

# Shadow Volunteer

## Role Name: Land Management Shadow Volunteer

### Forest: National Forest & North Staffordshire

Country	England
Location	Cannock Chase Forest Centre, Birches Valley, Rugeley, WS15 2UQ
Supervisor	Kate Owen
Position Type	1-3 days per week for 6 months
Salary	Voluntary
Closing date for applications	23:59 on 5 <sup>th</sup> July 2026
Interview dates	23 <sup>rd</sup> July 2026

## Background Information

Forestry England is the country's largest land manager, caring for the nation's forests for people, nature, and the economy. The foundation of our organisation is our world-class sustainable management of the nation's forests.

The Central Forest District has responsibility for the management of some 30,000ha of the Nation's Forests within a triangle formed by Liverpool, Hull, and Milton Keynes. This gives rise to a large diversity of users, customers, neighbours, and pressures, all of which interact on a varied backdrop of land uses.

We are proud to be able to offer a range of shadow volunteer opportunities for individuals with an interest in pursuing a career in recreation, community engagement, conservation, site management, forestry, working with volunteers and the public and wanting to gain experience in the sector.

This Shadow volunteer role will be based at **National Forest and North Staffordshire** and will focus on forest management.

Successful applicants will be given training and development opportunities by work shadowing our experienced team. Through this opportunity, you will develop on the job skills, including the development of practical forestry skills, and forestry

# Shadow Volunteers

---

management. The placement at National Forest enables individuals to gain experience managing mature woodlands and new planting schemes.

## What we offer

- Training relevant to the role from your experienced member of staff you are shadowing along with gaining knowledge from wider colleagues.
- Guidance and support in applying for further training or employment opportunities.
- Genuine out of pocket expenses which include travel expenses beyond your reporting station.
- Volunteer parking pass after 35 hours of volunteering.
- Volunteer uniform.
- Formal training opportunities - first aid, risk assessment, and manual handling.

## Purpose

Experience, encourage and support forestry work across the National Forest and North Staffordshire; through shadowing the sustainable land management team, participating in woodland management and learning about harvesting operations.

Working as part of the team assist, support, and help in the care and management of woodlands & countryside sites in The National Forest and North Staffs. Assist and provide support to a diverse range of people, experiencing a range of tasks, activities and procedures that craftspeople undertake within their role.

## Key work areas

### *Work towards ensuring our forests are sustainable*

- Assist in forest maintenance including but not limited to vegetation control, hand weeding, tree planting, tree pruning & tariffing, fence building & repairs.
- Liaise with other teams such as recreation, wildlife & ecology to ensure tasks are completed within given timescales

### *Embed a safety-first culture in our teams*

- Report all incidents & accidents to mentor or supervisor, collating all relevant information.
- Ensure personal safety at all times by following job risk assessments and by carrying out PPE and safety checks, in compliance with policy guidance.

The key work areas detailed are the typical duties expected of the role but are not an exhaustive list. The post holder may be reasonably requested to undertake other duties by their manager.

## Person Specification

Read this section carefully as it will help you complete the [online application form](#)

We are not expecting you to have qualifications or previous experience in the environment sector. The Shadow Volunteer program is about giving you that experience. We are looking for enthusiasm, curiosity, ability to listen and learn, ask questions, show initiative and show responsibility for the people and environment where you work.

The application form will ask you questions based on the person specifications below. You don't need to give examples related to the environment sector or forestry. They can be relevant examples from other experiences you have had.

### What interests you in this role

This is your opportunity to tell us about you and why you want to be a Shadow Volunteer. Give us an insight into who you are your reasons for applying to be a Shadow Volunteer.

### Experience

#### *Essential*

An interest in forestry, land management or Forestry England.  
Seeking a career in the environmental sector; craftsperson, forestry, countryside ranger, environmental.

### Work with Other People

#### *Essential*

Be approachable, open, polite, and helpful to others.  
Respect diverse backgrounds, views, and approaches.  
Willingness to work as part of a team as well as the ability to work on your own.

#### *Desirable*

Willingness and enthusiasm to lead groups and activities.

### Communication

#### *Essential*

Ability to listen and communicate with people from a variety of age groups, abilities, behaviours, and backgrounds.  
Ability to deal with difficult situations with tact, diplomacy and in a constructive manner.

### Deliver Results

#### *Essential*

# Shadow Volunteers

---

Motivated and capable of working under own initiative.  
Prioritise and organise your time and resources effectively to meet agreed deadlines and objectives.

## *Desirable*

Understand and apply current legislation, rules, and procedures relevant to the job (e.g., Health & Safety, Risk assessment).

## Learn and Apply

### *Essential*

Be open to change and show a willingness to undertake appropriate training to develop new skills and confidence.

Take responsibility for own work, learning from experience, mistakes, and constructive feedback.

### Other

Able and willing to work 1-3 days per week, Monday - Friday.

This post may require you to hold and continue to hold, a full current driving licence.

Duties will require you to be fit and able to negotiate rough terrain. However, Forestry England is willing to consider any proposal put forward by applicants that would allow them to do the role by other means.

This role will require a DBS check.

## How to apply

Please apply online by completing the [online application form](#).

Make sure when applying, you type “**Land Management Shadow Volunteer**” as the role that you are interested in. For the Forest, please select ‘**National Forest**’.

When completing the person specification areas please give examples of experiences you have had. These don’t have to be in the environment sector they can demonstrate your experience or things you have done in any situation relating to the specification area.

If you are interested in multiple roles, you will need to complete multiple applications. You can, however, use the same information and answers for each so feel free to copy the information from one to the other, if you are happy this is correct.

If you have any problems with the application or questions please email [rosie.hernon@forestryengland.uk](mailto:rosie.hernon@forestryengland.uk)

# Shadow Volunteers

---

If you consider yourself to have a disability the application form will ask you to provide details of any support you may need or reasonable adjustments we can make to enable you to fulfil the role (as outlined in the role description for the placement you are interested in). If you are selected for a Shadow Volunteer role based on your application and interview this will help us discuss with you regarding what we can safely and practically put in place to enable you to carry out the role or other alternative solutions.

**Closing date: 23:59 on 5<sup>th</sup> July 2026**