



## Job Specification

# River Conservation Apprentice

Purpose:	To support the delivery of Ribble Rivers Trust conservation projects, maintenance previous projects, and undertake a practical apprenticeship leading to a nationally recognised qualification.
Reports to:	Senior Woodland Officer
Location:	Clitheroe
Hours:	37.5 hours per week (including release to Craven College for classroom learning)
Salary:	NMW for apprentices
Contract:	24month fixed term contract

Ribble Rivers Trust (RRT) is a regional charity established in 1998 to conserve the Ribble Catchment, particularly its rivers, brooks, becks, and streams. Over the last 10 years, RRT has developed and grown into a sector-leading organisation, known for getting things done, strong partnership working and a collaborative approach.

### **Supportive mentoring and career development pathways.**

We have five teams focusing on Data and Evidence, Land Management, People and Learning, River Conservation and Core Services. Every team member is empowered to achieve their best. Our teams work together on projects to improve, protect and create a mosaic of habitats and land uses that will lead to a healthy river environment. This is underpinned by a science-driven approach that helps us to focus on areas that have the greatest issues and could benefit the most from our efforts.

You don't need to be an expert to join us, just passionate about nature and keen to learn. We value curiosity, teamwork, and a willingness to get involved. Previous apprentices have gone on to roles as Woodland Officers, Project Managers, and more. Working both here at Ribble Rivers Trust and for other rivers trusts or organisations like English Heritage and the National Trust.

## **Make a meaningful difference to the local environment.**

With support from a wide range of funders, the Trust delivers significant amounts of on-the-ground habitat conservation activities, including: tree planting, woodland maintenance, fencing, wetland creation, river channel habitat improvement and fish passages projects, to name a few. We also work extensively with local volunteers and we have an ever-growing group of Citizen Scientists who help us to monitor the health of the catchment and the impacts of our projects.

The Trust also works collaboratively and in partnership with a range of organisations, such as the Environment Agency, United Utilities, Jamie's Farm, Woodland Trust, Lancashire Wildlife Trust, Yorkshire Dales Millennium Trust, The Forest of Bowland National Landscape, and many Local Authorities.

## **Be part of a collaborative, values-driven team.**

In this role our new River Conservation Apprentice will be involved in physical conservation projects such as fencing, tree planting, fish pass maintenance and litter clean ups. They will also support activities that inform, engage and inspire people to be more actively involved in looking after their local environment, such as installing or maintaining interpretation boards, or access improvement projects. We are looking to recruit a competent and enthusiastic person to join our team, someone who is committed to making a difference to the environment through practical projects.

In addition to these core tasks, there will be opportunities to experience work across teams to explore the range of roles and responsibilities within the Trust. We will also seek to provide opportunities to work with others to gain additional skills, e.g. working with a hedge layer.

The apprenticeships will start in September 2025 and will last for two years. They will provide work-based training with the employing organisations and trainees will study for a qualification in Environmental Conservation at Craven College. Apprentices will also gain a range of certificated skills which are vital in land-based industries and will be assisted with the costs of transport to training.

**We welcome applicants from all backgrounds, including those with no prior experience in conservation, and are committed to developing your skills.**

**Ribble Rivers Trust is an equal opportunities employer. We celebrate diversity and are committed to creating an inclusive environment for all employees and apprentices.**

## Job Description

### 1. Completing an Environmental Conservation qualification:

The vocational qualification will be assessed at work and at college. Attendance at college will be an average of two days a month during the first year of the scheme. A timetable will be set before the start of the course and may vary seasonally.

Trainee progress will be monitored on a three-monthly basis by college staff, employer and RRT staff. They will visit the workplace and talk to apprentices and supervisors. This meeting will give the opportunity to discuss the training and any concerns.

### 2. Working under the Volunteer Supervisor and with volunteers to deliver practical catchment management projects within the catchment.

The practical aspects may include:

- Signposting, waymarking and maintenance of footpaths on walk routes
- River clean-ups, maintenance and in-channel improvements, e.g. brash bundles
- Vegetation and invasive species control and management
- Construction and repair of footbridges, stiles, gates, fences, interpretation boards and signs
- Dry stone walling, laying cobbles, paved ways and concreting
- Construction and repair of culverts, drain laying
- Fencing, hedging, ditching and drainage maintenance
- Tree planting and wetland creation
- Use of powered tools and equipment, e.g. brush cutters or chainsaws
- Caretaking, maintenance and cleaning of RRT projects, e.g. fish pass projects,
- Communicating with visitors, community groups and volunteers
- Adhering to all health and safety rules and regulations

### 3. Engaging with the community:

- Attending events
- Speaking to volunteers
- Supporting other RLT projects, e.g. Rivers in the Classroom,
- Going back in to your former school or college to talk to students about the benefits of joining an apprentice scheme

### 4. Undertaking any other reasonable duties

The role will be based principally within RRT offices in Clitheroe, but will be expected to work across the catchment. Transport to sites will be provided but apprentices will be expected to make their own way to the main place of work each morning.

**We encourage applications from individuals who may not have access to a vehicle. We will try to support reasonable arrangements for travel where possible.**

## **Person Specification**

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b> <ul style="list-style-type: none"> <li>• Minimum GCSE Grade 4 / C English and Maths</li> <li>• Willingness to train and study for Level 2 Diploma and additional training opportunities provided</li> </ul>	✓ ✓	
<b>Experience</b> No previous work experience necessary but an aptitude for practical work desirable		✓
<b>Personal qualities</b> <ul style="list-style-type: none"> <li>• Physical fitness appropriate to the job</li> <li>• Self-motivation, commitment and initiative</li> <li>• Good interpersonal skills and the ability to get on well with other members of the team.</li> <li>• Able to communicate well with other staff and the general public.</li> <li>• Strong interest in learning practical conservation/field skills</li> <li>• Capable of demonstrating initiative in dealing with unforeseen circumstances</li> <li>• Willingness to work hard to complete the practical parts of the traineeship</li> <li>• A level of physical fitness appropriate to the post</li> <li>• A keen interest in and a firm commitment to, countryside conservation and the aims of the organisations</li> <li>• Driving licence</li> </ul>	✓ ✓ ✓  ✓ ✓ ✓ ✓ ✓ ✓	✓       ✓

To apply for this job, please visit <https://ribbletrust.org.uk/job-vacancies/> and send a completed application form to [admin@ribbletrust.com](mailto:admin@ribbletrust.com) by 5pm on Monday 11<sup>th</sup> August 2025.