



Groundwork Cheshire, Lancashire & Merseyside.

RECRUITMENT PACK

BLACKPOOL GREENWAVE CONSERVATION TRAINEE

CLOSING DATE: Midnight Sunday 19th July 2026

Groundwork Cheshire, Lancashire and Merseyside
Charity Registration number 514727
74-80 Hallgate, Wigan, WN1 1HP
www.groundwork.org.uk
T: 01942 821 444 | E: recruitment@groundwork.org.uk



Are you ready to be part of something extraordinary?

At Groundwork, we're not just a charity – we're a movement for positive change, and we are delighted that you are interested in joining us.

Groundwork was created in the early 1980s, during a time of social and economic crisis. The world may have changed a great deal since then, but our purpose and our work has never been more relevant, as we continue to provide a beacon of hope during times of uncertainty.

Making a difference isn't just our goal, it's the very the reason we exist. Imagine helping people who have become isolated to regain their confidence and get into jobs and training, or supporting families struggling with rising bills, or empowering communities to tackle climate change head-on. That's what we do at Groundwork. We are changing places and changing lives – every day.

But we can't do it alone. We need passionate individuals who share our values and our commitment to positive change. We are committed to diversity and we also believe that people with lived experience of the challenges facing the communities we serve are part of the solution. So, whether you're just starting out in your career, or looking to take your next step, we want to hear from you.

Join our growing team, where collaboration, learning, and personal growth are not just encouraged – they're celebrated. With excellent working conditions and an inclusive and supportive environment, Groundwork is more than a job; it's a journey of development, discovery and impact.

I hope this insight into Groundwork makes you excited about the opportunity to work with us and becoming part of something truly special.



Andrew Darron, Executive Director



ABOUT GROUNDWORK CHESHIRE, LANCASHIRE AND MERSEYSIDE



Groundwork is a charity working locally and nationally to transform lives in the UK's most disadvantaged communities.

Groundwork Cheshire, Lancashire and Merseyside is one of 15 Groundwork Trusts across England, Wales and Northern Ireland. Last year we carried out over 70 diverse projects each year. Projects that tackle climate change and help people out of fuel poverty. Projects that bring out the best in young people by helping them to improve their local area. Projects that build stronger communities by improving green space or creating jobs.

Last year, this contributed to the following outputs and outcomes.

- ✓ **More than 1900 community organisations and businesses supported**
- ✓ **Over 3,700 young people supported to learn and achieve**
- ✓ **Around 800 volunteers engaged**
- ✓ **Over 110,000 m² of land either improved or managed and over 1500 trees planted**
- ✓ **Over 250,000 benefitting from public spaces we've improved**
- ✓ **1,600 people helped to reduce domestic energy use, water use & waste sent to landfill**



WHAT IS IMPORTANT TO US



VALUES

Our values inform what we do and how we do it.

We are environmentally aware and focused on communities in need.

We are knowledgeable, compassionate and work with integrity.

We provide leadership, are professional in our performance and driven to make a positive impact.

PROFESSIONAL

We are professional in our performance.

- hard working, efficient & effective
- ensuring all of our resources are used to maximise the impact of our work.

LEADERSHIP

We provide leadership and positive energy focused on helping communities to develop solutions.

INTEGRITY

We demonstrate the highest levels of integrity within our work.

- striving to build genuine partnerships that are committed to places for the long term.

MAKING AN IMPACT

We are driven to make a difference to our communities.

- we effect genuine change and we can demonstrate the impact of our work

COMPASSION

We take a person-centred approach that delivers compassionate support to those members of our community in need of our help.

KNOWLEDGE

We are knowledgeable in our field of expertise and use our creativity to develop new and innovative approaches to tackling difficult community problems.



EQUALITY AND DIVERSITY

We are fully committed to eliminating discrimination and promoting equality and diversity in our workforce and employment practices, in the work we undertake, and in the provision of all our services.

We value diversity and flexibility in our workforce as we think it gives us access to a wider range of skills. This means that decisions concerning recruitment, promotion or any other aspect of employment will be based on the needs of the organisation and not any assumptions based on sex, race, age, disability, gender reassignment, sexual orientation, married or civil partnership status, pregnancy or maternity, religion or belief (these are known as 'protected characteristics').



SAFEGUARDING

We commit to doing everything we can to ensure the safety of those involved in our projects, programmes and services. Our safeguarding team ensures that our safeguarding policy and practices are rigorously implemented and continually reviewed and improved. Safeguarding is embedded in our organisational culture.

We ask all staff to undertake safeguarding training when they join us.



SUSTAINABILITY

We are committed to minimising its environmental impact and promoting positive environmental behaviour among its employees, service users, suppliers and partners. Our environmental policy sets out how we will manage our assets and activities in a way that's consistent with our values and demonstrates our commitment.

The policy relates to all areas of our work and contains responsibilities for all employees.

RECRUITMENT PROCESS

CLOSING DATE: Midnight Sunday 19th July 2026

To apply for this position, please complete the online application form via the relevant vacancy listing available on our website which can be found here:

<https://groundwork.org.uk/about-groundwork/careers-across-groundwork>

Please complete the following before the closing date:



Completed Application Form

Demonstrating how your knowledge, skills, experience and values meet the requirements of the role in line with the person specification.

Note: Your name and any information that could be used to identify your age, gender or ethnicity will be removed by our HR team before shortlisting



Signed GDPR Statement acknowledgment

This document will be removed by our HR team prior to shortlisting*



Completed Equal Opportunities Monitoring Form

This document will be removed by our HR team prior to shortlisting*



Completed Declaration of Convictions Form

This document will be removed by our HR team prior to shortlisting*



Completed Referees Form

This document will be removed by our HR team prior to shortlisting*.

This should contain contact details of 2 referees, one of which should be your most recent employer if you have one. Please note referees will not be contacted unless you are successful at interview stage.

*Groundwork Cheshire, Lancashire and Merseyside collects this data to help ensure that there is no discrimination in employment practice with regards to appointment, access to training, and promotion. This is a condition of the GDPR under which processing of sensitive data can take place.

INTERVIEWS

You will be contacted shortly after the closing date with an update on the status of your application.

Interviews will take place in-person in Blackpool 4th - 6th August.

Blackpool GreenWave Conservation Trainee

£15,254 (Real Living Wage)



Help nature thrive. Help Blackpool flourish. Build your career.

A paid opportunity to launch your career in conservation, ecology and community action. This isn't just a job.

It's your chance to help transform Blackpool into a greener, healthier and more climate-resilient town while gaining the skills, experience and professional support to build a career in the environmental sector.

As part of the Blackpool GreenWave Partnership, you'll work alongside conservation professionals, ecologists and community specialists to improve parks, green spaces, habitats and neighbourhoods across the town.

You'll gain hands-on experience in:

- Practical conservation and habitat management
- Biodiversity surveys and ecological monitoring
- Community engagement and environmental education
- Volunteer leadership and event delivery
- Green infrastructure and nature recovery projects

You'll receive mentoring, accredited training and real responsibility from day one, developing the confidence and experience employers across the environmental sector are looking for.

If you're passionate about nature, climate action and making places better for people, this could be the start of your career.

For more information about Groundwork please see www.groundwork.org.uk/sites/clm

What we will offer you

- > 25 days holiday entitlement increasing with length of service, plus public holidays (pro rata for part time staff)
- > Flexible working arrangements, depending on the needs of the role
- > Enhanced employer pension contribution (6%) increasing further with length of service
- > Cycle to Work salary sacrifice scheme, if eligible
- > Employee Assistance Programme
- > Death in Service Benefit, if eligible





JOB DESCRIPTION

Blackpool GreenWave Conservation Trainee

Salary:	£15,254 (Real Living Wage) - £25,423 full time equivalent
Hours of work:	Part time, 21.75 hours per week
Pattern of work:	Ideally 9:00am to 5:00pm across 3 consecutive days of the week (includes 45 mins for unpaid lunch break). Flexible start and finish times to be agreed with line manager
Location:	@TheGrange, Dinmore Avenue, Blackpool, FY3 7RW. Travel across Blackpool and occasional travel beyond as part of the Nature Towns and Cities network.
Term:	Fixed term to 30 th June 2028 with potential extension
Responsible to:	Blackpool GreenWave Conservation Officer
Responsible for:	N/A

BACKGROUND

Groundwork Cheshire, Lancashire and Merseyside, on behalf of the Blackpool GreenWave Partnership, is seeking a Conservation Trainee to join our team in improving green and blue spaces across Blackpool.

For more information about the organisation, service or project please see www.groundwork.org.uk/sites/clm.

SCOPE OF THE ROLE

The Blackpool GreenWave Partnership brings together the voluntary sector, Local Authority, NHS, housing providers, colleges and businesses, all united by a vision of a healthier, greener Blackpool where nature thrives alongside our communities.

The GreenWave project is part of the National Lottery Heritage Fund's Nature Towns and Cities programme. It will deliver a 10-year Green and Blue Infrastructure (GBI) Strategy, designed to transform Blackpool's fragmented green spaces into a connected natural network. This includes parks, community gardens, schools, housing estates, our coastline and urban fringe – creating a framework that benefits both people and nature.

By tackling health inequalities, supporting biodiversity recovery, and embedding climate resilience across planning and regeneration, the project will ensure Blackpool is a healthier, more sustainable place to live, work and visit.

The Conservation Trainee will work closely with and support the wider project team, gaining experience across multiple strands of the project while contributing to its successful delivery. This includes supporting the Project Manager, Ecologist, Community Engagement Officer and Conservation Officer in their roles.

The post is aimed at someone at the start of their environmental career and will offer mentoring, training, and development opportunities to build skills and confidence in the nature sector.

This role requires a clear DBS check.

MAIN DUTIES & RESPONSIBILITIES

Practical Delivery & Conservation Support:

- Assist the Conservation Officer in preparing for and leading volunteer conservation days, including habitat management, invasive species removal, planting, and site improvements.
- Support with safe tool use, site preparation, and logistics to ensure smooth volunteer activities.
- Help maintain equipment and carry out basic health & safety checks under supervision.

Ecological Support:

- Work with the Ecologist on biodiversity monitoring, habitat surveys, and data collection.
- Support mapping and recording of ecological features across project sites.
- Assist with the creation and interpretation of habitat improvement plans

Community Engagement & Volunteer Support:

- Collaborate with the Community Engagement Officer to promote volunteering opportunities, events, and activities through local outreach and social media.
- Support community workshops, events, and youth engagement sessions.
- Help create engaging content and visuals to celebrate the project's environmental and social impact.

Strategic Project Support:

- Work alongside the Project Manager to gain insight into multi-agency project coordination, planning, and funding.
- Attend project team meetings and contribute updates from fieldwork and community engagement.
- Support communications and reporting, including collecting case studies, volunteer feedback, and photos.

Training & Development:

This role is designed to build confidence, experience, and employability in the environmental sector. You'll receive:

- Supervision and mentoring from Groundwork's nature and conservation teams
- Accredited and in-house training in: health & safety, first aid, safeguarding, practical conservation skills, biodiversity surveying, and community outreach.



Person Specification

(requirements of the job holder)

Assessment Method Key -

A (application form), I (interview), P (presentation), E (exercise), R (role play)

	Essential (E)	Desirable (D)	Assessment Method
Experience			
Experience in nature-based programmes and conservation		✓	A / I
Experience working with schools, community groups, or volunteers.		✓	A / I
Knowledge			
Knowledge of habitat management techniques, biodiversity enhancement, and practical environmental work.		✓	A / I
Understanding of health and safety requirements in outdoor conservation work.		✓	A / I
Knowledge of the local area including partner organisations, green and blue and challenges faced by people across the Town.		✓	A / I
Skills and Abilities			
Ability to work outdoors in all weather and undertake physical tasks.	✓		A / I
A team player who is organised, reliable, and proactive.	✓		A / I

	Essential (E)	Desirable (D)	Assessment Method
Practical skills in using conservation tools and equipment.		✓	A / I
Strong communication and relationship-building skills.		✓	A / I
Pro-active self-motivated and confident	✓		A / I
Ability to travel across Blackpool to different locations to support project activity	✓		A / I
Education, Training & Qualifications			
Conservation or Environmental Management Qualification		✓	A
First aid qualification		✓	A
Safeguarding training		✓	A
Personal Qualities and Commitments			
Enthusiasm for the natural environment, community work, and learning new skills.	✓		A / I
Passion for a future career in the environmental or community development sectors.		✓	A / I
A strong interest in nature, biodiversity or climate change	✓		A / I
A commitment to understand and follow all GCLM Core Policies in all work practices.	✓		A
A demonstrable commitment to the aims and objectives of Groundwork, ensuring awareness of the up to date Mission and Vision Statements.	✓		A
Willingness to support the service team out of hours, including occasional evenings and weekends, as and when required.	✓		A

	Essential (E)	Desirable (D)	Assessment Method
Willingness to attend departmental/trust meetings/training events as and when required.	✔		A
Access to own transport in the course of your duties.		✔	A

Note to applicant:

Should you have any questions about the assessment methods, please don't hesitate to contact HR on 01942 821444 who will be happy to answer any questions and/or address any specific requirements or reasonable adjustments.

Groundwork Cheshire, Lancashire and Merseyside strive to have a diverse and inclusive workforce that is representative of the communities we serve. We want you to be yourself at Groundwork and we value everything that makes you unique. We recognise and celebrate your difference and together we make Groundwork a special and great place to work.

As a Disability Committed employer we offer a guaranteed interview to applicants with a disability who meet the essential criteria for the role.

At Groundwork we ensure that we provide a safe environment for adults, children and young people to take part in any activity or service that we organise. We are committed to creating a culture that promotes safeguarding and the welfare of all children, young people and adults at risk. Our safer recruitment practices support this by ensuring that there is a consistent and comprehensive process of obtaining, collating, analysing and evaluating information from and about candidates to ensure that all the people we appoint are suitable to work with our children, young people and adults.

We are proud to demonstrate our commitment to fair pay by ensuring that every employee within our organisation receives at least the Real Living Wage. This pledge reflects our belief that work should provide not only financial stability but also dignity and respect. By paying the Real Living Wage, we aim to support our team's wellbeing and contribute to a more equitable society.

>> How to apply

Interested?

To apply for this position, please complete the online application form for the relevant vacancy, located here:

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Please submit your application form before the closing date.

If you have any queries, please contact us:

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