
Reserve Warden

Grade: 5

Directorate: Operations

Location: WWT Slimbridge

Reporting to: Reserve Manager

Main function of post: To take a role in the delivery of all aspects of this internationally important 320-hectare nature reserve including RAMSAR, SPA, SAC and SSSI notifications. Assist with management habitat tasks, ecological monitoring and the achieving of targets set within the reserve management plan and support on delivery of some visitor engagement events. .

Responsibilities of the post

1. You will work with the Reserve Manager and Assistant Reserve Manager to help maintain the reserve. Your tasks will include daily operations, using tools and equipment, and assisting with habitat management. You'll also help with the Reserve Management Plan by inputting data and reporting. Additionally, you'll support the design and implementation of environmental schemes, focusing on monitoring and recording.
2. Support delivery of the visitor engagement strategy by delivering walks and talks for the public, ensuring the safety and welfare of such groups and promote WWT membership.
3. To assist with the operation and maintenance site infrastructure in line with agreed procedures and guidelines including paths, hides/observatories, fencing, water level control structures, waymarking, interpretation and all further infrastructure which may be added to the estate.
4. Take responsibility for the supervision of all reserve practical volunteers. Assuring all trust procedures are followed.
5. Help create interesting local and national wildlife stories to attract more visitors to the Centre. Work closely with the Marketing Manager and PR teams to manage events and actively create social media content, including photography, following WWT policies. Accurately monitor species and habitats, and be skilled in identifying various taxa, including birds.
6. Take part in officially sanctioned pest control in line with WWT policy when requested.

7. To be responsible for working within the WWT health and safety policy and guidelines ensuring that the health, safety and wellbeing of yourself and others is an integral part of how you work.
8. To be responsible for engaging with the WWT Sustainability Statement, being aware of negative environmental impacts and incorporating sustainable ways of working within your role.
9. To interact with our visitors and supporters in a positive way, shaping unforgettable experiences and helping them understand and connect to wetlands.
10. To ensure that in the course of your work you adhere to the WWT Data Protection policy and standards.

In addition to the duties and responsibilities listed, the post holder is required to perform any other reasonable duties that may be assigned by the supervisor shown above, from time to time.

Date raised: August 2024

Amended: November 2025

Person Specification

1. Qualifications

Essential:

- Good general education to A-level standard or equivalent.
- Full current driving license
- Good level of IT skills, including Microsoft Office and social media
- Excellent field skills in at least one major group (botanical, birds, invertebrates)

Desirable:

- Working knowledge of Health and Safety at work
- NPTC Chainsaw certificates or equivalent.
- LANTRA brush cutter certificate or equivalent.
- Knapsack Spraying.
- Bird Ringing License at level C' or higher.
- Tractor training certification.

2. Experience

Essential:

- Experience in the conservation field
- Bird-watching skills sufficient to deliver events with high external impact and monitoring to high professional competence.
- Experience of and proven enthusiasm and engaging delivery of public-speaking on a conservation theme.
- Experience of undertaking basic habitat managements such as coppicing.

Desirable:

- Knowledge in a wide range of natural history subjects.
- Experience using CMS or other conservation planning packages.
- Experience of risk assessment delivery.

3. Managerial & Supervisory

Essential:

- Experience of supervising teams of volunteers
- Experience in visitor engagement and associated training.

Type of team member	Number managed (No. of direct reports)	Number supervised
Employed staff	0	0
Volunteers	0	Daily 1-10, occasional groups of 1-20
Casual Workers	0	0

Desirable:

- Experience of Land Management recording packages.
- Experience of Agri-environmental schemes.

4. Responsibility

Essential:

- Security patrols, confronting and dealing with trespassers in a polite but firm way
- Undertake predator control.
- Represent WWT on walks, talks and tours. General public interactions, VIPs and specialists, giving a high impact in the centre and externally.
- Undertake disease monitoring, acting independently, on occasions representing WWT and best practice

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Expenditure (exc. payroll)	£0
Cash Handling	£0
Assets (required for job, exc. buildings)	£1k binoculars,
Visitors (per annum)	12-15,000 visitors directly through walks and talks, significant impact on other visitors 250,000 plus social media

5. Creative Ability

Essential:

- Recognise and exploit PR opportunities.
- Help develop reserve management to optimize wildlife value and visitor experience.
- Develop recording methods, advertising needs and opportunities.
- Design and implement novel and innovative ways of engaging our visitors.

6. Contact

Essential:

- Able to deliver internal and external talks and events.
- Have active presence on social media.
- Proven experience of engaging with large numbers of visitors.

Desirable:

- Experience at representing organisations in the media.
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General Notes

This position will require work during evenings, weekends and public holidays to meet the needs of the post.

Whilst this post is based at WWT Slimbridge, some travel may be necessary therefore a current driving licence is essential as is willingness to travel to other WWT Wetland Centres.

The work is often of a physical nature requiring a degree of fitness.

Occasional short stays away from home whilst working at other Centres may be required.