



EARLY CAREER PLACEMENTS



APPLICATION PACK



PAID
ONE-YEAR
PLACEMENT

ACROSS
FOUR
CENTRES



LIVING
COLLECTIONS
AND
PRACTICAL RESERVE
ROLES





OPEN TO
ANYONE

STARTING THEIR
CAREER
IN THE SECTOR

WHAT WE OFFER



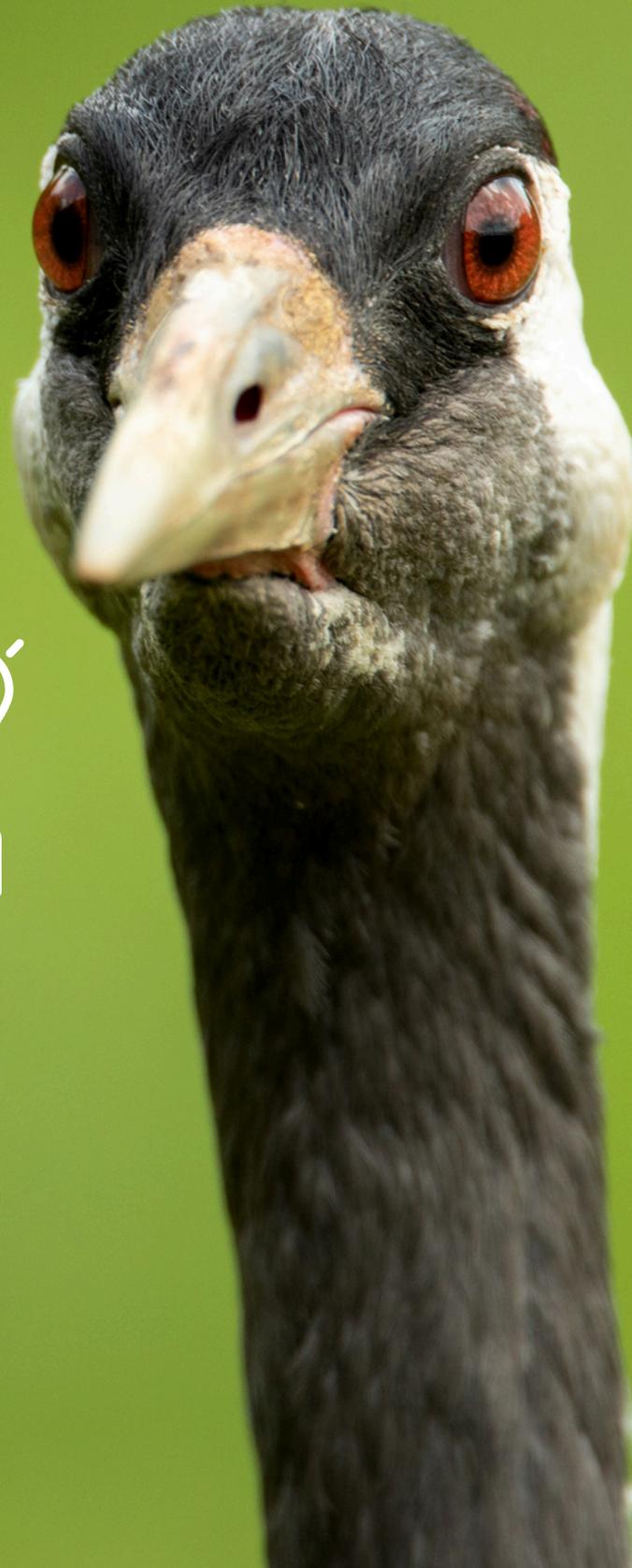
**PRACTICAL
TRAINING**



**CAREER
MENTORSHIP**



**HANDS-ON
EXPERIENCE**



WHO ARE THE EARLY CAREER PLACEMENTS FOR?



Any individual,
a career starter or career changer
with a minimum relevant level 2
qualification or equivalent
experience, looking to get into the
sector. **You do not need to be a
current student to apply.**

APPLICATION PROCESS



**Application form
and question**



**Interview (online
or in person)**



**Site visit,
onboarding, and
induction**

**If applicants are not
successful they will be
notified. Feedback can be
provided from the
interview stage.**

FURTHER INFORMATION

AI policy

Artificial intelligence tools can be helpful in completing applications, for example to improve clarity or structure. However, your application should reflect your own experiences, skills, and voice. Please ensure that all examples and statements are truthful and based on your personal experience. Applications that appear to be generated entirely by AI, or that present content not based on your own experience, may be withdrawn as part of maintaining a fair recruitment process.

We encourage applicants to use AI as a support tool, not as a replacement for their own work.

Diversity monitoring

We invite applicants to complete our voluntary Diversity Monitoring Form to help us assess how inclusive our recruitment processes are.

Your responses are anonymous, kept separate from your application, and are not seen by the recruiting panel or used in selection decisions. The information is used only in anonymised form to improve our Equality, Diversity, and Inclusion practices.

Shortlisting criteria

We shortlist applicants based on their motivation and values rather than the amount of previous experience they have.

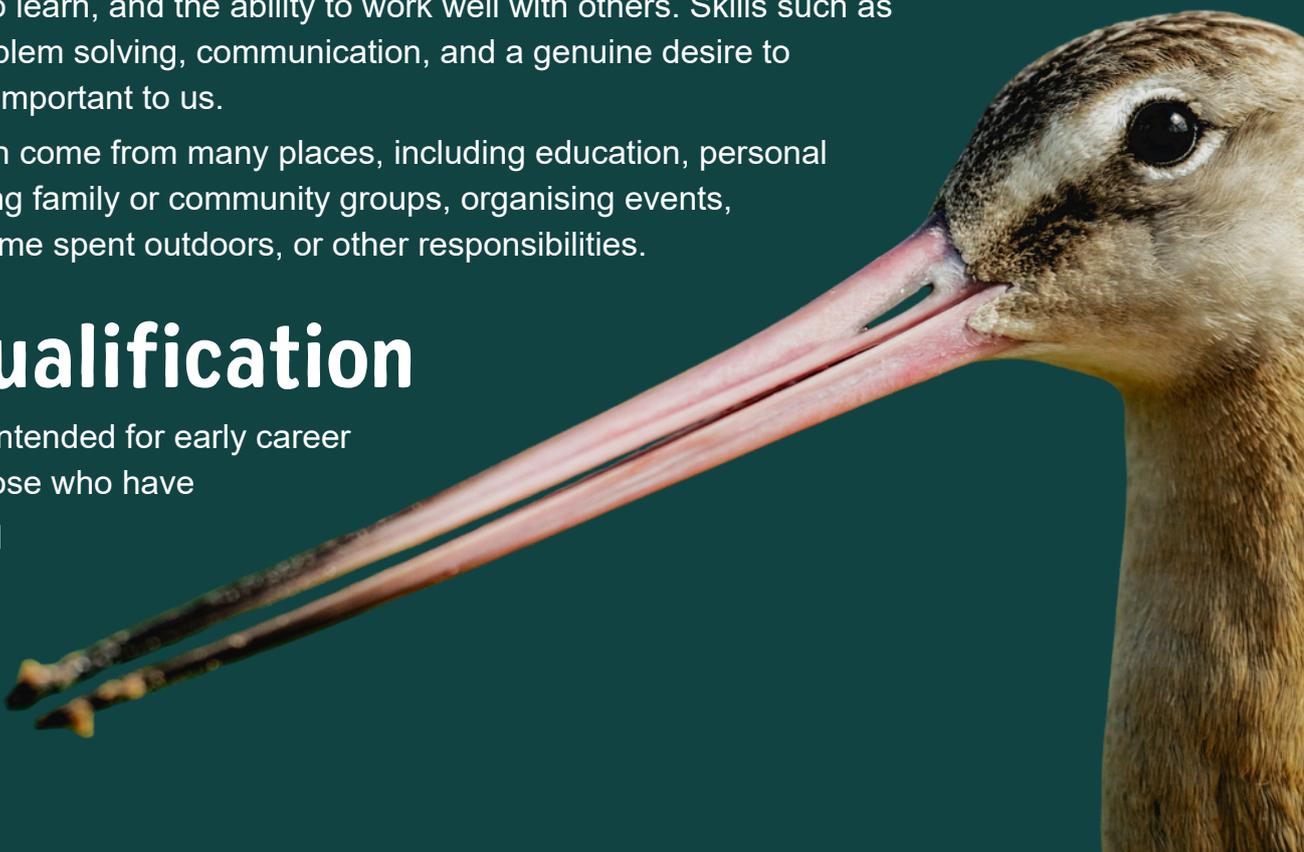
We look for people who demonstrate an interest in nature and conservation, a willingness to learn, and the ability to work well with others. Skills such as teamwork, problem solving, communication, and a genuine desire to contribute are important to us.

Experience can come from many places, including education, personal projects, helping family or community groups, organising events, volunteering, time spent outdoors, or other responsibilities.

Overqualification

As this role is intended for early career candidates, those who have

previously held a similar entry level role or above in the sector will not be considered.



REASONABLE ADJUSTMENTS

We are committed to making our recruitment process and placements as accessible and inclusive as possible. If you need any reasonable adjustments or additional support at any stage of the application, interview, or placement, please let us know and we will do our best to accommodate you.

You can request adjustments when you apply or contact us at any time before interview at placements@wwt.org.uk.

EXAMPLES INCLUDE



- Additional breaks during interviews or tasks
- Interview questions or themes in advance
- Flexible interview times

- Step free access and accessible interview locations
- Materials in alternate formats
- Notes permitted in interview

- Extra information on what to expect
- Use of assistive or accessibility software
- Quiet interview spaces

EQUALITY DIVERSITY AND INCLUSION

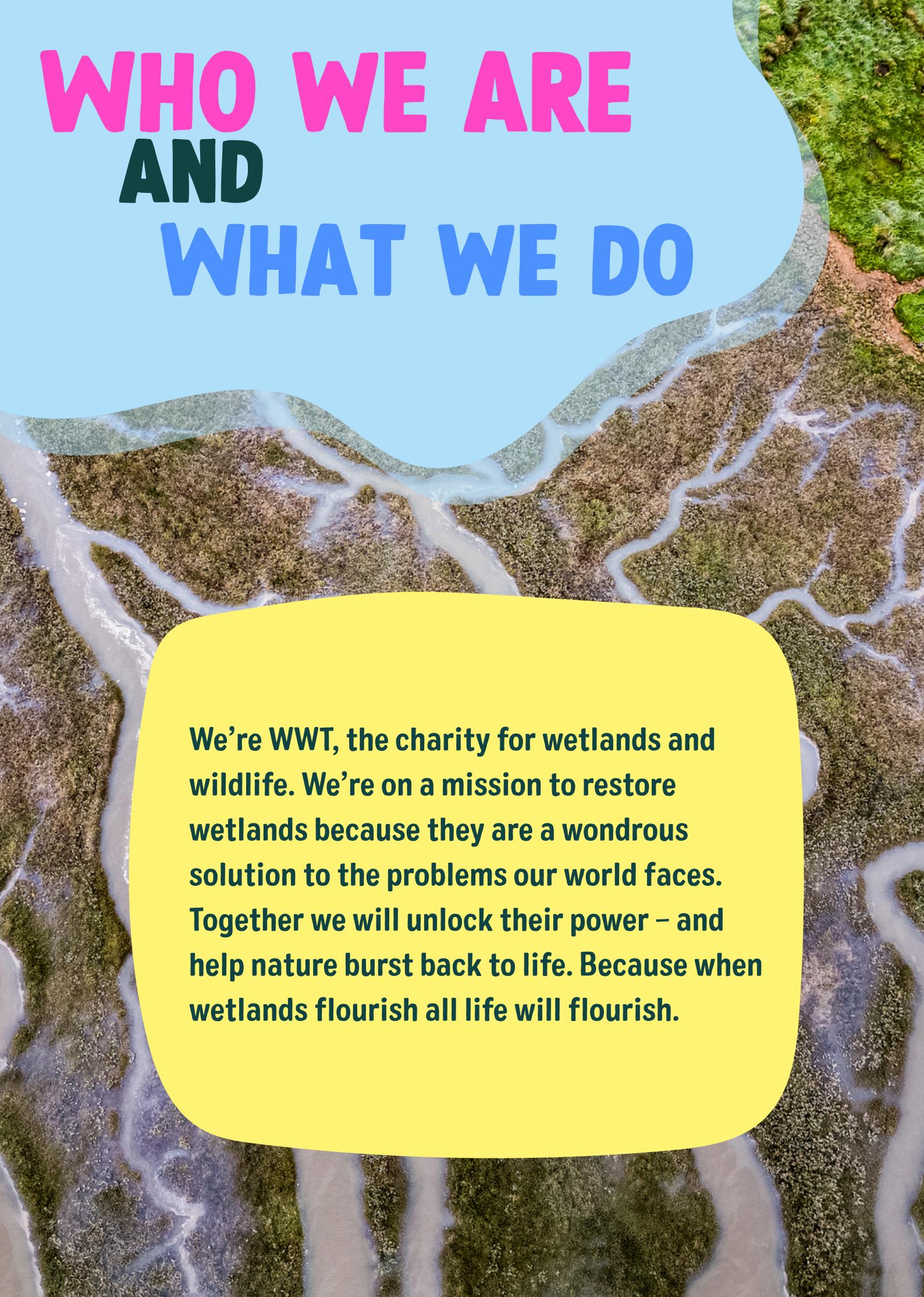
At WWT, we believe that a diverse and inclusive conservation movement is essential to creating a future where wetlands and wildlife thrive alongside people.

We recognise that the environmental sector remains one of the least diverse in the UK, and that many people face barriers to entering conservation and nature-based careers. Through our paid Early Careers placements, we aim to help address this underrepresentation by creating accessible opportunities for people at the start of their careers.

Our placements are open to applicants from all backgrounds. We particularly welcome applications from individuals who may face additional barriers to accessing careers in conservation. This may include, but is not limited to:

- People from underrepresented racial and ethnic backgrounds
- People from lower socioeconomic backgrounds
- Disabled people and those with long-term health conditions
- Neurodivergent individuals
- First-generation university students or those without higher education qualifications
- People who have had limited access to nature or conservation career opportunities

We value
diverse perspectives
and are committed to
creating an inclusive
workplace where
everyone can **thrive**



WHO WE ARE AND WHAT WE DO

We're WWT, the charity for wetlands and wildlife. We're on a mission to restore wetlands because they are a wondrous solution to the problems our world faces. Together we will unlock their power – and help nature burst back to life. Because when wetlands flourish all life will flourish.

EARLY CAREER PLACEMENT JOB ADVERT

At WWT our people are instrumental, and we want to inspire future conservationists to help lead the way. As part of our early careers programme, we are thrilled to offer another year of paid early career placements. These specific roles are designed to provide experience and skills development to help individuals on their journey into their chosen career paths. The roles at WWT are based in the following two areas of our organisation:

- **Practical wetland reserve management**
- **Living collections management**

As an early career placement you will gain a range of experiences throughout your 12-month placement including:

- Extensive training that includes nationally recognised qualifications.
- Experience of working in a team with knowledgeable and passionate staff.
- Gaining practical skills through collaborative experiences when working with a range of stakeholders including staff, volunteers and visitors.
- Knowledge of how wetland conservation is managed on a day-to-day basis as well as long term planning.
- The importance of living collections and their impact on conserving rare species.

At WWT we are extremely passionate about supporting our placements and it is important to us that through this application process we learn about you, the individual. When answering the questions in the application, please ensure you that you tell us about your experiences, passion, and career plans and how this role could help you develop.

Further detail on early career placements can be found on the following



A man and a woman are standing on a wooden walkway outdoors. The man is on the left, wearing a yellow beanie and a dark puffer jacket, smiling. The woman is on the right, wearing a green beanie, glasses, and a red jacket, also smiling. They are leaning on a wooden railing. The background shows trees and foliage.

SITE-SPECIFIC ROLES

Each placement role and site will have its own job description and person specification.

The application webpage contains role descriptions specific to each site. Please review these carefully before applying.

The job description outlines duties, working patterns, and any role-specific requirements.

We aim to make placements as flexible and accessible as possible, reducing unnecessary essential criteria where we can. However, due to the nature of some roles and locations, certain requirements such as a driving licence or specific working patterns may still be necessary.

You are welcome to apply for multiple roles if more than one opportunity interests you.



“ I have gained lots of skills and my confidence has developed so much.

-Tree

“ I’ve learned so much here that I wouldn’t have been able to anywhere else and with people who are so passionate.

-Amy

“ you’ll leave with skills for life.

-Kerry

THANK YOU

For leading the way as
future conservationists

if you have any further
queries, please contact
placements@wwt.org.uk

