

Conservation traineeship (voluntary) 2026

- Five x 12-month, part-time placements from early April 2026 – late March 2027
- Three days/week. Core hours of 8.30am–4.30pm Tuesday, Wednesday & Thursday
- Based at Lower Smite Farm, Hindlip, Worcester and working on nature reserves across Worcestershire.

This is an exciting opportunity to gain the skills and experience needed to start a career in UK wildlife conservation.

As part of a team of five trainees, you will assist in reserve management across a variety of habitats including heathlands, meadows, woodlands and wetlands. The role will involve habitat management using a variety of tools and equipment, installing and repairing reserve infrastructure such as boardwalks and bird hides and working with and supervising volunteers in a variety of tasks.

A structured training programme is offered with the opportunity to tailor training towards individual aims. Trainees will gain nationally-recognised qualifications including first aid, chainsaw and brush-cutter operation and maintenance with the opportunity to train for other certifications in related countryside management skills.

This is a rolling programme and we will be regularly recruiting for trainees to start in April each year.

For further details, and a role description and application form please visit our website www.worcswildlifetrust.co.uk/jobs and see the blogs from current and past trainees at [Blog: Conservation trainees | Worcestershire Wildlife Trust](#)

For any questions about the posts, please email andy.bucklitch@worcestershirewildlifetrust.org

Completed applications **must be made using the Trust's application form** and sent to enquiries@worcestershirewildlifetrust.org no later than **midnight on Sunday 1st February**.

CV's alone will not be accepted.

Interviews will be held on either Thursday 26th or Friday 27th February.

Conservation Trainee (voluntary) – Role Description

Based at: Lower Smite Farm, Hindlip, Worcester. WR3 8SZ

Responsible to: Practical Land Management Officer

Responsible for: Assisting other trainees and volunteers

Key Relationships: Reserves Team Leader, reserves officers, other trainees, volunteers, other Trust team members

Purpose of the role

To assist the reserves team with the management of nature reserves across Worcestershire and to assist other departments within the Trust on small projects

The role is intended to provide the experience and skills necessary to pursue a career in UK wildlife conservation.

Role benefits

- A structured training budget is available to cover externally certified training in outdoor first aid, chainsaw, brush-cutter, trailer & off-road driving. There is also the opportunity and some budget to tailor training towards individual aims.
- The opportunity to learn the theory and practice of reserve management from a friendly and knowledgeable team of reserve officers and volunteers
- Gain hands-on experience of practical conservation and develop relevant skills
- Work with other departments within the Trust to gain a wealth of knowledge and experience

Key activity areas:

- Habitat management tasks on woodlands, wetlands, meadows, heathland and grassland using a variety of tools and techniques
- Practical reserve management including the repair and installation of site infrastructure such as bird hides, signs, gates, boardwalks, fences and footpath maintenance
- Supervising volunteers in practical reserve management and habitat management tasks on reserves
- Training in the use of chainsaws, brush-cutters, Wildlife Trust vehicles and trailers
- Assisting other departments with admin duties such as conducting surveys, analysing survey data and generating social media content
- Additional opportunities to assist with events, guided walks and wildlife surveys, some of which may be outside of core working hours

Times/days we would like you to be available:

- Three days a week working core hours of 8.30am – 4.30pm on Tuesday, Wednesday & Thursday for 12 months from early April – late March, excluding agreed leave
- Occasional out of hours, evening and weekend events as agreed

Conservation Trainee (voluntary) - Person Specification

Essential criteria

- Aged 18 or over at the start of the traineeship
- Eligible to live and work in the UK (we are unable to offer sponsorship for Visa or similar)
- Enthusiasm for UK wildlife/conservation and ambition to pursue a career in the land-based sector
- A good level of physical fitness and strength, sufficient to access and carry out practical work on a variety of sites and ground conditions
- Willing and able to work outdoors in all weather
- Willing and able to use power tools such as mowers, brush-cutters and chainsaws
- Ability to work with a range of people from different age groups and backgrounds
- A desire to learn and develop practical skills
- Good team working and ability to work towards shared goals
- Ability to plan and organise own time and be punctual and reliable
- Ability to commit to the full 12-month traineeship

Desirable criteria

- Full clean UK driving license and willingness and ability to drive Wildlife Trust vehicles
- Good IT skills
- Experience of working with hand and/or power tools
- Ability to travel to locations where and when trainee activities and & training are based (usually Lower Smite Farm but may be sites across Worcestershire or nearby counties)