



# New to Nature Placement

## Trainee Rewilding Ranger

**CLOSING DATE:** 17.00pm on Wednesday 17<sup>th</sup> May 2023

### Heal Rewilding

Charity Registration number (England & Wales) 1187992

020 3355 2149 | [heal@healrewilding.org.uk](mailto:heal@healrewilding.org.uk)

[www.healrewilding.org.uk](http://www.healrewilding.org.uk)



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## ABOUT NEW TO NATURE

Thank you for your interest in this New to Nature placement.

New to Nature is an exciting programme of paid work placements in nature-focused roles. This is one of 70 roles that will be created across the UK to encourage new and diverse talent into the Natural Environment sector.

**We're particularly interested in receiving applications from young people (aged 18-25) who are from ethnically diverse backgrounds, who are living with a disability or are from low-income households.**

You'll get paid a good wage from a placement that helps the environment, learn loads of skills to boost your CV and get access to an Employment Coach to help you plan your future career. There'll also be opportunities to learn about potential careers in the natural environment, and (should you wish to) connect with the other young people working in New to Nature roles across the country.

This is a unique opportunity to try something new, and to take a first step on a career path where you can make a real difference. The natural environment needs you!

We hope you will join us on this exciting journey!



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## ABOUT HEAL

Heal's purpose is to take direct, practical action to address the biodiversity crisis in England. Our goal is to acquire and rewild a new site in every English county (48 sites) by 2050, each with visitor facilities, educational courses and free access.

This is a very exciting moment for our charity, as we have just acquired our first rewilding site – Heal Somerset – near Bruton. Our team arrived on site in January 2023 and are now in the early stages of ecological surveying, land management planning and building our team.

To us, rewilding means ecological recovery that's led by nature and aims to:

- restore natural processes
- create a mosaic of habitats
- increase the diversity and abundance of species

Our chief habitat restoration 'managers' will be free-ranging animals, namely cattle, ponies, pigs and deer. There are wild-living beavers on the river Frome, which runs through our land in three places, so we hope these wonderful creatures may settle here one day and help shape our habitats.

Heal was set up by people who care deeply about wildlife and want to take practical action to rewild land. We're committed to creating varied, enjoyable volunteering opportunities that will enable people from all walks of life to positively impact rewilding. Our new Trainee Rewilding Ranger will be key in shaping and delivering Heal's first ever practical volunteering and land management activities, with a big focus on ecological monitoring and surveying.

### Benefits of working with us:

- ✓ Flexible working
- ✓ Holiday Entitlement of 25 days (plus your birthday, Bank Holidays and the break between Christmas and New Year)
- ✓ Pension with NEST
- ✓ Training and support provided, on the placement and formal training
- ✓ Disability Confident employer (application in process)



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# RECRUITMENT PROCESS

## APPLICATION

You can apply for this placement via the following link:

[www.surveymonkey.co.uk/r/NTNPlacementApplication22](http://www.surveymonkey.co.uk/r/NTNPlacementApplication22)

This is hosted by Groundwork UK who will monitor applications, before passing them to the relevant placement organisation, who will shortlist applicants for a selection process.

Please ensure that you carefully select the correct role from the drop-down list via the online form, to ensure your details are passed to the correct placement organisation. Applicants will receive an on-screen confirmation when your application has been successfully submitted.

If you have any questions about the application form, contact Groundwork UK at:

[newtonature@groundwork.org.uk](mailto:newtonature@groundwork.org.uk)

## INTERVIEWS

We will contact you to let you know whether you have been shortlisted for interview.

We expect to conduct first-round interviews via Zoom **on Tuesday 30 and Wednesday 31 May** and second-round interviews in-person on **Friday 2 June**.

If you have any questions about the role or interview process please contact Hannah Needham, Heal's Operations Director, via [hannah@healrewilding.org.uk](mailto:hannah@healrewilding.org.uk) or 07845202165.



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## PLACEMENT DESCRIPTION

<b>Placement title:</b>	Trainee Rewilding Ranger
<b>Organisation:</b>	Heal Rewilding
<b>Contract type:</b>	12 Months, Fixed term
<b>Number of hours per week:</b>	35 hours per week. Will consider part time role as a reasonable adjustment.
<b>Working pattern:</b>	Monday to Friday, with the requirement to work up to four weekend days per month as/when needed (time off in lieu will be allocated accordingly). We offer flexible working around our core hours of 10:00-15:00.
<b>Hourly rate of pay</b>	£10.90
<b>Responsible to:</b>	Operations Director
<b>Location:</b>	Based at Heal Somerset, our rewilding site near Bruton (exact location to be disclosed at interview - the site address has not yet been made publicly available as it is not yet open to visitors). There is flexibility for some home working (1 day per week).
<b>Accessible by public transport:</b>	We regret to say that access to the site by public transport is poor. The site is rural with no nearby bus routes. Two train stations are within a one-hour cycle ride and a 15-minute or 30-minute taxi journey. We can contribute up to £50 per month towards travel expenses to the site.
<b>Anticipated Start Date:</b>	Monday 17 <sup>th</sup> July 2023

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## ROLE DESCRIPTION

This is an exciting opportunity for a highly motivated, practical and resourceful person to support the design and delivery of key rewilding activities at Heal Somerset, a new 460-acre nature recovery site near Bruton.

You will be managed by, and report to, Heal's Operations Director, and you will work collaboratively with our site-based team to design and establish three key projects at Heal Somerset:

1. **Engagement:** involving the local community and volunteers
2. **Research:** ecological surveying and monitoring
3. **Land:** habitat and access management

### Engagement

Supported by our experienced team, the postholder will deliver accessible, enjoyable and rewarding opportunities for public engagement with the Heal Somerset rewilding project. The Trainee Rewilding Ranger will design, coordinate and run engaging events (e.g. guided walks, open days) and will host volunteering days. Through regular communication with Heal's existing volunteer network, and by liaising with local people and organisations, they will help to shape and grow a vibrant, friendly and inclusive community of volunteers and supporters at Heal Somerset.

### Research

The postholder will contribute to the delivery of Heal's ecological surveying and monitoring programme. The Trainee Rewilding Ranger will assist Heal's Operations Director in the identification of opportunities for 'citizen science' (volunteer-driven ecological surveying and monitoring), planning of volunteer training days and the coordination of volunteer surveys. They will assist Heal's Operations Director with the collation, storage and analysis of data, and the generation of reports.

### Land

The postholder will support the Heal team with various practical activities, particularly with regards to visitor access e.g. maintenance of public footpaths and gates, fencing repairs and fencing removal, and signage installation and maintenance. There may also be opportunities to gain experience in habitat management and/or creation e.g. hedge planting, wetland creation.



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## PERSON SPECIFICATION

- ✓ A **friendly, outgoing** person with excellent **verbal communication skills**, who is comfortable **meeting new people** and speaking in front of groups
- ✓ A **practical person** who is happy to take on physical tasks (under supervision and with training) such as carrying materials, repairing fences/gates etc
- ✓ Has experience **working as part of a team** and has a **constructive** and **collaborative** approach to working with others (this can include experience from school, college or university)
- ✓ **Enjoys working outdoors** and spending time in nature
- ✓ Has a basic understanding of, or some experience of, **conducting surveys** to collect data and using technology to **collate and store data** (training will be available)
- ✓ A **reliable, dependable** and **diligent** person
- ✓ A **well-organised** person with good attention to detail
- ✓ An **optimistic** person who holds a positive outlook
- ✓ Has a **basic understanding** of rewilding – what it is and how it works (this can be from reading books/articles in your spare time – formal education in rewilding or a related subject is not required)
- ✓ Has experience **creating documents** (e.g. in Microsoft Excel) and **drafting/sending emails** (e.g. in Microsoft Outlook)

## SUPPORT AND TRAINING OPPORTUNITIES

### New to Nature

This placement is part of a national programme - New to Nature - funded by the National Lottery Heritage Fund. This will include additional elements of training and personal development support provided by Groundwork UK and partners, as well as on the job training and support from Heal.

Each trainee will complete an in-depth induction programme with input from New to Nature partners, along with tailored advice and guidance from a Groundwork Employment Coach at key points during the placement. This may include identifying skills and training opportunities or help with your CV and job search skills.

All New to Nature trainees will be invited to participate in a learning Network. This will create opportunities to take part in different talks, workshops and discussions focused on the environment sector, hosted by Groundwork and our partners.



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## Heal

The Heal team will work together to ensure the candidate has an enjoyable and inspirational opportunity to develop transferable skills, shape the charity and accelerate nature recovery.

### *Team involvement*

The candidate will be welcomed into Heal's small and friendly team – you will join our monthly team calls, attend a trustee board meeting, and will be provided with regular opportunities to ask questions, contribute ideas and raise concerns.

### *Mentoring*

Heal's Operations Director will use her experience from her conservation traineeship in 2018, and her experience helping to design a traineeship programme at Groundwork in 2020, to line manage you. She will help you to identify your development goals, set objectives and provide supervision. She will support you through one-month, three-month and six-month performance reviews, covering not only skills development and performance, but more holistic aspects including confidence in the role, resilience, and relationships with colleagues.

### *Internal training*

As the ecology lead at Heal, with experience in practical habitat management, surveying, and volunteer management, our Operations Director will provide technical training and ongoing guidance and supervision. Plus, she will help the postholder identify opportunities for external training e.g. with other local charities and environmental groups.

### *External training*

As the postholder will be responsible for supervising volunteers and maintaining a safe work environment, they will be provided the opportunity to gain their 'First Aid at Work' qualification and will be given in-house training in the completion of risk assessments.

### *External opportunities*

Heal will include the postholder in as many aspects of the charity's work as possible, including attendance at events to provide opportunities to learn about other nature recovery projects and to grow their professional network.



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