

Reserve Warden

Grade: 5

Directorate: Operations

Location: WWT Castle Espie

Reporting to: Site Manager

Main function of post: To assist with the activities associated with the successful operation of the reserve, including ecological recording and surveying, habitat management and estate maintenance. You will also play a key role in leading guided walks, assisting with events and to promote and supervise volunteers. Also, support other departments in the visitor centre when required.

Hours worked: Normal working hours will be 22½ hours a week.

Supervisory responsibilities: Casual staff, Volunteers and Contractors

Responsibilities of the post

1. To assist in the implementation of the reserve management plan to ensure the wetland habitats are delivering on the site's objectives and compliance obligations.
2. To assist in species survey work, including breeding bird surveys, WeBS, bird counts and non-avian surveys.
3. To assist in the maintenance of the reserve estate to ensure efficient and safe operation and use. This will include the shoreline of Strangford Lough.
4. To operate and maintain a variety of machinery with a high regard to safety regulations, use all tools safely and correctly and observe and apply Health and Safety regulations at all times.
5. To undertake guided walks and to actively liaise with WWT visitors.
6. To prioritise workloads and implement the reserve work programs at busy times.
7. To work alongside volunteers and work experience students encouraging, developing and supporting them in their work for WWT, ensuring that they have a positive volunteering experience.
8. 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.
9. 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.
10. To interact with our visitors and supporters in a positive way, shaping unforgettable experiences and helping them understand and connect to wetlands.

11. To support other departments in the visitor centre.

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: July 2006

Amended: July 2026

Person Specification

1. Qualifications

Essential:

- Good basic education to GCSE standard or equivalent, including English and Mathematics
- Full, current driving license
- LANTRA or equivalent qualification, e.g. Brushcutter
- Capable and willing to attend training courses to meet the requirements of the role

Desirable:

- First aid at work
- LANTRA or equivalent qualification: ATV
- LANTRA or equivalent qualification: 4x4
- LANTRA or equivalent qualification: PA1 & PA6
- LANTRA or equivalent qualification: Tractor

2. Experience

Essential:

- Practical land management experience
- Knowledge of UK wetland species
- Maintenance and use of machinery, tools and equipment.
- Be able to communicate effectively
- Working with the general public
- Team working skills
- Biological fieldwork skills including WeBS counts and breeding bird surveys.

Desirable:

- Experience of wetland land management techniques
- Experience of giving guided walks and public speaking
- Good IT skills including MS Word, Outlook and Excel.

3. Managerial & Supervisory

Essential:

- Experience of supervising volunteers

Type of team member	Number managed	Number supervised
Employed staff	0	0
Volunteers	0	25
Casual Workers	0	0

4. Responsibility

Essential:

- Well organised and be able to manage own time
- Able to work alone and work within a multi-disciplined team.

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Budget Responsibility	£500
Income	
Assets (required for job, exc. buildings)	£1000
Visitors (number per annum)	15,000 – 20,000

5. Creative Ability

Essential

- Problem solving and coming up with well thought through practical solutions

6. Contact

Essential:

- Ability to raise concerns to supervisor in a timely manner
- Ability to work and communicate at all levels both internally and externally
- Ability to engage with the public through both formal and informal talks

General Notes

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

A willingness to travel to other WWT centres and nature reserves in the UK