

# Shadow Volunteer

## Role Name: Civil Engineering and Built Environment Shadow Volunteer

### Forest: Yorkshire Forest District

Country	England
Location	Pickering Office Outgang Road, Pickering YO18 7EL
Supervisor	Kate Chadwick
Position Type	1-2 days per week for 6 months
Salary	Voluntary
Closing date for applications	23:59 on 5 <sup>th</sup> July 2026
Interview dates	Between 20 <sup>th</sup> - 24 <sup>th</sup> July 2026

### Background Information

Forestry England are 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.

Yorkshire is one of the smaller districts in Forestry England, but we pack a lot into our activities in the district. Yorkshire District is based from a hub at Pickering, where our staff go out as far north as Darlington, as far west as Stainburn near Harrogate, down to Bishop Wood near Selby and across to the east coast at Broxa and Wykeham. Our main forest blocks are on the southern edge of the North York Moors, making Pickering the perfect gateway to all our biggest areas of forests.

We are proud to be able to offer this shadow volunteer role focussing on Civil Engineering and the Estates team, enabling individuals with an interest in pursuing a career in forestry, civil engineering, or estate management, the opportunity to gain experience in the sector by working alongside our team of experts.

Successful applicants will be given training and development opportunities. This will include shadowing current staff and developing on the job skills such as contractor management, and hands-on forest management tasks, and formal training when required.

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## 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 includes 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

The civil engineering and built environment shadow volunteer will work alongside colleagues in the built environment team, including people such as civil engineers, land agents, surveyors, buildings surveyors and works supervisors. This role will be varied as these teams cover a huge number of activities, from repairing forest roads, creating new forest infrastructure, issuing land agreements to surveying the estate buildings and future projects.

You will shadow the team members, learning about how the built environment factors into Forestry works, getting hands on experience of site visits, contractor meetings, resident consultations and everything in between.

Health and safety will be a key area of your work, reviewing and writing risk assessments, attending pre-commencement meetings to ensure contractors will be safe on site, recording health and safety breaches and environmental performance.

## Key work areas

### Site Monitoring and Inspections

- Collaborating with your staff lead to help inspect the conditions of forest roads, culverts, bridges and other infrastructure to feed into work programmes.
- Undertake site visits to see contractors, ensuring they are working to agreed timescales, safety requirements and specifications.
- Undertake asset inspections, recording these digitally to share with colleagues and feed into work schedules and programmes.

**Provide a built estate that is fit for purpose for all users**

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- Assist in the maintenance of infrastructure facilities including, but not limited to, litter picking, bin emptying, dealing with fly tipping, installation and maintenance of signs, vegetation management.
- Support the team in visits to see tenants, shoot managers, and other stakeholders.
- Provide administrative support to digitise historic records that are required, and archiving others, maintaining a high level of accuracy.

## Embed a safety-first culture in our teams

- Support a “look out and look after” safety culture by recording any and all accident, incidents and near misses, 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.
- Help maintain safe work sites by keeping an eye out for non-compliance, hazards and other issues you might have noticed.

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 the environment, Forestry England, civil engineering or estates management.

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An interest in working with a wide variety of supervisors, seeing new things every time.

## ***Desirable***

Seeking a career in the environmental sector; civil engineering or estates management sectors.

## **Working 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 lively team as well as the ability to work on your own.

### ***Desirable***

Willingness and enthusiastic to shadow a range of roles and people, learning about different jobs and tasks.

## **Communication**

### ***Essential***

Ability to listen and communicate with people from a variety of age groups, abilities, behaviours, and backgrounds.  
Confident and motivated, willingness to ask questions about what you're seeing and learning.

## **Deliver Results**

### ***Essential***

Prioritise and organise your time and resources effectively to meet agreed deadlines and objectives. Pay attention to detail when checking work, archiving, checking document and correspondence and risk assessments.

### ***Desirable***

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

## **Learn and Apply**

### ***Essential***

Listen to and observe your mentor and rest of the team, demonstrate a willingness to learn and repeat tasks to build experience.

Commitment to learn about civil engineering, estates management and infrastructure maintenance even though all areas might not be of personal interest.

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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 1-2 days per week, predominantly weekdays although may occasionally include evenings and weekend working.

Hold a current driving license to allow you to undertake independent site visits as required by supervisor. 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 “**Civil Engineering and Estates Shadow Volunteer**” as the role you are interested in. For the Forest, please type in and select “***District Wide Yorkshire***”.

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)

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 Sunday 5<sup>th</sup> July 2026**