

JOB DESCRIPTION

1. IDENTIFICATION OF JOB

JOB TITLE	:	Developing Green Talent Trainee
FUNCTION	:	Mid-Cornwall Reserves
RESPONSIBLE TO	:	Mid-Cornwall Reserves Officer
SIGNIFICANT RELATIONSHIPS	:	Mid Cornwall Reserves Manager
RESPONSIBLE FOR	:	Volunteers where required

2. OVERALL PURPOSE OF JOB

To deliver work programmes across our Mid-Cornwall Nature Reserves, through practical work, working alongside the Mid-Cornwall Reserves Officer. Reserves estate work will involve management of woodland, scrubland, grassland, heathland, wetland and hedgerow habitat. Key tasks during the traineeship include:

- Path maintenance
- Scrub clearance
- Tree felling
- Brushcutter operation
- Invasive species control
- Bracken management
- Infrastructure works such as fencing, gate and boardwalk construction and repair.
- Biological and habitat surveys
- Developing volunteer teams and leading groups
- Livestock husbandry
- Running guided walks / events

Although some time may be spent in the office and workshop the largest proportion of the work is outdoors and involves working in all weathers.

This role is designed to equip you with both the skills and experience needed to pursue a career in the conservation sector through a combination of both inhouse and externally certified training. Trust staff will teach practical nature reserve management skills and provide the theory and rationale behind the work you are undertaking. A training budget of £1,000 is available to fund a combination of external training opportunities. Potential courses available to a prospective trainee include Outdoor & Forestry First Aid (mandatory), Brushcutter, Pesticides, 4x4 off-road driving, Basic Tree Inspection, ATV, Chainsaw, Species Identification or Surveying.

Please note that the budget will not cover all of the above courses. Budget allocation will be determined upon offer of the position and centred around any prior qualifications possessed.

3. MAIN RESPONSIBILITIES

1. Deliver work across our Mid-Cornwall Nature Reserves as directed by the Mid-Cornwall Reserves Officer and the Mid Cornwall Reserves Manager.
2. Follow and maintain established systems for work setting, work recording and health and safety.
3. Maintain tools, vehicles and equipment to ensure efficiency and safety.
4. Carry out conservation work on land beyond the CWT estate as required.
5. Act according to the Trust's health and safety policy and ensure that contractors act according to the policy.
6. In order for the organisation to work effectively you may be required to assist with other areas of work and therefore you should be prepared to undertake other duties appropriate to the post, as delegated by your line manager.
7. Lead and support teams of volunteers as required in practical reserve management and grazing. Take responsibility for the health and safety of these volunteers and ensure safe working practices are adhered to at all times.
8. All staff are required to abide by organisational policies and procedures.
9. Some of this work may be required to be performed out of normal office hours of the Trust.

4. JOB SPECIFICATION

1. Working within a team sharing resources where communication and planning are essential.
2. Representing the Trust to outside organisations and individuals.
3. Maintaining a constant awareness of risk management on site, and the ability to carry out dynamic risk assessments.
4. A problem-solving attitude, with an understanding of how this is applied in a working countryside environment.
5. A respect and understanding of equipment and how it should be maintained.
6. A broad range of countryside management practical skills.
7. A motivation to produce work outputs to the best possible standards in varying circumstances.
8. A strong motivation to improve habitats for wildlife.
9. A strong motivation to contribute to nature's recovery.

5. PERSON SPECIFICATION

JOB TITLE : **Developing Green Talent Trainee (Mid-Cornwall)**

FUNCTION : **Reserves**

This section details the experience, skills, knowledge and personal qualities required for the post.

Experience &/or qualifications needed:	ESSENTIAL	DESIRABLE
• Experience of working in a countryside environment	✓	
• Experience of maintaining high safety standards	✓	
• Experience of a broad range of countryside management skills		✓
• Experience of problem solving in the field		✓
• Knowledge of principles of habitat management for wildlife		✓
• Basic knowledge of and interest in British wildlife		✓
• Application of Health & Safety procedures		✓
• Qualification in Tractor Driving		✓
• Chainsaw qualified to NPTC 201,202 & 203 (or CS30 & 31)		✓
• Countryside furniture construction		✓
• Livestock fencing		✓
• Driving licence	✓	
• Machinery maintenance		✓
• Good level of physical fitness	✓	
• Enthusiasm, self-motivation and problem solving	✓	
• A strong work ethic - prepared to carry out sometimes repetitive work for full days for long periods	✓	
• A commitment to high standards of work and attention to detail	✓	
• Commitment to wildlife conservation	✓	
• Willingness to work in all weathers	✓	
• Willingness to undertake further training	✓	