



**North West**  
Wildlife Trusts

## Job Description

**Job Title:** Marine Futures North West Intern x2

**Weekly Hours:** 35

**Duration of contract:** Full-time, fixed term for 6 months

**Location:** Kendal, Cumbria, with some travel across the North West and further afield

**Reports To:** Marine Futures North West Project Line Manager (Marine Conservation Officer at the North West Wildlife Trusts)

### Job Purpose:

The Marine Futures North West Internship Programme will offer a unique opportunity to gain skills, knowledge and on-the-job experience across a variety of sectors in the marine environment. The internship programme is funded by The Crown Estate and run in partnership with the North West Wildlife Trusts (host), Ørsted and Natural England; offering experience and a balanced view on a career in the marine environment and how different sectors can work together. The intern will get the chance to undertake a joint research project focussing on a topic that is relevant to all partners. The 2025 internship programme will focus on the application of nature inclusive design within offshore wind farms, specifically around kittiwake populations. Additional activities will include stakeholder engagement, creating educational outreach materials, ecological fieldwork, delivering media interviews and presentations, understanding health & safety at work; and participating in online meetings, training, conferences and webinars.

### Special Features of the Role:

- To undertake a joint independent research project for the partner organisations
- To communicate the outcomes and recommendations from the research project through a written report and oral presentation for all partner organisations and relevant stakeholders
- To gain a greater understanding of careers relating to the marine sector
- To improve knowledge of renewable energy developments and some of the environmental, social and economic considerations associated with these
- To gain a thorough understanding of some of the environmental issues facing UK coasts and seas, especially in relation to the North West and the Irish Sea
- To gain scientific survey and GIS experience alongside the partner organisations
- To gain an understanding of casework with Natural England
- To deliver marine awareness and educational outreach alongside the North West Wildlife Trusts
- To assist the North West Wildlife Trusts with key conservation and restoration projects
- To gain greater insight into the consenting process of offshore windfarms
- To gain an understanding of remote working and online meetings by working with colleagues from each of the partner organisations, building a network of contacts in the marine sector

**Date: March 2025**

# Person Specification

## Role: Marine Futures Internship

### 1 Qualifications & Experience:

The post holder will be expected to have qualifications or proven experience in the following areas:

		Essential	Desirable
1.	A degree, apprenticeship or relevant experience in the marine or environmental sector	•	
2.	Experience of working or volunteering in the environmental sector		•
3.	Experience of event organisation and delivery		•
4.	Experience of using social media in a professional capacity and input into promotion and campaigns		•
5.	Experience conducting independent desk-based research		•

### 2 Knowledge & Skills:

The post holder will have the following knowledge and skills:

		Essential	Desirable
1.	Demonstrable knowledge of and an interest in current marine conservation, renewable energy, climate change and/or sustainable fisheries issues	•	
2.	Knowledge and understanding of marine resources and sea users	•	
3.	Excellent communication skills (written and verbal), with an ability to build strong working relationships and to engage with people at all levels, internally and externally	•	
4.	Excellent organisational skills with an ability to identify priorities and manage variable workloads, whilst maintaining high level of accuracy and attention to detail	•	
5.	Highly self-motivated with drive and determination to succeed	•	
6.	Knowledge of stakeholder engagement		•
7.	Full driving licence and use of own vehicle		•
8.	Knowledge of UK marine species and habitats		•

### 3 Personal Qualities:

The post holder should possess the following:

		Essential	Desirable
1.	A keen interest and passion for the marine environment	•	
2.	Desire and commitment to gain practical, 'on-the-job' skills	•	
3.	Willingness to work outdoors on a range of sites in all weathers	•	
4.	Self-discipline and confidence in own abilities	•	
5.	Ability to make sound, clear decisions that are well-considered and in line with the core values of the partner organisations	•	

# Terms and Conditions

## Role: Marine Futures Internship

1. **Salary:** Real living wage – £12.60 per hour, plus a pension contribution of 9%.
2. **Duration of post:** 5 days per week for 6 months starting **23 June 2025** and finishing **19 December 2025**. Interns will be expected to commit to the full length of the programme.
3. **Hours per week:** The intern will be paid hourly for 35 hours per week, based on working 7 hours a day, 5 days per week. Hours will normally be worked between 9.00 am to 5.00 pm, Monday to Friday, however, some out-of-hours work may be required, for which time off in lieu will be given.
4. **Holidays:** 33 days per annum, including public holidays.
5. **Place of work:** Kendal, Cumbria, with a mixture of office working, field work across the North West and some optional homeworking. At times there will be the need for travel across the North West and further afield.
6. **Expenses:** Interns may be expected to arrange and pay for their own accommodation and travel for the duration of the internship. Interns will be reimbursed for travel as part of the programme from their place of work (for instance when travelling for events, meetings and surveys). In some circumstances, additional subsistence expenses may be incurred in connection with the programme, these will be reimbursed where appropriate in line with Cumbria Wildlife Trust's expenses policy and approval must be sought from the Project Manager before expenditure.

All travel and accommodation requirements for trips to London (if possible during the internship) will be covered by The Crown Estate. Any additional expenses, where reasonable, such as subsistence for travel to London, will be reimbursed.

7. **Applications:** Completed application forms should be returned via email to:  
[marinefutures@cumbriawildlifetrust.org.uk](mailto:marinefutures@cumbriawildlifetrust.org.uk)

Only short-listed candidates will be contacted. If you have not heard anything within 14 days of the closing date, please assume your application has not been successful.

8. The closing date for applications is **12:00 noon on 11 April 2025**.
9. Interviews will be held on **30<sup>th</sup> April, 1<sup>st</sup> May and 2<sup>nd</sup> May 2025**.
10. Applicants shortlisted for an interview will be asked to declare any unspent criminal convictions.
11. Any further enquiries should be directed to Georgia de Jong Cleyndert, Marine Futures Project Manager via email: [marinefutures@cumbriawildlifetrust.org.uk](mailto:marinefutures@cumbriawildlifetrust.org.uk)

The Marine Futures Internship Programme offers a unique opportunity to candidates who are passionate and enthusiastic about the marine environment. The Marine Futures Interns will gain skills, knowledge and experience across a variety of sectors in this exciting field to help direct and shape their future career ambitions.