

## Terms and Conditions

### Post Title: Foulney Island Seasonal Warden

1. **Salary:** £12.21 per hour (NLW) plus paid holiday and pension contributions. based on 35 hours per week. **Accommodation is provided onsite.**
2. **Duration of post:** Fixed term for approx. 16 weeks (depending on the duration of the breeding season) starting from 6 April 2026.
3. **Hours per week:** 35, normally worked between 9.00 a.m. to 5.00 p.m, this will include regular evenings, weekends and bank holidays. Some out-of-hours work may be required, for which time off in lieu is given. Being resident on the reserve, the post holder will be required to cover the South Walney Seasonal Warden's days off. Time off in lieu may be taken for additional hours worked.
4. **Holidays:** 33 days per annum, including public holidays.
5. **Place of work:** Cumbria Wildlife Trusts Foulney Island Nature Reserve, Barrow-in-Furness, Cumbria, LA13 0PN.
6. **Applications:** Completed application forms should be returned with a cover letter outlining the candidate's suitability for the post, to Claire Shepherd, HR Manager, Cumbria Wildlife Trust, Plumgarths, Crook Road, Kendal, Cumbria, LA8 8LX or by email to [admin@cumbriawildlifetrust.org.uk](mailto:admin@cumbriawildlifetrust.org.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.

7. The closing date for applications is **12:00 noon on Wednesday 25 February 2026**
8. Interviews are likely to be held on **Friday 6 March 2026** in the visitors cabin at South Walney Nature Reserve.
9. Applicants shortlisted for an interview will be asked to declare any convictions, cautions, reprimands or final warnings that are not 'protected' as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013).

The amendments to the Exceptions Order 1975 (2013) provide that certain spent convictions and cautions are 'protected' and are not subject to disclosure to employers and cannot be taken into account. Guidance and criteria on the filtering of these cautions and convictions can be found at the Disclosure and Barring Service website: [www.gov.uk/government/organisations/disclosure-and-barring-service](http://www.gov.uk/government/organisations/disclosure-and-barring-service).

10. Any further enquiries should be directed to Paul Waterhouse, Southern Reserves Manager at [Paulw@cumbriawildlifetrust.org.uk](mailto:Paulw@cumbriawildlifetrust.org.uk)