



Gwent Wildlife Trust

Title: Nature Recovery Trainee

Contract: 1 year fixed term contract, full time

Reports to: Nature Recovery Manager

Location: Throughout Gwent

Salary: £24,185 pro rata

Overall purpose

As part of our newly funded Nature Networks Project; A Resilient Gwent for People and Wildlife, we are recruiting for a Nature Recovery Trainee, full time, paid, for a 1-year fixed term contract. This Traineeship will enable the successful applicant to develop the necessary skills and experience to continue their career in nature conservation.

The Trainee will be provided with training and experience in;

- Practical habitat management and experience working in the conservation sector
- Installing natural solutions for biodiversity and climate change mitigation and adaptation
- Leading volunteers, tasks and events, including health and safety, safeguarding etc.

In addition, individual interests of the successful applicant will allow for further experience in;

- Ecological survey and monitoring
- Nature conservation marketing and communications
- Wildlife education and community group working

The Trainee will be supporting Gwent Wildlife Trust's (GWT) Nature Recovery Officers in their daily roles across our suite of Nature Reserves in Gwent alongside supporting other staff with their varied work across the Trust. A budget for training and the necessary Personal Protective Equipment needed to carry out their role will be provided.

Main responsibilities

- To undertake all aspects of practical reserve management supporting staff and volunteers
- To participate in formal and informal work-based training under the guidance of GWT Staff
- Support other GWT staff in activities such as monitoring wildlife and surveying, events and wildlife education work
- Assist with planning and delivery of volunteer work programme on GWT nature reserves
- To take on small mini-Projects to assist the Nature Recovery Team and the evidence they use to carry out adaptive management across the Estate
- To follow Health & Safety requirements and safe working practices and ensure a safe environment for staff, contractors, volunteers and visitors

- To support the Nature Recovery Team in recruiting the second Trainee for the 2026/27 period

The Post

This role is a full time 37.5 hours per week traineeship from 1st September 2025 until the 28th August 2026. A good level of fitness is required for this post as it involves frequent outdoor work, often under difficult weather conditions. Occasional evening and weekend work may also be required for which time off in lieu will be granted.

The role will be based at our Mamhilad Offices in Pontypool, but the trainee will be expected to travel throughout Gwent.

PERSON SPECIFICATION

The qualities needed for this post are listed below.

(E – Essential; D – Desirable)

Experience

- Experience of working with volunteers (D)
- Experience of practical land management (D)
- Full and current driving licence (or working towards) (E)
- Ability to take personal responsibility for safe working practices (E)

Skills

- Committed and enthusiastic to nature conservation and expanding knowledge (E)
- Ability to deal with and solve problems (E)
- Knowledge of ensuring a safe working culture within all areas of work (E)
- Practical knowledge of tools and equipment (D)
- Ability to communicate effectively with a wide range of people (D)
- Knowledge of land management techniques for nature conservation (D)

Knowledge and Qualifications

- IT literate – familiar with word processing, spreadsheets, and databases (D)
- Relevant qualification/degree for example in Countryside Management (D)

Personal Qualities

- Hard working ethic and capable of carrying out physically demanding work (E)
- Responsible attitude with good organisational and time management skills including diligence in following up tasks (E)
- Strong desire to work in nature conservation as a future career (E)
- Physically fit and with an ability to deal with difficult terrain and outdoor work in all conditions often in remote locations (E)
- Able to convey enthusiasm and inspire volunteers and visitors (D)
- Desire to contribute to a small high performing team (D)

Candidates should be able to demonstrate commitment to equal opportunities and be able to work out-of-office hours occasionally.