



# Peatlands Restoration Traineeship

## Ulster Wildlife

**CLOSING DATE:** 12 noon Friday 09 January 2026

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**Ulster Wildlife**  
McClelland House  
10 Heron Road  
Belfast  
BT3 9LE  
02890 454094  
[recruit@ulsterwildlife.org](mailto:recruit@ulsterwildlife.org)  
[www.ulsterwildlife.org](http://www.ulsterwildlife.org)



**NIEA** Northern Ireland Environment Agency  
Gníomhaireacht Comhshaoil Thuaisceart Éireann  
Northern Ireland Environment Agency  
[www.daeira-ni.gov.uk](http://www.daeira-ni.gov.uk)

An Agency within the Department of  
**Agriculture, Environment  
and Rural Affairs**  
[www.daeira-ni.gov.uk](http://www.daeira-ni.gov.uk)

Gníomhaireacht de chuid na Róinne  
**Talmhaíochta, Comhshaoil  
agus Gnóthaí Tuaithe**

An Agency w/in the Department of  
**Fairmin, Environment  
an' Kintra Matters**



**Shared Island  
Initiative**



**Rialtas na hÉireann  
Government of Ireland**

## PEATLANDS AT ULSTER WILDLIFE

Thank you for your interest in the Peatlands Restoration Traineeship. Ulster Wildlife has been awarded a grant by the DAERA, NIEA and Shared Island Initiative Peatlands Challenge Fund to provide paid training placements focused on peatland restoration. This funding will allow for a comprehensive 52-week traineeship for six people a year, providing training for individuals in short courses, accreditations, and a full year of hands-on work experience which will open the opportunity for a career in the nature conservation sector, particularly in the area of peatland restoration.

Peatlands are unique wetland landscapes, characterised by waterlogged organic soils made of dead and decaying plants. Peatlands provide ecosystem services with economic and environmental impacts providing a natural source of water filtration and absorbing excess water and therefore reducing flooding. Alongside this, peatlands preserve some of the oldest archaeological remains from roads to settlements.

In Northern Ireland while semi-natural peatland only covers 12% of the land area, they account for 53% of the soil carbon, illustrating their significance in combating climate change.

At present, over 80% of Northern Ireland's peatlands are damaged or degraded, which has devastating consequences for nature, people and climate. Ulster Wildlife and its partners are aiming to restore peatland to bring back nature, to provide clean water, prevent flooding and provide large-scale carbon stores to mitigate against climate change.

Restoration is a multifaceted process involving initial land surveys to formulate plans to improve the hydrology, by slowing water movement and increasing the water table. This ultimately increases the level of trapped peat which facilitates the pooling of water, and the growth of mosses providing habitat for insects and birds.





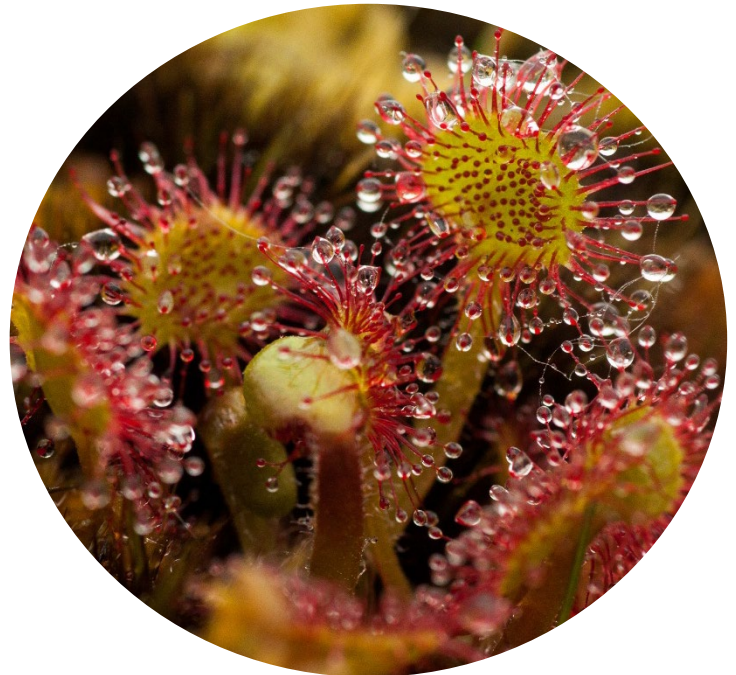
## ABOUT ULSTER WILDLIFE

We are Northern Ireland's largest local nature conservation charity, established in 1978. We're working to bring nature back on land and at sea, inspire people to take action for nature and climate, and play our part in ending climate and ecological emergencies. We manage 21 nature reserves; save species at risk from sharks to hedgehogs; restore and connect habitats such as peatlands; influence government policy and empower people to stand up for nature. We are one of 46 independent Wildlife Trusts, collectively working across the UK to bring nature back. We are driven and supported by over 14,000 members.

Nature is in crisis and declining at rates unprecedented in human history. Ulster Wildlife has a plan to not only slow the loss of nature, but to actively reverse its decline.

**Our Vision - A wilder future where people and nature are thriving together.**

See – [www.ulsterwildlife.org](http://www.ulsterwildlife.org) for more information about us and our important work.



# RECRUITMENT PROCESS

## APPLICATION FORM

Please download an application form from [www.ulsterwildlife.org/jobs](http://www.ulsterwildlife.org/jobs). The completed application and monitoring form must be received no later than **12 noon on Friday 09 January 2026** in Microsoft Word format (NOT PDF) via email to [recruit@ulsterwildlife.org](mailto:recruit@ulsterwildlife.org). Applications received after the deadline will not be accepted. CVs will not be accepted.

Under the section headed 'Role Requirements' it is essential that applicants clearly demonstrate through the use of examples how they meet the essential and/or desirable criteria required for the post. It is not acceptable to simply restate the criteria. The shortlisting panel will not make assumptions and if applicants do not demonstrate, through examples, how they meet the criteria they will not be shortlisted to the next stage of selection.

**Please note that because of the nature of the role needing frequent travel to rural peatland sites that candidates are required to have a full driving licence and access to your own vehicle.**

Ulster Wildlife reserves the right to interview only those who demonstrate on their application form that they fully meet the essential criteria and desirable criteria. Ulster Wildlife reserves the right to apply additional criteria to facilitate the shortlisting process where necessary.

All applicants will be contacted regarding the outcome of their application. However, regretfully, due to limited resources, Ulster Wildlife cannot provide feedback regarding your application.

Ulster Wildlife makes employment decisions based solely on merit; however, any offer of employment is conditional on the receipt of two satisfactory references, certificates to support stated qualifications, and proof of the right to work in the UK. Please note Ulster Wildlife does not hold a Sponsor License.

Canvassing will automatically disqualify.

Ulster Wildlife supports the principles of equality of opportunity. Ulster Wildlife's Safeguarding Commitment Statement can be found here: [www.ulsterwildlife.org/safeguarding-statement](http://www.ulsterwildlife.org/safeguarding-statement)

Ulster Wildlife is committed to protecting the privacy and security of your personal information. You can read about how and why Ulster Wildlife uses your personal information here [www.ulsterwildlife.org/privacy-notice](http://www.ulsterwildlife.org/privacy-notice).



## ASSESSMENT

We will contact you to let you know if you have been shortlisted for the assessment process.

We expect to conduct the assessment in two stages. If you are successful at stage 1 then you will be invited to stage 2:

### Stage 1

A group event will be hosted on **Wednesday 4<sup>th</sup> February 2026** at An Creagán Centre, 186 Barony Road, Omagh, Co Tyrone where candidates will be asked to work as part of a group to complete practical tasks related to peatland habitats and restoration. This will be followed by a short written exercise to consolidate your learning from the morning session. This stage will also assess a number of elements in the Essential Criteria of the Job Description.

### Stage 2

A formal question-based interview at Ulster Wildlife, McClelland House, 10 Heron Road, Belfast BT3 9LE, on either **Monday 23<sup>rd</sup> February 2026 or Tuesday 24<sup>th</sup> February 2026**.

If you have any questions about the role or assessment process, please contact us at: [recruit@ulsterwildlife.org](mailto:recruit@ulsterwildlife.org) or call 07485 329716.



## ROLE DESCRIPTION

<b>Role:</b>	<b>Peatlands Restoration Trainee</b>
<b>Salary:</b>	National Living Wage £12.71 per hour. Access to employer's contributory pension scheme - maximum 10% per annum.
<b>Contract:</b>	Fixed-term 52 week traineeship. This post is subject to a 6-month probationary period.
<b>Hours:</b>	35 hours per week
<b>Working pattern:</b>	Monday to Friday, office-based days typically 9am to 5pm and field work days typically 8am to 4pm with occasional weekend or evening work.
<b>Location:</b>	Ulster Wildlife Offices, 10 Heron Road, Belfast, BT3 9LE. There will be regular travel to peatland sites across Northern Ireland and occasional travel throughout the UK and Ireland.
<b>Annual Leave:</b>	24 days annual leave per annum plus 12 days statutory holidays.
<b>Responsible to:</b>	Peatland Restoration Traineeship Co-ordinator
<b>Start Date:</b>	Monday 06 <sup>th</sup> April 2026.

This role will develop skills and experience in peatlands restoration by assisting and learning from Ulster Wildlife staff and specialists within NI. The programme will provide a comprehensive introduction to the many themes encompassed in peatlands restoration ranging from baseline data collection, peatland ecology, community engagement, planning and implementing restoration.

The role will also involve the completion of an independent peatland project, the assessment of environmental data, and working with volunteers, community and partner organisations of the Peatlands Collaborative Network to share the work of Ulster Wildlife and the importance of peatland restoration.

On and off the job training will be provided in practical peatlands restoration work as well as how to use tools and resources essential to peatland management such as Geographic Information Systems (GIS) and hydrological monitoring software.

The role will be managed by our Peatlands Traineeship Co-ordinator with individual learning plans tailored to your needs. The work will involve opportunities to learn, care for and monitor our native wildlife such as the marsh fritillary butterfly and monitor water table fluctuations and peatland vegetation changes. It will also give the post holder an understanding of how essential peatlands are in tackling climate change and in providing essential ecosystem services such as supporting biodiversity and promoting positive health and wellbeing.

## SUPPORT AND TRAINING OPPORTUNITIES

This traineeship will provide opportunities to work alongside experienced staff and others in the nature conservation sector to develop and deliver peatland restoration across Northern Ireland. Trainees will take part in skills training by Ulster Wildlife's nature conservation staff and other external training providers in a variety of areas that are crucial in the delivery of wider nature restoration projects including:

- Habitat and plant ID skills
- GIS software
- Invasive species
- Health and safety protocols
- Peat depth and condition surveys
- Hydrological monitoring
- ASSI consent application
- Bird surveying
- Invertebrate surveying
- Procurement and tendering
- Peatland restoration techniques

Additional training and personal development will be provided including volunteer engagement and identifying skills and training opportunities to further enhance your CV and job search skills.

Internal and external support with various training events scheduled throughout the year building upon your own professional development. All trainees will be invited to collaborate and support each other throughout the course of the programme, particularly encouraging knowledge exchange. Personal Protective Equipment and a laptop for work purposes for the duration of the traineeship will be provided.





## ESSENTIAL CRITERIA

1. Applicants must demonstrate:
  - The ability to read, understand and follow written instructions, policies, and basic work-related documents.
  - The ability to produce clear, accurate written information when required.
  - The ability to carry out everyday numeracy tasks, including basic calculations, interpreting numerical information, and recording numerical data accurately.
2. A passion and enthusiasm for working in the natural environment to conserve nature.
3. The commitment to pursue a career path in the natural heritage sector, particularly peatland restoration and the willingness to demonstrate the benefits that this opportunity will bring to you personally.
4. A willingness and desire to learn new skills, welcome supervision and advice.
5. An ability to communicate effectively with a diverse range of people.
6. The ability to work outdoors in all seasons, on a variety of uneven terrains, learning skills in a 'hands-on', practical manner and to follow health and safety protocols.
7. The ability to work as part of a team and independently.
8. Flexibility in your schedule to attend training courses, placements at other organisations, workshops, events, some of which will take place in the evenings and on weekends.
9. Basic computer literacy with experience using Microsoft Office software and access to a mobile phone.
10. Commitment to training with Ulster Wildlife for 52 weeks.
11. Full driving licence and access to your own vehicle with the ability to travel to the office in Belfast for 9.00 am or earlier each working day.

## DESIRABLE CRITERIA

1. Experience of working or volunteering in nature conservation gained within the last 2 years.
2. The skills and confidence to capture and share your experiences by capturing photographs and evidence-based writing via a portfolio.

**This trainee opportunity is open to applicants who have not previously completed this trainee programme with Ulster Wildlife. Individuals who have already completed the full programme are not eligible to reapply for this vacancy, as the role is designed specifically for those seeking initial training and development.**

This post is funded by the DAERA, NIEA and Shared Island Initiative Peatlands Challenge Fund.

Issued: December 2025