



North West
Wildlife Trusts

Job Description

Job Title: Marine Futures Intern

Weekly Hours: 35

Duration of contract: Full-time, fixed term for 6 months

Location: Kendal, Cumbria (initially home based) with some travel across the North West and further afield

Reports To: Marine Futures North West Project Manager (Senior Marine Conservation Officer at the North West Wildlife Trusts)

Job Purpose:

The Marine Futures North West Internship Programme will offer a unique opportunity to a candidates who are passionate and enthusiastic about the marine environment. The Marine Futures Intern will gain skills, knowledge and on-the-job experience across a variety of sectors in the marine environmental field, in order to direct and shape their future career ambitions.

All work experience will support the delivery of the core duties of the host (North West Wildlife Trusts) and partner organisations (The Crown Estate, Ørsted and Natural England) and support collaborative working across the partner organisations.

Special Features of the Role:

This internship programme is funded by The Crown Estate and will be project managed by the North West Wildlife Trusts.

The programme is run in partnership with The Crown Estate, the North West Wildlife Trusts, Ørsted and Natural England (known as the partner organisations); offering experience and a balanced view on a career in the marine environment and how different sectors can work together. The internship will be themed around offshore wind and marine conservation, giving the successful intern a unique experience to help them pursue a career in the field.

The intern will be managed by the Marine Futures North West Project Manager and take guidance from key staff in each partner organisation with whom the intern will work closely. The internship will be five days per week, but there will be a need for flexibility as there may be meetings, events and surveys outside of office hours and at weekends. This varied internship programme will be delivered through a combination of online, office and shore-based work experience in the North West, with some potential travel further afield where this can be done in line with COVID-19 procedures. Surveys and events at various coastal sites across the North West may be possible depending on local restrictions. This role will require travel across the North West, for which access to a car with business use insurance is desirable. Occasional travel further afield may be required.

The intern will be provided with a structured internship programme that will focus on developing specialist skills, knowledge and practical training in the areas of marine conservation, renewable energy development, sustainable fisheries management, planning, and outreach.

Independent Research Project

The intern will get the chance to undertake an independent research project on a topic that is relevant to all partners. The intern will research a practical solution to a challenge currently facing the offshore wind sector and how this could be developed into an opportunity for net gain for the natural environment. This will involve working remotely with different teams (from engineering, to environmental and concept) across the partner organisations. The intern will have support and supervision from the host and partner organisations throughout their research project, although this is largely expected to be online.

Main Responsibilities and Learning Opportunities:

By working with the partner organisations, the intern will play a key role in supporting the delivery of core objectives and activities of each organisation, aiding partnership working, gaining on-the-job experience, as well as undertaking training activities. With an opportunity to work closely with partner organisations and other bodies active in the North West, across the UK and internationally, the intern will be in a unique position to gain skills and experiences across a variety of marine sectors.

The intern will work closely with The Crown Estate; an independent commercial real estate business, established by an Act of Parliament. Alongside a portfolio that includes property in central London, regional retail parks and Windsor Great Park, The Crown Estate manages the seabed around England, Wales and Northern Ireland. Throughout this internship, the intern will gain experience working and training remotely with the team dedicated to the sustainable long-term development of the seabed. This will provide insight into a range of activities from awarding seabed rights for offshore energy, marine mineral extraction and the laying of cables and pipelines, to The Crown Estate's role in sharing knowledge and data.

The intern will work remotely and internationally with various Ørsted teams, one of the world leaders in offshore wind energy. The Marine Futures North West Intern will gain an understanding of the economic, social and environmental considerations of offshore wind energy production, as well as the opportunity to work on a cutting edge research project that could benefit the offshore wind industry and the marine environment.

Working with Natural England, the intern will experience the role of a statutory nature conservation body in advising on and ensuring the sustainable development, protection and maintenance of the inshore marine and coastal environment. This will provide an insight into a marine and coastal career within the public sector.

Over the course of the programme, the intern will work alongside (both remotely and in the office at times) the Senior Marine Conservation Officer for the North West Wildlife Trusts, allowing the intern insight into marine policy and advocacy issues across the Irish Sea. The intern will also get the opportunity to assist Trust staff with socially-distanced and self-led marine events and activities, engaging with members of the public to raise awareness. There will also be the opportunity to conduct surveys to assist with ongoing monitoring and enhance the intern's knowledge of UK species and survey techniques. In addition, the intern will gain experience of creating website content and engaging the wider public through social media and blogs.

The key deliverables and outcomes:

1. To undertake an independent research project for The Crown Estate and partner organisations.
2. To deliver community outreach and environmental educational events (dependent on working restrictions)
3. To undertake casework relating to marine protected areas and sustainable development
4. To take part in scientific surveys
5. To gain experience with The Crown Estate's GIS team and the spatial management of the seabed

6. To gain a greater understanding of careers relating to the marine sector
7. To improve knowledge of renewable energy developments and some of the environmental, social and economic considerations associated with these
8. To gain a thorough understanding of some of the environmental issues facing UK coasts and seas, especially in relation to the North West region
9. To gain an understanding of sustainable fisheries management
10. To gain an understanding of remote working and online meetings by working with colleagues from each of the partner organisations, building a network of contacts in the marine sector
11. To deliver a presentation outlining the aims and findings of the research project at the end of the programme with attendees from the Marine Futures partner organisations.

The intern will be supported throughout the programme by the Marine Futures North West Project Manager who will oversee the smooth running of the programme and be the first point of contact should any issues with the programme or changes in personal circumstances arise. Towards the end of the programme, the intern will have the opportunity to access training and guidance on future career options, as well as application and interview technique.

This is an interesting and challenging opportunity to work alongside organisations at the forefront of the marine environmental sector in the North West. The intern will receive a certificate upon successful completion of the programme.

Date: August 2020

Person Specification

1 Qualifications & Experience:

The post holder will be expected to have qualifications and recent and relevant experience in the following areas:

		Essential	Desirable
1.	A degree, apprenticeship or relevant experience	•	
2.	Experience of working/volunteering in the environmental sector	•	
3.	Experience of working with volunteers and/or members of the public		•
4.	Experience of using social media in a professional capacity and input into promotion and campaigns		•
5.	Experience conducting independent desk-based research		•

2 Knowledge & Skills:

The post holder will have the following knowledge and skills:

		Essential	Desirable
1.	Knowledge of and an interest in current marine conservation issues, renewable energy development and sustainable fisheries	•	
2.	Understanding of marine resources and sea users	•	
3.	Ability to work independently and remotely within a team	•	
4.	Strong self-motivation and an ability to manage own workload	•	
5.	Excellent communication skills, including writing, listening, speaking and presenting to groups	•	
6.	Excellent organisational skills and ability to work to a deadline	•	
7.	Good general IT skills	•	
8.	Full driving licence and use of own vehicle		•
9.	Knowledge of UK marine species and habitats		•

10.	Survey methodologies		•
11.	Awareness of health and safety issues		•
12.	Scientific report writing		•

3 Personal Qualities:

The post holder should possess the following:

		Essential	Desirable
1.	A keen interest and passion for the marine environment	•	
2.	Desire and commitment to gain practical, 'on-the-job' skills	•	
3.	Willingness to work outdoors on a range of sites in all weathers	•	
4.	Self-discipline and confidence in own abilities	•	
5.	Ability to use tact and diplomacy when required	•	

Terms and Conditions

- Salary: Real living wage – £9.30 per hour, plus optional pension contribution of 9% and pro rata holiday entitlement.
- Duration of post: 5 days per week for 6 months starting **2 November 2020** and finishing **30 April 2021**. Interns will be expected to commit to the full length of the programme.
- Hours per week: The intern will be paid hourly for 35 hours per week, based on working 7 hours a day, 5 days per week. Hours will normally be worked between 9.00 am to 5.00 pm, Monday to Friday, however, some out-of-hours work may be required, for which time off in lieu will be given.
- Place of work: Whilst the internship will be mostly home-based at first, it is expected that the internship will be based in Cumbria due to the need for some of the induction, training and work to be undertaken in the office or field where this can be done in line with COVID-19 procedures. At times there will be the need for travel across the North West and further afield.
- Expenses: Interns will be expected to arrange and pay for their own accommodation and travel for the duration of the internship. Interns will be reimbursed for travel as part of the programme from their place of work (for instance when travelling for events, meetings and surveys). In some circumstances, additional subsistence expenses may be incurred in connection with the programme, these will be reimbursed where appropriate in line with Cumbria Wildlife Trust's expenses policy and approval must be sought from the Project Manager before expenditure.

All travel and accommodation requirements for trips to London (if possible during the internship) will be covered by The Crown Estate. Any additional expenses, where reasonable, such as subsistence for travel to London, will be reimbursed.

- Applications: Completed application forms should be returned with a covering letter outlining the candidate's suitability for the role via email: MarineFuturesNW@thecrownestate.co.uk
- Only short listed candidates will be contacted. If you have not heard anything within 14 days of the closing date, please assume your application has not been successful.
- Closing date for applications is **midnight Tuesday 15 September 2020**.
- Interviews will be held during **the week commencing 28 September 2020**. Interviews will be held in person taking into account social distancing and other COVID-19 procedures. Reasonable adjustments can be made for interviews and the role.
- Any further enquiries should be directed to Dr Emily Baxter, Marine Futures Project Manager via email: MarineFuturesNW@thecrownestate.co.uk