



Lancashire,
Manchester &
N Merseyside

Brockholes Conservation Intern - Role Description

About the Lancashire Wildlife Trust

We are part of the Wildlife Trusts movement, the UK's leading conservation charity dedicated to all wildlife. We are your local charity, working hard to improve your local area for wildlife and for you.

The Trust manages over 2,000 acres of some of the region's most precious wild places in the form of 37 nature reserves and 20 Local Nature Reserves. These provide places where wildlife can thrive and people can relax and enjoy the wealth of our natural heritage.

Brockholes is LWT's flagship nature reserve and has a key role to play in connecting people to wildlife.

About the Role

Brockholes Nature Reserve is offering an exciting opportunity for a voluntary internship in the Reserve Team.

The Conservation Intern role offers a means of gaining valuable experience of practical nature conservation work, which is key to establishing a career in this field. It will entail working closely with the Reserve Officer and Assistant Reserve Officer at Brockholes, plus working with an existing voluntary Conservation Intern (we aim to have two Interns in post throughout the year, with staggered start dates) and working with weekly teams of committed Conservation Volunteers (teams meet and undertake tasks on Tuesdays, Wednesdays and Thursdays).

The Internship will suit someone with prior experience of nature reserves and conservation volunteering and/or someone with existing practical/estate skills and good natural history knowledge, combined with a passion for wildlife conservation. The objective is to provide an already very capable candidate with the additional skills, knowledge and CV enhancement such that they can go on to obtain a paid role in a comparable career.

The role asks for a commitment of three to four days per week, for a continuous 6 month period. Days available for the role are Tuesdays, Wednesdays, Thursdays and/or Fridays. Hours of work are typically 9am until 4pm.

What is a Conservation Intern?

Under the direction of the Reserve Officer and Assistant Reserve Officer you will help to deliver an array of practical conservation tasks throughout the reserve, creating, restoring and maintaining important habitats, promoting safe working practices, maintaining conservation tools, assisting with conservation income-generating projects and also contributing to the smooth-running of the visitor

experience associated with Brockholes as a whole.

You will primarily be involved with maintaining, restoring and creating habitats for wildlife, but will also undertake practical infrastructure tasks (e.g. path and fence installation or repair) and duties that contribute towards visitor engagement, conservation revenue generation and/or general day to day running of the reserve. You will often be working with long-standing and weekly attending teams of conservation volunteers, but additionally you will develop the ability to lead these teams, plus lead corporate volunteer groups that visit on team-building task days.

Whilst volunteering on the reserve you will have the opportunity to gain in-depth knowledge about the habitats and the wildlife that they support. In turn, you may have the opportunity to engage with visitors to Brockholes and we ask that you are polite and enthusiastic, engaging with visitors in a positive way whenever the opportunity arises. Helping people connect with nature in their local patch enables us to inspire people about the natural world so that they value it, understand their relationship with it and take action to protect and restore it.

This role of Conservation Intern will suit a self-motivated person who has energy, enthusiasm, an ability to adapt to dynamic situations and ideally good baseline knowledge of wildlife identification, with a passion to learn more. It is a varied role and provides an excellent opportunity to genuinely contribute to nature conservation whilst obtaining valuable experience of hands-on work to kick start a career in this field.

What's in it for you?

You'll gain valuable work experience, develop new skills and learn how Lancashire's largest conservation charity dedicated to wildlife is run. The majority of our previous Conservation Interns have gone on to more established and paid roles in nature reserve management.

This role will provide you with:

- The chance to be involved in managing wetland, grassland and woodland habitats, for the benefit of wildlife, and on a high profile nature reserve.
- An opportunity to carry out tasks with team of enthusiastic and knowledgeable volunteers and a genuine chance to contribute your own experience and expertise.
- An opportunity to gain new skills or put your existing skills to use.
- An opportunity to meet new people.
- Possible machinery training opportunities (funding dependant).
- The chance to become a vital and integral part of Lancashire's largest conservation charity dedicated to all wildlife.
- Valuable work experience to support a growing career in nature conservation.
- Free car-parking at Brockholes Nature Reserve.

On completion of an induction you'll also get:

- Access to our LWT Internal job vacancies
- Access to LWT training courses which generally cover a wide range of natural history and habitat management topics, along with more role specific training as opportunities arise, plus Volunteer Conferences and meetings.

- 10% discount in The Nest Gift Shop at Brockholes.
- 10% discount in The Restaurant at Brockholes.
- Invitations to social events for Brockholes volunteers or as part of the wider trust
- 20% discount at Cotswold Outdoors

What's involved?

You will assist the reserve staff in their day to day management of the reserve, including planning and implementing tasks such as those listed below (note that this is an indicative list, rather than an exhaustive one):

A) Practical habitat management:

- Vegetation management such as scrub control, ragwort control, *Juncus* (rush) control ;
- Mapping and control of invasive non-native plant species;
- Hay meadow work, including collecting and sowing wildflower seed, raking and forking cut hay and gathering bales;
- Woodland management, such as thinning, coppicing and planting of understory shrubs ;
- Working with livestock (cattle and sheep), including routine welfare checks, moving animals between fields and undertaking supplementary feeding in winter.

B) Practical estate work & site maintenance:

- Responsibility for upkeep and stocking of bird feed stations;
- Infrastructure maintenance, including paths, fences and boardwalks;
- Operation and maintenance of reserve equipment and tools, including involvement with tool store audits, cleaning, sharpening and repair of tools;
- Processing of firewood, charcoal and other income generating activities;
- Watering, weeding and other general upkeep of plants grown in our horticulture polytunnels (for income generation);
- Installation and upkeep of interpretation signs (information sheets) along routes that the majority of visitors use.

C) Research, survey & monitoring:

- Assist with the implementation of grassland quadrat and species list surveys (seasonal) and/or breeding bird surveys (seasonal);
- Undertake regular checks of riparian mammal footprint tunnels (checking for mink and otter);
- Undertake survey/monitoring work of other wildlife (e.g. lepidoptera, mammals) where opportunities arise.
- Using standard Microsoft Office software to input survey results into files.

D) Events & Public Engagement

- Assist in the planning and delivery of events;

- Assisting in visitor management during busy periods;
- E) Health & Safety
- Assist staff in ensuring day-to-day operations are compliant with all legal duties and in accordance with Lancashire Wildlife Trust's policies;
 - Supported by staff, you will be expected to comply with health & safety policy and risk assessments for all aspects of your work.
- F) Volunteer management
- Supervising / leading teams of volunteers, including regular weekly attending teams of Conservation Volunteers and also corporate 'away day' teams that attend on an ad-hoc basis.

We also ask that all our volunteers at Brockholes actively seek to do the following:

- Engage with all visitors to Brockholes, sharing enthusiasm for the reserve and our wildlife.
- Promote the work of Lancashire Wildlife Trust, support our membership team and raise awareness of LWT Membership.
- Handle visitor management issues in a polite, sensitive and confident manner e.g. explaining our no dogs policy, challenging smoking in none smoking areas and assisting visitors with car parking enquiries.
- Keep up to date with information about Brockholes and our operation by reading weekly Team Brief minutes, email communications, volunteer notice boards and by attending volunteer meetings and training sessions.
- Say hello and provide our visitors with information and assistance whenever you can!

Given the nature of our operation at Brockholes, we may, from time to time, ask you to assist us with tasks other than those listed above. This may include helping out in an emergency or "out of the ordinary" situations or during very busy periods or when we have a shortage of volunteers in a particular area.

This role will suit a person who

- Has a good level of fitness and a willingness to volunteer outdoors in all weathers.
- Has energy, enthusiasm, self-motivation and an ability to adapt to dynamic situations.
- Has previous experience of outdoor practical work, including familiarity with common hand tools and equipment.
- Can work safely and champion a "high quality of work" ethos. Also with an ability to promote a "culture" of tool care and to help to inspire other volunteers in this respect.
- Displays a keen interest in wildlife and conservation. Specialist knowledge is not necessary (although will be an advantage), however enthusiasm and willingness to learn is essential.
- Has a hands-on, can-do attitude and a genuine desire to develop a career in nature conservation.

- Is competent with standard Microsoft Office computer software and other basic computer use.
- Can commit to attendance during core working hours, but with a willingness to be flexible if early or late finish times are occasionally required.
- Demonstrates good personal skills and is good at working as part of a team.
- Has a flexible approach to the role and very much a 'can do' attitude.
- Is reliable and punctual.
- Following a period of induction and training are able to carry out their role with minimal supervision.

Please note this role is *not* suitable for people with no previous experience of outdoor practical work.

Extra information

Your place	Brockholes Nature Reserve, Preston New Road, Preston, PR5 0AG
Time commitment	The Internship has a duration of 6 months, requiring a minimum of 3 days per week volunteering (0900 – 1600). Start and end dates will be set at the time of the role being offered to a candidate, and there is an initial 1 month probationary period.
Brockholes Volunteer Manager	Sarah Leach Events & Communications Manager 01772 872003 Sarah.leach@brockholes.org
Your Supervisor:	Lorna Bennett (Reserve Officer)
Reserve Staff (with whom you would be volunteering)	Lorna Bennett (Reserve Officer) Tom Irvine (Assistant Reserve Officer)
Training/Resources	Brockholes Volunteer Induction LWT Volunteer Programme LWT Membership Training Brockholes Volunteer Meetings and training sessions. Health and Safety Manual Handling <i>Potential</i> to attend external training course if funding allows including first aid and specific machinery courses.
Expenses	Out-of-pocket travel costs between home and volunteering place will be paid at a rate of 0.25p to a maximum of £5 per day, and other reasonable expenses agreed in advance.

How to apply for this role	<p>Please send a copy of your C.V and a covering letter outlining your previous experience of outdoor practical work and your suitability for this role, by email, to sarah.leach@brockholes.org by 27th September 2019.</p> <p>We also require you to register your interest in volunteering with Lancashire Wildlife Trust online at www.lancswt.org.uk/volunteer again by 5pm on Friday 27th September.</p> <p>We expect to review all applications w/c 30th September, with a view to selecting potential interns to come to Brockholes to meet the team and learn more about the role. We expect that the selected intern will start volunteering with us in October 2019.</p>
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This role is purely voluntary and this arrangement is not meant to be a legally binding one or an employment contract