

Role Description and Person Specification

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Deadline: 27 August 2026



1 Background to Vincent Wildlife Trust

Today, at fifty, VWT is respected internationally as a leader in developing and implementing innovative, evidence-led approaches that halt and reverse declines in threatened mammal species such as otter, horseshoe bats and, more recently, pine marten. This is possible thanks to a firm financial base left by our founder, the late Honourable Vincent Weir, that is independent of membership income. Long-term financial security has enabled VWT to focus on mammals with particular and often challenging conservation needs, and with which other organisations are unwilling or unable to engage.

For example, acquiring and managing lesser horseshoe bat maternity roosts and surrounding land in the 1980s and 1990s enabled VWT to protect 10% of the population in Britain and 25% of the population in Ireland of this European Protected Species. Our bat reserves remain a unique resource as exemplars of roost management. Under VWT's management and combined with research into their ecology and habitat needs, lesser horseshoe bats at VWT roosts in Britain have increased by 3.5 times that of other roosts. In Ireland, populations of lesser horseshoe bats at VWT-managed roosts have increased while other roosts remained stable.

While VWT is not a campaigning or lobbying organisation, our expertise, advice and impartial evidence provide support to a wide range of decision makers.

Over the last ten years, VWT has grown in size and impact with the aim of delivering significant change to the fortunes of threatened mammals in the UK, Ireland and parts of mainland Europe. It is delivering an increasing number of flagship projects such as the nationally important Pine Marten Recovery Project, Horseshoes Heading East, Martens on the Move and Landscape for Lessers.

As we prepare for the next 50 years, we aim to continue to drive a step-change in the size and effectiveness of VWT's mission. Our strong track record of successful evidence-led conservation work shows what can be achieved and inspires us to continue.

2 Role Description

Conservation Planning Intern

VWT is seeking a highly motivated Intern to support our ongoing conservation planning for our bat and carnivore programmes.

This is a fantastic opportunity for a recent graduate looking to gain experience in conservation planning. The intern will work closely with VWT's Head of Conservation and the wider Conservation Team, assisting in the production of conservation plans using the [Conservation Standards](#) across our bat and carnivore programmes, but with a focus on the carnivore programme.

In addition, they will have responsibility for the discrete project to creating a robust impact monitoring and implementation plan for the carnivore programme. On receipt of funding, the successful candidate will receive training on the Conservation Standards framework and support to achieve the role outcomes.

Salary/Stipend	£7,000 (funding dependent)
Length of Role	Six months full-time (up to 18 months part-time can be discussed)
Location of Role	Remote with occasional travel to Vincent Wildlife Trust's office near Ledbury
Responsible to	Dr Samantha Bremner-Harrison, Head of Conservation
Role Purpose	Production of Conservation Standards Plan for the Carnivore Programme

Internship Project: Production of Conservation Standards plan for the Carnivore Programme

- **Contribute to the production of a Conservation Standards Plan for VWT's Carnivore Programme** that details the Situation Analysis, Conservation Intervention Actions and their associated theories of change and the monitoring indicators.
- **Collaborate with the project team** to assess and interpret existing datasets and literature relevant to inform the conservation plan/s.
- **Assist with additional project components as needed**, such as literature reviews, monitoring and reporting on plan production progress and drafting technical documents.
- **Participate in team meetings** and contribute to project discussions and planning.

3 Ideal Candidate Profile

VWT is looking for a highly motivated graduate with a demonstrable commitment and enthusiasm for wildlife conservation with initiative, ambition and drive.

Person specification — Essential Criteria

- Recent graduate (within the last three years) with a BSc or MSc in Conservation Biology, Ecology, Zoology, Environmental Science or a related field and with less than one year's paid experience in the sector.
- Candidates should be living in the UK and must have graduated from a UK-based university.

Skills and experience

- Demonstrate relevant voluntary or work experience in applied conservation or ecology.
- Excellent written and verbal communication skills.
- Proficiency in Microsoft Office Suite (Word, Excel, PowerPoint) or equivalent software.
- Ability to work both independently and collaboratively within a team.
- A genuine passion for conservation, with a keen interest in species recovery and conservation.

Desirable Criteria

- Familiar with the following programs — Miro and Miradi.
- Previous involvement in applied conservation and project planning.

4 Equity, Diversity and Inclusion

Vincent Wildlife Trust values diversity and is committed to supporting an inclusive culture. We wish to provide an environment where everyone, regardless of background, characteristics, identities or abilities can develop their full potential. Vincent Wildlife Trust is committed to equal opportunities in all its employment and volunteering practices, policies and procedures.

To help us monitor our recruitment process to ensure they meet our Equal Opportunities Policy, all applicants are requested to download and complete our Diversity Monitoring form. Please return this with your completed Application Form.

5 Applying for this role

To express an interest, please send a CV and cover letter to samantha.bremner-harrison@vwt.org.uk by 27 August 2026 — or please get in touch with any questions.

Please note that this role is conditional on the award of a successful grant application, which will be co-produced by the candidate and VWT.