



Yorkshire
Wildlife Trust

Peat Restoration and Nature Reserves Apprentice



ywt.org.uk

Peat & Nature Reserves Apprentice

About us

Yorkshire Wildlife Trust is one of the region's largest environmental charities; our mission is to **drive nature's recovery in Yorkshire** across our land and at sea.

We are one of 46 regional Wildlife Trusts working for nature and collectively forming the Wildlife Trusts, one of the largest collective national movements for wildlife in Europe.

Our vision is for **wildlife and people thrive together across Yorkshire's communities, land, rivers and sea**. We work holistically in nature, thinking globally, planning at regional and landscape scale, while delivering our work in partnership with local communities, caring for local wildlife together. Our dedicated team of staff (c.190) and volunteers (c.1000) work together, on behalf of all our members (c.41,000), in every corner of Yorkshire to make this vision a reality.

Since forming in 1946 with our first reserve at Askham Bog, we now steward 115 nature reserves, which cover more than 3000 hectares of land and include some of our most precious wildlife. We also work extensively with other land managers, communities and businesses, to inspire, advise and deliver restoration work, supporting others too play their part in nature's recovery.

We are passionate advocates for Yorkshire's incredible wildlife and wild places. Join us and help create a diverse and inclusive team, committed to driving change for Yorkshire's wildlife, communities and a positive future.

Job Description



Responsible to: Training Officer (Nature Restoration)

Location/based at: Yorkshire Wildlife Trust regional office in Skipton

Date last updated: 19 June 2026

About the Role

The apprentice will spend their time working across two teams based in the Northwest of Yorkshire, mainly in the Yorkshire Dales and with some occasional work further afield.

In a typical fortnight, the apprentice will spend approximately 5 days working within Yorkshire Peat Partnership (YPP) and 3 days working within the Northwest Reserves team (subject to occasional variation), in addition to 1 day a week to attend college or undertake other training/learning activities in support of the apprenticeship. The length of the apprenticeship contract is 18 months.

Within YPP, your role will be to support our peatland restoration work across Yorkshire Dales and North York Moors National Parks and Nidderdale National Landscape. This will involve surveying damaged peatlands on foot, collecting data to monitor restoration work, and supporting with communications and engagement work.

With the Northwest Reserves team, you will support with work on 17 nature reserves across the Yorkshire Dales National Park where you will learn about habitat management across several different habitat types including woodlands, upland hay meadows, rush pasture, limestone pavement and wet meadows. The work will involve practical conservation work, habitat management, species monitoring, working with conservation volunteers, and engaging with people and communities through our work.

While working in this role you will be supported to complete a Level 2 Countryside Worker Apprenticeship at Craven College in Skipton. You will attend college 1 day in every fortnight during term time, and will be required to complete all coursework, assessments etc. as assigned by college tutors.

About you

No prior experience is necessary for this role; training and mentoring support will be provided throughout the 18-month contract period.

This role is right for you if:



- You are enthusiastic about peatland restoration and nature conservation.
- You are prepared to spend most of your time working outside, in all seasons and weather conditions.
- You're interested in learning practical skills including using a range of tools, habitat management techniques and vegetation identification.
- You are committed to attending college and completing all assigned coursework, in order to complete a Level 2 Countryside Worker Apprenticeship at Craven College during the 18-month contract period (more info on Craven College's website [here](#))
- You are excited to communicate your enthusiasm for nature with volunteers and the general public.
- You work well in a team.
- You prioritise safety and "look before you leap".

Tasks and responsibilities

Peatland Restoration Support

- Work with Project Officers to carry out detailed ground-truthing surveys of peatland erosion indicators and vegetation communities.
- Coordinate and prepare for site work including vehicle checks, risk assessments, equipment checks, and ensuring the team leave on time.
- Support with meetings with peatland restoration contractors and contract site inspections.
- Assist the Research and Development Team with monitoring activities such as installing monitoring equipment and collecting data.
- Assist with monitoring surveys to evaluate the success of peatland restoration.
- Assist with communications activities, engagement events and volunteer days.
- Work outside in remote locations and challenging weather conditions year-round.



Practical conservation (Nature Reserves)

This role includes practical habitat management work in a variety of remote habitats including woodland, upland hay meadows, limestone pavements, rush pasture and wet meadows. Training will be provided in all the skills required and there will also be opportunities to gain nationally recognised qualifications where appropriate e.g. Chainsaw and Brushcutter.

During your apprenticeship with us you will gain experience in the following:

- Woodland works: this will include coppicing, scrub works, tree planting and tree felling. Woodland management forms a significant proportion of our practical work programme whilst we tackle the effects of Ash Dieback disease.
- Infrastructure and asset maintenance: this will include signage and interpretation installation, gate repairs and track maintenance.
- Boundary repairs: there will be lots of opportunities to assist with boundary repairs across our nature reserves. This will include fencing repairs (both stock fencing and post and rail), dry stone walling and hedge laying.
- Vegetation management: vegetation management work will include the removal of invasive or injurious weeds such as Himalayan balsam, ragwort, thistle and docks. Other work includes bracken bashing, scrub clearance and strimming woodland rides and glades for the benefit of native wildflowers.
- Species monitoring – There will be opportunities to assist with species and habitat monitoring across different habitats. This will include reptile surveys, plant monitoring and ash dieback monitoring amongst other opportunities that arise.
- Visitor engagement: we run several guided walks for various local groups, members or corporate groups and so there will be opportunities to engage in this work. Our nature reserves have public access, so a positive, friendly attitude is essential to make everyone feel welcome.
- Volunteer Engagement: a large amount of our practical work is undertaken with volunteer's support. You will be involved with our weekly practical conservation volunteer days. This will involve assisting in preparation for volunteer days in advance ensuring all equipment and PPE is available and in good working condition, developing your skills and confidence to assist in leading



volunteers and to motivate and encourage volunteers on site so that they continue to volunteer for Yorkshire Wildlife Trust.

- Risk assessment writing and health and safety: during the apprenticeship, you will write and update site and task risk assessments to minimise the risk to oneself and colleagues. It is essential that all work is undertaken follows the Trust's Health and Safety policy and procedures. Also, when operating machinery, to do so safely and ensuring that all tools and equipment are in safe and good working order and following training.

Other responsibilities

- Promote the Trust and partner organisations whenever possible.
- Demonstrate our Trust values every day showing grit, inclusivity, integrity, creativity, and collaboration
- Support and promote the Trust's commitment to equality, diversity and inclusion.
- The Trust is committed to safeguarding and promoting the welfare of children, young people, and adults at risk and expects all staff and volunteers to share this commitment.
- Abide by all Trust policies.
- Undertake any other duties as requested by your line manager and in line with the post.



Person Specification

Knowledge and Skills	Essential/Desirable
Able to work as part of a team.	Essential
A good level of IT proficiency, including all Microsoft office applications	Essential
Able to make sensible decisions about your safety when working outdoors in remote or exposed locations	Essential
3 GCSEs grade 9-3 including English and maths or equivalent OR otherwise able to meet the entry requirements for Craven College Level 2 Countryside Worker Apprenticeship	Essential
Confident communicating with people from a wide range of ages and backgrounds	Essential
Interest in using social media to promote wildlife and ecology	Desirable
Personal Qualities	Essential/Desirable
Willing to spend long periods of time in remote environments including separated working on exposed moorland in all weathers	Essential
A common-sense approach to solving problems	Essential
An interest in and enthusiasm for the work of Yorkshire Wildlife Trust and the Peat Programme	Essential
Able to work in a busy, evolving environment with a team of colleagues with varying skills and abilities	Essential
Flexible and able to respond to changing circumstances and to assist with tasks at short notice	Essential
Excellent timekeeping and punctuality	Essential
Willing to follow instructions and guidance and receive constructive feedback.	Essential
Qualifications/Requirements	
Commitment to completing a Level 2 Countryside Worker Apprenticeship course during your employment	Essential
A full driving licence	Essential



Terms and Conditions

Salary:	£24,546.31 per annum (£13.45 per hour)
Hours:	35 hours per week, Monday to Friday. The nature of the post's duties may occasionally require occasional evening and/or weekend work. Paid overtime is not available, but time off in lieu will be given for essential additional hours worked.
Contract:	18 months duration. A probationary period of 4 months applies to new staff, during which you must complete all essential, mandatory training.
Flexibility:	Whilst ensuring the needs of the business and the role are met, the Trust endeavours to meet the flexible working needs of its employees. Depending on the nature of the role, the Trust offers hybrid working (a mix of office and at home).
Holidays:	30 days per annum inclusive of 3 office/site closure days over the Christmas period, in addition to national public holidays, rising to 33 days after 5 years' service. All leave is pro rata for part time employees.
Pensions:	You may be eligible to be auto enrolled into the Trust's Pension Scheme. Terms of the scheme are available on request from Finance.
Employee Assistance Programme:	The Trust provides an Employee Assistance Programme. This is a confidential service which aims to provide staff with support for a range of issues.



Health Questionnaire:	You will be asked to complete a health questionnaire in order to identify and support or adjustments you may require.
Equal Opportunities:	Yorkshire Wildlife Trust is committed to equal opportunities and appoints on merit. We welcome applicants from all sections of society regardless of gender, sexual orientation, race, disability, marital status, age and religion, perceived community background or political beliefs.
Place of Work:	The post will be based at YWT Regional Office, Skipton
Travel:	Public transport is encouraged although pool vehicles are available. In exceptional circumstances the use of the employee's own vehicle may be necessary for business use, at a mileage rate of 55p per mile.
Training & Professional Memberships:	The Trust is fully committed to personal development and training and supports achieving and maintaining professional memberships and accreditations, with any essential-to-role professional memberships paid for by the Trust.

