



# RSPB Exe Estuary reserves

Warden recruitment - January 2022





# Can you help us deliver our mission to save nature?

We are a small, friendly team looking for a dynamic, resourceful and motivated warden to join us to discuss the merits of cake vs biscuits as well as lead and deliver our diverse work programme.

You'll be working alongside the Site Manager, reserve team, shop, visitor experience team and an enthusiastic volunteer workforce.

Devon is a fantastic county in which to be based, with a fantastic work-life balance to be had for anyone enjoying the great outdoors.





RSPB Exminster Marshes





# Our reserves

The reserve team look after:

- Five reserves around the Exe:
  - Exminster Marshes
  - Powderham Marsh
  - Matford Marsh
  - Bowling Green Marsh
  - Goosemoor
- Two cirl bunting focused reserves near Teignmouth:
  - Labrador Bay
  - Ashill
- Two reserves in North Devon:
  - Isley Marsh
  - Chapel Wood

RSPB Matford Marsh





## Our reserves

Our reserves around the Exe are primarily important for the tens of thousands of wintering waders and wildfowl that come to the estuary each winter. Bowling Green Marsh is one of the main high tide roosts in the estuary for waders and wildfowl and we have a fantastic hide and Lookout here for visitors to be able to enjoy the spectacle.

We also manage the reserves for the last breeding population of lapwing in Devon. Getting the grazing and water levels right is important, as is ensuring the key areas are fox-free.



A scenic landscape photograph showing a bay with a blue sky and white clouds. The foreground is a green, grassy hillside with some trees. The middle ground shows a body of water (the bay) and a distant shoreline with more hills. The sky is bright blue with scattered white clouds.

## Our reserves

The Labrador Bay and Ashill reserves are important primarily for the red-listed cirl bunting.

Once widespread across southern England, cirl buntings are now almost entirely restricted to the south west of England. During the past 25 years, through the provision of RSPB advice, support from agri-environment funding and the enthusiastic response from farmers, the cirl bunting population has increased 9 fold. However, this species remains vulnerable in the UK. Labrador Bay has been one of the stronghold sites for cirl bunting since we acquired the site in 2008.

The small-flowered catchfly was reintroduced to Labrador Bay in 2019, and the arable component of this landscape is now managed with this plant alongside other arable plants in mind.

RSPB Labrador Bay



# Habitats and species

Of course, it's not all about birds! We undertake management for a huge range of other habitats and species including saltmarsh, reedbed, species-rich grassland, woodland, arable plant communities, ditch flora and fauna and mammals including dormice and bats. There's always lots of variety in our work programme.



kcumbre  
@kcumbre1

A wander round RSPB Labrador Bay this morning in sunshine: Violet Oil Beetle, Mother Shipton and Speckled Yellow. [@RSPBExeEstuary](#)







## Our team

We are a small team of staff supported by a fab and much larger bunch of volunteers.

You will line manage a part time Assistant Warden, a team of up to three residential volunteers and many day volunteers who help us with everything from surveying and monitoring to practical estate work, and everything in between!

You will report in to the Site Manager and oversee the delivery of the reserve work programme. We also have a Visitor Operations team, which includes a part time Visitor Operations Manager, part time Visitor Experience Officer and the retail team of five who run our shop at Darts Farm. We also share an Administrator with the neighbouring reserve cluster.





# Visitors

Our visitor operation is small but growing and we have great ambitions for the nearby population of Exeter to be more engaged with nature and to make the Exe estuary reserves more accessible.

We have a hide at Bowling Green Marsh and an adjoining events space called the Lookout. In 2022 we hope to relaunch the Lookout post-covid and get our events up and running again.

Part of your role will involve supporting our visitor operations team to help deliver close up nature experiences on reserves and engaging the public through a small number of guided walks/ talks each year.





# The role

In your role as reserves Warden, you will coordinate and lead the delivery of a busy work programme across multiple sites. Your role will be varied – in any given week you could be supervising and developing volunteers, surveying wildlife and habitats, setting up contracts, working with visitors, carrying out estate maintenance or delivering hands on habitat management.

We have some big and exciting projects on the horizon, from anti-predator fence replacements to solar pumps, potential managed realignment to remodelling our wet grassland.

Are you the right person to take on this exciting role?





# Essential Qualifications, Knowledge, Skills and Experience

- Knowledge of and a proven track record of conservation land management
- Relevant ecological knowledge, particularly relevant to wetlands and/or mixed farm landscapes
- Agricultural or livestock knowledge
- Knowledge and experience of health and safety applying to site management
- Relevant knowledge of compliance requirements eg agricultural and environmental legislation
- Able to communicate and engage effectively with a wide range of audiences whether in person, by phone, video or email
- Estate management skills
- Machinery operations and equipment servicing
- Tickets, some of: pesticides (PA1, PA2, PA6AW), brushcutter, 4x4, sit-astride ATV, trailed loads, first aid, chainsaw
- A proactive approach to problem solving
- Organisational, time management and prioritisation skills
- Individual and team management skills
- Experience of biological monitoring
- Experience of working with graziers and contractors
- Record keeping/data management
- Experience of working with and/or managing staff and/or volunteers

This is a permanent, full time role for 27.5 hours per week.

You will need to be able to access remote locations without the use of public transport.





## What next?

We are looking for an enthusiastic and skilled person with a passion for wildlife, landscapes and people to join the team – we look forward to hearing from you!

As part of this application process you will be asked to complete a full application form including evidence on how you meet the skills, knowledge, and experience requested.

Before applying for this role, we recommend reading through the candidate guidance notes attached to the top of this advert.

If you want to have an informal discussion about this role, please contact:

Natalie Holt, Exe Estuary Site Manager

[Natalie.Holt@rspb.org.uk](mailto:Natalie.Holt@rspb.org.uk)

07793 170651