



Tees-Swale Farming & Nature Trainee

Yorkshire Dales National Park Authority

CLOSING DATE: 11pm on Monday 4 March 2024

Yorkshire Dales National Park Authority,
Yoredale, Bainbridge, Leyburn, North Yorkshire DL8 3EL
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**INVESTORS
IN PEOPLE**



NORTH PENNINES
Area of Outstanding Natural Beauty




YORKSHIRE DALES
National Park Authority

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ABOUT TEES-SWALE: NATURALLY CONNECTED

Thank you for your interest in this Tees-Swale: Naturally Connected Traineeship.

Tees-Swale is an exciting programme of farming, nature and engagement work in and around Teesdale and Swaledale. Funded by the National Lottery Heritage Fund, the project is a partnership between the Yorkshire Dales National Park Authority and the North Pennines National Landscape (previously called Area of Outstanding Natural Beauty) Partnership and aims to work with farmers to restore, improve and connect habitats, whilst engaging wider communities in these special landscapes.

Part of this project includes creating trainee opportunities. You will be paid a good wage from a traineeship that helps the environment and learn loads of skills to boost your CV. There'll also be opportunities to learn about potential careers in the natural environment and connect with the other trainees working on the project and across the National Park and wider partners.

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!

ABOUT YORKSHIRE DALES NATIONAL PARK AUTHORITY

The Yorkshire Dales National Park Authority's role is to conserve and enhance the Yorkshire Dales National Park and to help others to share in and enjoy it. We have 25 Members – in many ways like a company's board of directors. We employ approximately 175 full and part-time staff and benefit from the work of around 250 Dales Volunteers.

Our vision is to use our expertise and passion for conserving, enhancing and sharing this special place, so that:

- Local people, businesses and organisations will keep the Yorkshire Dales National Park a thriving area;
- Its unique cultural landscape will be treasured for its stunning scenery, exceptional heritage and wonderful wildlife;
- Every year millions of people will be inspired to be a part of it.

Our core values underpin the way in which we deliver our work, these are: Striving for improvement, being accountable for our actions, committing to doing what we say we will do, operating with integrity, being open and approachable and valuing and empowering people.

Benefits of working with us

- ✓ Flexible working
- ✓ Holiday Entitlement of 26 days, plus Bank Holidays
- ✓ Access to employee discounts

RECRUITMENT PROCESS

APPLICATION

You can apply for this traineeship via the Webrecruit portal on the Yorkshire Dales website.

We will be holding an online question and answer session on Tuesday 13 February 2024 from 6-7pm where you can speak to the team including the 2023/24 trainees and hear more about the role. If you are interested in attending this session, please email Claire Hodgson, Tees-Swale Programme Manager claire@northpennines.org.uk and you will be sent joining instructions.

INTERVIEW

We will contact you to let you know whether you have been shortlisted, along with further details of the activities.

We expect the interview will take place week commencing **18 March 2024**. We will reimburse reasonable travelling expenses for candidates attending.

If you have any questions about the role or interview process, please email Claire Hodgson, Tees-Swale Programme Manager claire@northpennines.org.uk

ROLE DESCRIPTION

Placement title:	Tees-Swale Farming & Nature Trainee
Organisation:	Yorkshire Dales National Park Authority
Contract type:	12 Months, Fixed term
Number of hours per week:	37 hours per week. Will consider part time role as reasonable adjustment
Working pattern:	A flexitime scheme is in operation. This allows you to vary your start and finish times within set parameters to help your work fit in with your social and domestic responsibilities. If you have accrued sufficient time, the scheme allows you to take up to 12 days extra leave during the year.
Salary:	£22,737 per annum
Responsible to:	Farming & Nature Officer (Swaledale)
Location:	Bainbridge with work in Swaledale
Accessible by public transport:	No – the remote nature of the work makes accessibility by public transport very difficult

ROLE DESCRIPTION

You will work as part of the Tees-Swale: Naturally Connected Programme to help deliver a varied and ground-breaking selection of wildlife and nature projects, including upland hay meadow restoration, woodland creation and many more!

You will be enabled and encouraged to influence current and future project to increase this impact, whilst developing your own knowledge and gaining a wide range of skills and experience in conservation and restoration of protected landscapes, as well as engaging with farmers, landowners and agents.

You will have the opportunity to spend time with colleagues working on the wider Tees-Swale programme as well as other teams in the National Park. This will allow you to gain experience in Access, Conservation, Ranger and Engagement teams and work with partner organisations, farmers, landowners, and community groups, to gain an understanding of the culture, people, nature, landscape and recreational opportunities in the National Park and beyond.

The key part of the role is assisting the Farming & Nature Officer with the planning, preparation and delivery of wildlife and nature projects in and around Swaledale, which could include:

- Upland hay meadow restoration;
 - Peatland restoration;
 - Woodland creation;
 - Rush management and breeding waders;
 - Wetland/scrape creation;
 - Diffuse metal pollution; and
 - Instream/riparian management.
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- Collecting information, take photographs and conduct evaluation and feedback exercises, inputting and analysing monitoring data, and GIS Mapping.
 - Support in the engagement of farmers, landowners, contractors and the general public.
 - Assist with the design, organising and delivery of the training programme for farmers, landowners and conservationists.
 - Assist with and, at times, oversee the organising and supervising of volunteers.
 - Supporting the wider delivery of Tees-Swale programme aims such as community engagement and school visits.
 - To comply with the Authority's Health and Safety policies, Codes of Safe Working Practice and Child Protection Policy.
 - Such other duties as are appropriate with the post, as directed from time to time by the Chief Executive.

Whilst carrying out the role, we are committed to developing your skills and experience throughout the duration of the traineeship. The direction of this development will be steered by not only the needs of the role but in collaboration with you and your individual development aims.

PERSON SPECIFICATION

- ✓ Must enjoy being outdoors in all weathers, and able to stay positive in the face of challenges.
- ✓ Must have a keen interest in nature conservation and have a desire to further develop relevant skills and knowledge.
- ✓ Able to effectively collect data and information and be able to present it to meet the needs of different audiences.
- ✓ A supportive and co-operative team member with the ability to work independently using own initiative.
- ✓ Excellent organisation skills.
- ✓ Self-motivated and able to work effectively without close direction.
- ✓ Flexible approach to work and adaptable to changing circumstances with the ability to find creative solutions.
- ✓ A professional can-do attitude and a willingness to learn new skills in nature, farming and conservation.
- ✓ Willingness to work outside normal office hours on occasions.
- ✓ An interest in, and commitment to, the aims of the National Park and wider programme.
- ✓ Access to a vehicle for travel or access to a means of mobility support to meet the demands of the role (if driving must have a current valid driving licence and appropriate insurance).
- ✓ Some knowledge of GIS mapping software would be useful.
- ✓ The role is subject to a successful Criminal Records (DBS) check.

SUPPORT AND TRAINING OPPORTUNITIES

All Yorkshire Dales National Park Authority trainees as part of the Tees-Swale: Naturally Connected programme will receive a range of development opportunities including: an induction programme and on-the-job and formal training courses. Each trainee has a training budget which they can choose how best to spend to meet their needs and development interests.