

Alderney Seabird Restoration Project



Field Worker

Alderney Wildlife Trust Enterprises (AWTE)

Closing date - *Friday 27th September 2026*

Fixed-Term contract March 2028 (extendable by mutual agreement)

Salary £26,000-£32,000 (inclusive of accommodation plus secondary pension contribution)

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 km² of land, yet supports a marine area of 160 km² 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

ROLE AT A GLANCE

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.

The Alderney Seabird Restoration Project (SRP) will be delivered by AWTE in partnership with Ørsted as a legally-required biodiversity compensation measure arising from the Hornsea Four offshore wind farm consent. The project will eradicate invasive rats from a defined coastal eradication zone, and establish a permanent surveillance and control border along the adjacent coastline to prevent reinvasion. In doing so, we aim to reverse the decline of guillemots and other seabirds, and to restore wider coastal for the long term.

The project represents one of the most significant ecological restoration interventions in the Channel Islands and will contribute to Alderney Wildlife Trust's goals

Position Title	Field Worker (Cliff Access) — Alderney Seabird Restoration Project
Employing Entity	Alderney Wildlife Trust Enterprises (AWTE) — wholly owned subsidiary of AWT
Engagement Type	Employment (Fixed-Term, Full-Time)
Contract Duration	Fixed-term: October 2027 – March 2028, with option of extension by mutual agreement.
Location	Island-based on Alderney, Bailiwick of Guernsey.
Reporting To	Field Manager
Salary	£26,000-£32,000 is inclusive of accommodation plus secondary pension contribution
Training	
IRATA Requirement	IRATA Level 1 is essential before operations commence. Suitable candidates must hold, or obtain, IRATA Level 1, with training and costs fully supported by AWTE. Candidates with a current IRATA Level 1 or 2 qualification are encouraged to apply with qualifications a factor in the setting of salary scales.
Rodent Control	Level 2 Award - Principles of Rodent Control. Training provided by AWTE.
Marine	STCW I-IV, training on vessel operations inclusive of deployment by tender
Other	In house training inclusive of but not limited to HSE practices and species ID.

1. PURPOSE OF THE ROLE

To carry out all aspects of bait station deployment, monitoring, biosecurity and data recording across the project area. This is physically demanding, technically challenging, and meaningful conservation work, carried out in some of the most spectacular coastal terrain in the English Channel.

This role forms the operational backbone of the ASRP's field team, responsible for delivering the rat eradication and monitoring programme across all project terrain, including coastal cliff faces and sea stacks accessible only by rope access. During cliff access work staff work under the direction of the Climbing Supervisor (IRATA Level 3).

2. KEY RESPONSIBILITIES

Eradication & Control Operations

- Deploy, service and monitor bait stations across the defined project area in accordance with the Operational Plan and bait station grid specifications.
- Maintain accurate, real-time field records of bait consumption, station condition, and any non-target species observations at each station.
- Deploy and check tracking tunnels, camera traps, wax tags and other monitoring devices; record and report all signs of rodent activity promptly.
- Contribute to the project field data system to ensure the programme of works is constantly monitored and updated with accurate field data.
- Support management and replenishment of rodenticide stocks, following all safe handling, storage and disposal protocols in full.
- Carry out physical maintenance of bait stations, monitoring infrastructure, and field equipment throughout the operational period.
- Contribute to the long-term rat-control border, including deployment and servicing of permanent surveillance stations.
- Work from certified vessels to access shoreline locations, including beaches and near shore stacks.
- Support vehicle operations both as a driver and in general upkeep.

Rope Access & Cliff Operations

- Operate under the direction of the Climbing Supervisor, contribute actively to safe and effective team working, and maintain continuous situational awareness throughout all climbing operations.
- Assist with rigging, de-rigging and the safe management of rope-access equipment before, during and after every operation.
- Maintain IRATA-compliant personal equipment inspection records; report any defects or concerns to the Climbing Supervisor or Field Manager before any further use.
- Deploy, service and monitor bait stations and tracking/surveillance equipment on cliff-face and sea stack locations.

Health, Safety & Biosecurity

- Comply with all H&S requirements, safe systems of work, and RAMS documentation applicable to your activities at all times.
- Actively participate in daily toolbox talks, team briefings, and H&S checks before operations commence each day.
- Follow site specific biosecurity requirements.
- Report all near-misses, incidents and H&S concerns immediately to the Field Manager.
- Maintain personal first aid kit and be prepared to assist in field first aid situations.

Communication & Record-Keeping

- Maintain accurate, legible and timely field records in the formats specified by the project.
- Communicate professionally and courteously with any members of the public encountered during field operations, in line with the project's stakeholder communications protocols.
- Report any unusual species sightings — including target species activity, returning seabirds such as puffin, or notable ecological changes — to the Field Manager promptly.
- Participate in team debriefs and contribute constructively to the ongoing operational review process.

3. PERSON SPECIFICATION

Essential Criteria

- Meet the standards of fitness required to secure a medical fitness certificate for rope-access, and marine operations work (certification costs covered by AWTE).
- Current IRATA Level 1 qualification, or demonstrable commitment to achieve IRATA Level 1 (training costs fully covered by AWTE).
- Experience working at height in coastal, cliff-face or technically demanding outdoor terrain.
- Demonstrable experience in field-based ecological, conservation or environmental management work.
- Experience handling and deploying field equipment in outdoor, variable-weather conditions over extended operational periods.
- Working knowledge of, and commitment to, H&S safe systems of work in a field environment.
- Accurate and methodical approach to data recording and field record-keeping, including experience contributing to project management or data recording software.
- Strong team ethic; able to work effectively as part of a small, close-knit team over an extended period in a remote island setting.
- Ability to engage professionally and courteously with members of the public encountered in the field.
- Right to work in the UK / Channel Islands (Bailiwick of Guernsey).
- Full Bailiwick of Guernsey compliant driving license.

Desirable Criteria

- IRATA Level 1 or above.
- Experience working on sea cliffs or sea stacks in Atlantic or Channel coastal environments.
- Experience of rodenticide bait programmes, invasive species control, island restoration projects.
- Experience of working in island or remote environments for extended periods.
- First aid qualification valid for outdoor or remote working conditions (Wilderness First Aid preferred).
- Knowledge of seabird ecology, particularly cliff-nesting species such as guillemot, razorbill or puffin.
- Familiarity with biosecurity protocols in a conservation context.
- Experience working with charitable organisations, NGOs or public bodies.
- STCW I-IV or equivalent small vessel / marine safety certificate.

4. TERMS & CONDITIONS

Contract Type	Fixed-term employment contract, October 2026 to March 2028.
Notice Period	1 month during probation; 3 months thereafter. The candidate will be liable for the repayment of all training costs should they leave during the first 12 months of the contract.
Probation Period	1 month.
Annual Leave	25 days paid leave
Working Pattern	Full-time, 5 days per week (40hrs). The operational phase will require weekend working and variable hours; time off in lieu applies.
Location	Island-based on Alderney, Bailiwick of Guernsey. Accommodation in a shared residence with private rooms, inclusive of utilities, is provided within this package.
Expenses	Reasonable pre-agreed travel expenses reimbursed — rates TBA.
Confidentiality	Post-holder will be required to sign a confidentiality agreement prior to commencement.
Training	Training costs fully covered by AWTE for candidates requiring qualification.

HOW TO APPLY

Please submit the following:

- An job relevant CV (maximum 2 pages) demonstrating t experience against the job specification.
- A covering letter outlining your suitability for the role and your experience in the relevant fields.
- Contact details for two professional referees (referees will not be contacted without your prior consent).

Applications to Roland Gauvain - Email: manager@alderneywildlife.org / Telephone: 01481 822935

Closing date: Sunday 27th September 2026 (applications reviewed on a rolling basis — early submission is encouraged).

Interviews will be conducted via teams. In the week after the application window closes.

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.