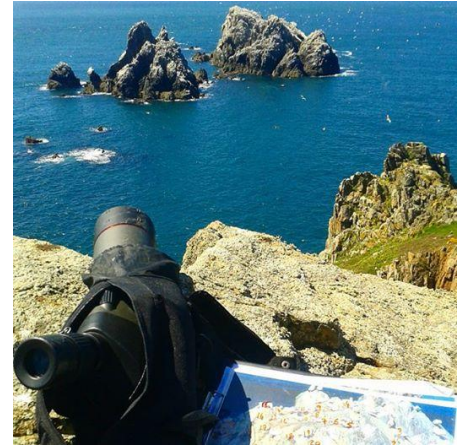




**Alderney**  
Wildlife Trust



# Field Manager

**Alderney Wildlife Trust Enterprises (AWTE)**

**Closing *Friday 3<sup>rd</sup> July 2026***

**Alderney Seabird Restoration Project | Fixed-Term  
£34,000 – £40,000 | Relocation & accommodation by negotiation**

## ABOUT AWTE

Alderney Wildlife Trust Enterprises (AWTE) is a wholly owned subsidiary charity of the Alderney Wildlife Trust (AWT), established to deliver consultancy and large-scale ecological projects on and around the Island of Alderney. AWT has championed, studied and protected Alderney's rich wildlife since its founding by the island's community in 2002. Alderney, the third largest of the British Channel Islands, encompasses only 5 km<sup>2</sup> of land, yet supports a marine area of 160 km<sup>2</sup> and a diversity of habitats and species that far exceeds what its size might suggest. AWT manages terrestrial reserves covering around 16% of the island, over 20 km of footpaths, and supports the States of Alderney in the management of the island's Ramsar site.

## ABOUT THE PROJECT

Alderney is home to some of the largest remaining seabird populations in the English Channel, providing a vital haven for species that have suffered severe regional declines. Among them, the common guillemot faces a critical threat: human-introduced rats at their coastal breeding sites. Successful guillemot populations on Alderney are limited to isolated rat-free sites.

In removing invasive rats from the project area, we aim to improve the populations of guillemots and other

seabirds, and to restore wider coastal ecology. Opening up new predator-free nesting areas for guillemots will improve the resilience of the species in the region and help to grow the population. This will also provide significant complementary and long-term benefits to other seabirds and wider coastal biodiversity. The project represents one of the most significant ecological restoration interventions in the Channel Islands and will contribute to Alderney Wildlife Trust's strategic goal of securing thriving for nature conditions for 30% of Alderney's land and sea by 2030.

## PURPOSE OF THE ROLE

We are seeking an experienced and highly capable Field Manager to lead the operational delivery of the Alderney Seabird Restoration Project on the ground. Working directly alongside the Project Manager, the Field Manager will be responsible for translating the project's operational plan into safe, effective, and fully documented field delivery, managing a team of five field workers during the elimination phase, working in partnership with an external contractor delivering H&S and specialist climbing expertise and technical ecological oversight within the elimination section, and ensuring the elimination and control programme is implemented to the highest standards of best practice.

## ROLE AT A GLANCE

<b>Position Title</b>	Field Manager — Alderney Seabird Restoration Project
<b>Employing Entity</b>	Alderney Wildlife Trust Enterprises (AWTE) — wholly owned subsidiary of AWT
<b>Engagement Type</b>	Employment (Fixed-Term, Full-Time)
<b>Contract Duration</b>	Fixed-term: July 2026 – March 2028, with strong prospect of extension into the long-term biosecurity and monitoring phase (to March 2029).
<b>Anticipated Start</b>	July 2026
<b>Location</b>	Island-based on Alderney, Bailiwick of Guernsey.
<b>Reporting To</b>	Project Manager
<b>Team Scope</b>	Direct line management of 5 field workers: 1 x Cliff Access Supervisor, 2 x Cliff Access Standard, 2 x Control & Monitoring.
<b>Salary</b>	£34,000 - £40,000 — commensurate with experience and IRATA qualification level.
<b>IRATA</b>	IRATA (Industrial Rope Access Trade Association) Level 1 — Essential (training costs covered by AWTE if not yet qualified). IRATA Level 3 — Desirable. STCW I–IV or equivalent — Desirable (training costs covered by AWTE if not yet qualified).
<b>Accommodation</b>	Relocation package and accommodation provision available by negotiation.

## SCOPE OF WORK & KEY DELIVERABLES

### 2a — Operational Delivery

- Support in the development of and then oversee baseline pre-elimination monitoring of rodent and other key populations. This will inform the development of the control and biosecurity plans, which they will then co-author with experts from both AWTE and an external contractor.
- Manage and direct the field team (up to 5 field workers during the elimination phase, reduced prior to this) across all operational activities, ensuring daily task allocation, supervision, and quality assurance. Work with specialist contractor to carry out operations to best possible standard.
- Oversee deployment, monitoring and maintenance of bait stations, tracking stations, traps and camera traps in accordance with the Operational Plan.
- Working in partnership with the external contractor delivering H&S and leading climbing operations within the elimination section, coordinate AWTE's contribution to rope-access operations required to access cliff-face and coastal stack habitats, in compliance with IRATA protocols and RAMS documentation.
- Lead the day-to-day delivery of the rat elimination programme.
- Maintain accurate, timely field records including bait consumption logs, monitoring data and field journals, consistent with best practice requirements.
- Work with project manager to ensure the team maintains input into the project management software so the programme of works is constantly monitored and updated.
- Manage the transition from elimination phase to long-term control border management, ensuring continuity of operations and biosecurity.

### 2b — Team Management

- Directly line-manage up to 5 field workers, including day-to-day supervision, performance management.
- Lead team briefings, safety checks, and daily debriefs.
- Support the induction and onboarding of field workers during the project, including site familiarisation and equipment checks.
- Identify training needs and support delivery of IRATA and Open Awards Level 2 Rodent Control training for field workers where required.
- Monitor team wellbeing and resilience during what is an intensive, physically demanding, and at times isolated working period, reporting to project manager.

### 2c — Health, Safety & Risk

- Operate as the primary on-site H&S lead during all AWTE-led field operations.
- Implement and enforce all RAMS documentation developed in collaboration with the H&S contractor, including site-specific risk assessments for climbing, rope access, rodenticide handling, and coastal terrain.
- Maintain safe systems of work for all field activities, including first aid provision, emergency communication, and evacuation procedures.
- Conduct and record daily toolbox talks; report and investigate all near-misses and incidents.
- Ensure all team members are trained, competent and properly equipped for each activity before it commences.

## 2d — Biosecurity & Monitoring

- Implement and enforce the project's Biosecurity Plan, including all quarantine, surveillance and incursion-response protocols, working with specialist external contractor to ensure best practice.
- Lead rodent surveillance monitoring activities.
- Contribute field data to the project's Monitoring and Evaluation Plan, ensuring timely and accurate data recording.
- Support implementation of the long-term rat-control border, including permanent surveillance station installation and ongoing service protocols.

## 2e — Project Planning and Communications Support

- Working with the Project Manager, contribute to development and refinement of the Operational Plan, field schedules and logistics.
- Provide expert field input to RAMS, procurement specifications and equipment lists.
- Support the Project Manager with stakeholder engagement at a field level, including appropriate communication with landowners and island residents.
- Support for social and traditional media communications, including review of press releases and social media posts, and media interviews if required.
- Participate in the Operational Review, pre-elimination readiness checks and post-elimination debrief.

## PERSON SPECIFICATION

### Essential Criteria

- **Demonstrable experience leading field-based conservation or ecological management operations in complex terrain.**
- Proven experience managing field teams in demanding, potentially remote or island environments.
- This role will require a minimum of IRATA Level 1 qualification, for candidates without this qualification there will be a requirement to achieve IRATA Level 1 before elimination operations commence in October 2026. Training costs are fully covered by AWTE.
- Experience working with rodenticide bait station programmes or other invasive species control operations.
- Strong working knowledge of relevant H&S legislation and safe systems of work; experience implementing RAMS.
- Proven ability to motivate, direct and care for a small field team over an extended operational period.
- Excellent field record-keeping and data management skills, including experience with project management software.
- Good communication skills; able to represent the project professionally with island residents and landowners.
- Physical fitness commensurate with the demands of sustained coastal field work and rope-access operations.
- Right to work in the UK / Channel Islands (Bailiwick of Guernsey).

### Desirable Criteria

- IRATA Level 1 qualification or above.
- Experience planning and supervising rope-access or climbing operations in coastal or cliff-face environments.
- Experience delivering rodent eradication projects on islands, particularly bait station-based programmes aligned with UK Best Practice Toolkit or equivalent.
- Familiarity with the Channel Islands / Bailiwick of Guernsey or comparable island jurisdiction.
- Experience integrating biosecurity protocols into field operations.
- Knowledge of seabird ecology, particularly cliff-nesting species such as guillemot, razorbill or puffin.
- IOSH Managing Safely, NEBOSH or equivalent H&S qualification.
- STCW I–IV, or equivalent small vessel / marine safety certificate (training costs covered if not yet held).
- Open Awards Level 2 Award in the Principles of Rodent Control (training provided if not held).
- First aid qualification valid for remote/field working conditions (minimum 16-hour First Aid at Work; Wilderness First Aid preferred).

## TERMS & CONDITIONS

<b>Contract Type</b>	Fixed-term employment contract, Phase 1 July 2026 to March 2028 with option of extension to March 2029 dependent on project success.
<b>Notice Period</b>	4 weeks during probation; 24 weeks thereafter.
<b>Probation Period</b>	1 month.
<b>Annual Leave</b>	21 days paid leave. Leave periods to be negotiated around key programme deliverables.
<b>Working Pattern</b>	Full-time, 5 days per week. Operational phase will require weekend working and unsocial hours; time off in lieu policy applies.
<b>Location</b>	Island-based on Alderney, Bailiwick of Guernsey, from July 2026.
<b>IRATA Training</b>	Training costs fully covered by AWTE where candidate requires qualification.
<b>STCW I-IV or equivalent</b>	Training costs covered by AWTE where candidate does not yet hold qualification.
<b>Open Awards</b>	Open Awards Level 2 Award in the Principles of Rodent Control — training provided by AWTE.
<b>Expenses</b>	Reasonable pre-agreed expenses reimbursed — rates TBA.

## HOW TO APPLY

Please submit the following to Roland Gauvain, Manager — Alderney Wildlife Trust Enterprises:

- An up-to-date CV (maximum 3 pages) demonstrating relevant experience against the Person Specification.
- A covering letter or supporting statement (maximum 2 pages) outlining what makes you the right person to deliver one of the first control programmes of this type attempted in the UK, demonstrating your relevant experience and skill sets.
- Contact details for two professional referees (referees will not be contacted without your prior consent).

Email: [AWTE@alderneywildlife.org](mailto:AWTE@alderneywildlife.org) Telephone: 01481 822935

Closing date: Friday 3rd July 2026 (applications reviewed on a rolling basis — early submission is encouraged).

Interviews: Week commencing 29th June 2026 — via video call (Teams / Zoom).

*AWTE may not be able to respond to all applications. We welcome applications from all suitably qualified individuals regardless of age, disability, ethnicity, gender, sexual orientation or religion, and are committed to fair and transparent recruitment.*