTATE, EXMOOR
 PAY Training & accom FOR NATIONAL TRUST
 DES A fantastic opportunity to live & work on one of the National Trust's top cside properties. Duties will incl habitat management incl control of scrub, bracken, rhododendron & other invasive plant species. Assist with heathland management & swailing. Estate maintenance tasks strimming, footpath repairs, hedgelaying etc. Assist with the annual condition & biological surveys incl footpath & tree safety surveys; assist in co-ordinating & encouraging vol participation in practical conservation work, incl some supervision & organisation of weekly tasks for vol groups & individuals, once training & suitable experience has been gained. Provide a warm welcome to visitors & provide information & guidance about Holnicote Estate, Exmoor & the National Trust. Promote good working relations with all staff, tenants, visitors, the local community & local authorities. Work in compliance with the National Trust's Health & Safety Policy at all times. Some weekend & bank holiday working. Chainsaw, brush cutter, first aid & off road driving training provided. BUT This role will suit people who show enthusiasm & interest in the cside, have a practical aptitude & are able to work on their own initiative. ASK Rob Manicom, 01643 862452 robert.manicom@nationaltrust.org.uk

REF 2109-FOCUS-OK3 JOB **MONKEY SANCTUARY VOLUNTEER**
 BE4 N / A LOC LOOE, CORNWALL
 PAY Training FOR WILD FUTURES' MONKEY SANCTUARY
 DES Volunteers stay on site with us for residential placements of 2 - 5 weeks. We do ask for a voluntary donation where possible to help us cover the costs of food & utilities. The working week is 5 days, 8:20am – 5:00pm & volunteers help us out with tasks including cleaning out monkey enclosures, preparing food & enrichment items for 3 species of monkey, helping in children's educational workshops & our vegetarian café. General housework, gardening & maintenance tasks, occasional help with fundraising, creating displays or street collections. We try to accommodate volunteers' preferences where possible, & give adequate time for watching the 3 beautiful species of monkeys & learning about them & their care from the keepers. BUT Over 18. Enthusiasm for conservation & / or animal welfare, ability to work well in a team, willingness to pitch in & get your hands dirty, ability to carry out quite physical tasks & a good level of spoken, listening & reading English. ASK Volunteer Co-ordinator, volunteer@wildfutures.org

Volunteer Day

Come and find out for yourself how great it is to become a Valley Volunteer on Sunday 27th October, 11am – 3pm Tamar Trails Centre, Gulworthy. Staff will be on hand to answer questions as well as an opportunity to try out some of the more practical tasks. Please contact Dave Readman 07792 483669, volunteering@tamarvalley.org.uk

Dorset Wildlife Trust have a huge range of volunteering opportunities from office work to tree felling, surveys to stuffing envelopes. Please contact the Volunteering Team on 01202 692033 or email volunteering@dorsetwildlifetrust.org.uk for information or look at the events section of the DWT website dorsetwildlifetrust.org.uk/events for details of practical work party sessions.

Come and volunteer at the Tree Life Centre in Kingswood, Bristol. The Tree Life Centre is a community tree nursery and growing space. Volunteers from many different backgrounds grow trees from seed which is collected from the local area. We also grow wildflowers, herbs, fruit and vegetables. Accredited Practical Horticulture qualifications are also available for volunteers. Please contact Ben Hall for more details: 0117 9605447 or email tree-life-centre@tcv.org.uk

Tuesdays & Wednesdays

Conservation course taster days

Exeter, Exeter Conservation Volunteers Contact: 01626 325630, k.bettoney@tcv.org.uk, http://bit.ly/1dYbj4a
 Carrying out practical conservation tasks. Includes woodland management, hedgelaying, dry stone walling, fencing, footpath work, dormouse conservation, surveying, wetland work, guided walks, tree and plant ID days and much more!

Alternate Wednesdays Regular conservation tasks

Dorset, Dorset Wildlife Trust Contact: sdallimore@dorsetwildlifetrust.org.uk, http://bit.ly/1eqyzJr
 Beginning 25/9/13 10.00am - 3.00pm. Practical work to restore habitats on the reserve, including scrub clearance, pond maintenance and tree planting. Tools, gloves and drinks provided, please bring a packed lunch.

Wednesdays and Thursdays

Weekly practical tasks

East Devon, East Devon District Council Contact 01395 517557, nrobinson@eastdevon.gov.uk, http://bit.ly/15W37bQ
 Countryside Team is looking for volunteers to help with on our stunning nature reserves across East Devon. Work will be on heathland and woodland habitats.

Tuesdays, Wednesdays & Fridays

Practical conservation volunteering

Across mid & west Cornwall, TCV Contact: 01209 610610, cornwall@tcv.org.uk
 Come out as often or as rarely as you like, learn traditional management skills and discover wonderful landscapes you never knew existed! Pick-ups points accessible from public transport; travel costs paid.

First Sunday of each month Work Day
 Nailsea, N Somerset, Nailsea Environment & Wildlife Trust Contact: 01275 854317, t.a.smith@blueyonder.co.uk,
 www.newt.btck.co.uk We are creating a nature reserve on six acres by planting trees and making ponds.
 We hope to landscape the ground to make it attractive for visitors and encourage wildlife. Meet on Pound Lane at 10 am.

Volunteering for Dartmoor
 Do you have a passion for Dartmoor – southern England's largest expanse of 'wild' landscape? If so we would love to help turn that passion into practical action. We have some 'drop in' events throughout the year but more importantly there is a wide range of medium and longer term volunteer opportunities that you could really get involved with. These will build on your existing skills and help develop new capabilities. We also work closely with other conservation organisations who provide opportunities for volunteering. For full details – and these do change throughout the year – take a look at our volunteer pages:
<http://www.dartmoor.gov.uk/aboutus/vi-volunteers>



The rise and rise of BioBlitz - discover your local wildlife

'Bio' means 'life' and 'Blitz' means to do something quickly and intensively. Together they make "BioBlitz", a fun and engaging way for people to work together to undertake a fast, intensive survey of the wildlife in an area.



Pete "The Bug Man" Dawson shows off some interesting specimens to keen young bug hunters at Bristol BioBlitz (© BNHC)

It's a race to find and identify as many different species of plants, animals and fungi as possible in a set area, within a set time period (usually 24 hours). The discoveries are all noted down with spatial references and other details to produce a list of species records. These can then be passed on to local and national databases where they can be verified and may go on to influence planning and land management practice as well as scientific research.

A BioBlitz usually comprises a group of scientists, students, naturalists and other members of the public working together - this mixture of wildlife experts and the wider public is key to the BioBlitz concept – citizen science in action! It provides the opportunity for

everyone, no matter what their experience or background, to learn together and share their expertise and gives the public a chance to get involved in a genuine scientific survey.

Bristol Natural History Consortium supports a network of BioBlitz events around the country as well as hosting an event directory and resources for running your own BioBlitz. If you are interested in taking part, check out the National BioBlitz website.

Feeling ambitious? Try running your own event for 2014! Join us in November for the free annual BioBlitz Conference where we will also be launching a new Guide to Running a BioBlitz, written in partnership with the Natural History Museum, University of York and Marine Biological Association.

National BioBlitz Network: www.bioblitzuk.org.uk
 BioBlitz Conference: <http://www.bnhc.org.uk/index.php?id=942>

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|-------------|--|---|
| Key: | REF CJS reference no. (job number – source – delete date) | JOB Title |
| BE4 | Application closing date IV = Interview date | LOC Location |
| PAY | £ range - usually per annum (but check starting point) | FOR Employer |
| DES | Description of Job BUT Person Spec / Requirements | ASK More details from / How to apply |

CJS Suggestions: Please check the BUT section to ensure that you have all of the required qualifications / experience before you apply. Contact ONLY the person, number or address given & if an SAE is required double check you use the correct stamps.

The CJS team would like to thank everyone who has contributed adverts, articles and information for this CJS Focus publication. Next edition will feature Alien Species, due to be published on 2 December 2013.

**PLEASE REMEMBER to DOUBLE CHECK the BE4 (closing date) of the vacancies.
 And please contact only the person, telephone number, email address given.
 This CJS Focus was published 23/9/13.**