



SUSTAINABLE DEVELOPMENT

CAREERS ADVICE
FOR CONSERVATIONISTS

www.conservation-careers.com





THE WAY FORWARD

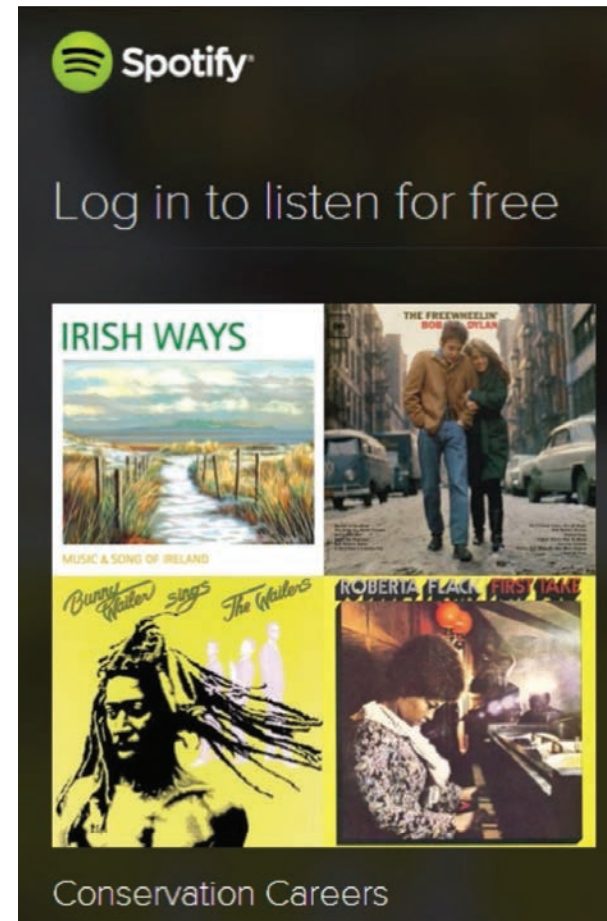
INDEX

| | | | |
|--------------------------------|----|--------------------------------------|----|
| INTRODUCTION | 4 | - Organisational Management | 49 |
| WRITERS | 6 | - Foto, Art & Film | 55 |
| 1,734 YEARS OF EXPERIENCE | 7 | - Policy & Advocacy | 61 |
| CAREERS ADVICE COMPILATION | 13 | - Programme & Project Management | 67 |
| - Communications & Marketing | 15 | - Science & Research | 73 |
| - Community-based Conservation | 23 | - Site Management, Wardens & Rangers | 85 |
| - Ecological Consultancy | 29 | THE LEGAL BIT | 90 |
| - Environmental Education | 33 | CONSERVATION CAREERS | 90 |
| - Fundraising & Development | 39 | CONTRIBUTORS | 93 |
| - Marine Conservation | 43 | | |

INTRODUCTION

Thank you for downloading this eBook, which provides a compilation of careers advice from professional conservationists as published on the Conservation Careers website and via interviews with GVI staff. All our careers advice is available for free, and we're eternally grateful to everyone who has kindly shared their insights and experiences in order to help others, and to those who helped to compile it. We salute you all.

This eBook is jam-packed with honest, accurate and useful advice for those seeking to conserve the environment through their work. We recommend you take your time and read it in detail with a notepad, highlighter and pen in hand (and maybe a beer). Read it. Enjoy it. But most of all use it. To make the experience as pleasurable as possible, we also recommend you listen to the Conservation Careers Spotify Playlist at the same time. The playlist has been suggested as favourite songs by some of the best conservationists in the world.



WRITERS

A special thank you to the following lovely people who helped to compile the information in this book.

| | | |
|-------------------|------------------|----------------|
| Sarashka King | Zehra Zawawi | Gemma Marshall |
| Paolo Strampelli | Erin Williams | Kristi Foster |
| Thomas Starnes | Naima Montacer | Keri Russell |
| Charlotte Rixon | James Walker | Inbal Gamliel |
| Jessica Mills | Lucy Keniger | Matt Nicholson |
| Karen Sim | Keturah Smithson | Stella Diamant |
| Christine Pereira | Hannah De Frond | Marta Calix |
| Rosemary Hynard | | |

Accurate and useful advice
for those seeking to
conserve the environment



1,734 YEARS OF EXPERIENCE

Before you dive in, it's worth taking a moment to digest our top tips based on interviews with 146 professional conservationists from around the world...

So you want to work in sustainable development or wildlife conservation? Great! With wildlife in crisis all around the world and numbers of threatened species at an all-time high, the natural world needs your help. The good news is there are a growing number of jobs available in conservation - it's become a professional industry requiring a diverse and growing range of skill sets. The bad news is it's more competitive than ever before, with 92% of conservationists confirming that it's become tougher to get a job in the last decade alone. So how do you give yourself the best chance of success? Conservation Careers asked 146 professional conser

vationists from 50 countries to provide their careers advice. With a combined experience of 1,734 years in the sector, here's what they had to say...

You won't get rich, so you'd better love it. Yes there are some well paid jobs in conservation, and no, you won't be on the bread-line. However, the reality is most conservationists work long hours, in difficult conditions, and are paid less than many of their friends or family. The reason to work in sustainable development is because you genuinely want to dedicate yourself to helping people or wildlife. If you do, you'll have one of the most rewarding careers of all; safe in the knowledge you're helping to make the world a better place.

Get familiar with the jobs that are available. With the job market expanding all the time, knowing what type of role you'd like to do is one of the hardest steps to take. Start by familiarising yourself with the jobs which are available. Read the job details carefully, and ask yourself the question - how excited would I feel if I did this job

day in day out? Once you've decided what you might like to do, make a note of the requirements for the roles. This will give you a good idea of the types of skills and experiences you'll need to acquire over time.

Make things happen for yourself. Your career will only take off if you create opportunities for yourself and take control. Don't wait for someone else to do it for you. Here's a few ideas which might help: (i) Blog - write about nature, yourself, your experiences, and let people know you're doing it; (ii) Say yes to things - attend events, meetings and workshops, go to the pub and talk about conservation. (iii) Ask people for introductions and for help - a lot of time they'll say yes, and; (v) Be nice to people - it's a small world, and your reputation is the only thing that counts. Passion isn't enough, you need experience. It's not enough to say you love wildlife and are determined to work in conservation - for example - you need your experiences and skills to support this. For many this means volunteering for organisations you'd like to work for, or in roles which

are close to what you'd like to do. One of the best times to get voluntary experience is whilst studying: join your conservation volunteer group and get involved. Use your holidays to gather relevant and high-quality work experience. Although this is often unpaid work, if you're serious about conservation, you should have the time of your life! You might even be lucky enough to get a paid internship. Get educated, and don't stop learning. People who work in sustainable development are a clever bunch. For example, when conservationists were asked what their highest ranking qualification is, survey respondents stated: Doctorate (19%), Postgraduate (42%), Undergraduate (34%) and School level (6%). In reality, the type of qualification depends upon your chosen career path, with PhDs being especially useful for sci-

Your career will only take off if you create opportunities for yourself

ence and research for example. If you're not sure what you'll need, ask people working in your chosen field and read the educational requirements in job descriptions carefully (see number 2 above). It's also important to keep abreast of the latest skills and knowledge by attending training courses, watching TEDTalks, and being active in your chosen profession.

Be a professional. Often called soft or transferrable skills, these are invaluable in today's job market. Be a good communicator, manage tasks effectively (read about GTD), accept criticism, be adaptable and reliable, have a good work ethic, get on well with your colleagues, and be presentable. They're not looking for superman, but don't want a Muppet either! Hone your applications to keep them out of the HR bin. The reality is most jobs have a lot of applications, so you need to do all you can to keep yours out of the reject pile. First of all focus on the content: always bespoke your CV/resume/cover letter to each job you apply for, and ensure you highlight the results of your work. Use facts and figures wherever

you can, and provide clear evidence for each key aspect as outlined in the job description. Having got the content right, check, check and check again that your spellin and grandma are all korect. Many applications end up in the bin for the smallest of mistakes. Ask friends, family and your local careers service to help.

Become great at interviews. So you got an interview – congratulations! You must be doing lots of things right. Now is your time to shine. And prepare. You must prepare for interviews and be ready to give confident answers to all the questions that might be coming your way. Use the STAR acronym (Situation, Task, Action, and Response) to help convey your experience. For example, I worked as a conservation volunteer for the Yorkshire Wildlife Trust (Situation). My job was to estimate the Barn Owl population in the Lower Derwent Valley (Task). I did this by visiting 120 farms in the study area and speaking with farmers about their local knowledge of the species (Action). As a result of this work I found the area to hold the highest density of this species in the

UK (Response). If you're prone to nerves, practice answering interview questions with your friends or family. Finally, don't forget to sit confidently, breathe calmly and smile. You'll feel better for it.

Be familiar with different cultures and languages. If you're planning to work internationally, being able to speak different languages and to work within different cultural settings will be an advantage. Languages such as French and Spanish will stand you in good stead. Stay focussed, the first job is the hardest to get. Once you secure that first job, you're on the ladder and now have control. You decide when you want to move into a new role, and can wait until the right opportunity comes your way, safe in the knowledge that you're being paid and building your experience.







COMMUNICATIONS & MARKETING

Promoting the work of your employer to attract support, and change attitudes is a core part of sustainable development work. This involves diverse work from storytelling, running campaigns, engaging audiences on social media and much more.



COMMUNICATIONS & MARKETING

“Get as much experience as you can. Get the licenses such as bat handling, newt handling and know what you need to do and prepare. There will be thousands of people that employers will come across with the same qualifications, it’s up to you to make yourself stand out from the rest. Get yourself known, people are far more likely to hire someone they have heard of and about than someone in obscurity. Network as much as you can”

“You will never have a career; it’s a life in conservation. You really never do switch off and it becomes very consuming. You have to get down and dirty and need to be prepared to see things you might not like such as animals dying or even people, dealing with corruption in governments and hearing about another animal victim of the bushmeat trade. It is the most frustrating but most rewarding career ever”



BEN GARROD - EVOLUTIONARY BIOLOGIST AND PRESENTER OF THE 'SECRET OF BONES' ON BBC4 SERIES.

**It's up to you to
make yourself stand
out from the rest**

“Although everyone says it all the time, the way to get better at writing is to write constantly. It’s like building muscles, you need to keep practising and the more you write the better you get. If you’re looking to get into editing then try and get yourself published in as many places as possible. People have got the advantage now of writing blogs so you can write blogs and find other blogs and ask to be a guest blogger. They could even write for the RSPB, or for a reserve if based at a reserve, or for their local Wildlife Trust. There are lots and lots of opportunities, but you need to show you can do it rather than just saying you can. At the end of the day they need to see your CV and your CV is what you’ve written”

DEREK NIEMANN - RSPB YOUTH MAGAZINE EDITOR.

**The way to get
better at writing is to
write constantly**



DEREK NIEMANN



DR MARK AVERY

“You have to know your friends, but also your enemies. I think conservationists are sometimes a bit too nice. There are lots of people in the UK who have consciously decided that they don’t want to help the environment, and you have to be tough to stand up to them. If you’re on the side of the Hen Harrier, for example, it’s quite difficult to stand back quietly and watch people kill them. Socially I would get on really well with such people, but it was my job, and personal view, to challenge them. Always being friendly and polite is important, but you have to be prepared to stand up to people where it counts”

“I’ve looked at awful lot of CVs and they all look very similar – they all have good degrees and say they’re interested or passionate about nature conservation. You do have to stand out. You have to make your application look interesting in some way or have done more than other people. Volunteering is a way to do that.

You have to be prepared to stand up to people where it counts

You have to make your application interesting in some way

Try volunteering for your local nature reserve or office, or even writing a blog or wildlife column for a local newspaper – anything that lifts your experiences above other people. Many times, I’ve had to shortlist from 50+ applications for one job, and I don’t spend an hour on each one.

I flick through them, quite quickly, to get rid of the ones that don’t suit the role. Even then you’re still left with 20 people who look like they could do the job, and you can only interview about 6. At this point attention to detail can mean everything – If your spelling isn’t up to scratch that could be enough to put you in the reject pile”

“It is quite difficult, and competition for jobs in conservation is pretty strong at the moment. One bit of advice is stick at it, don’t give up if you really want to do it”

“Another [piece of advice] is that nature conservation is quite professional. I got into the RSPB because I was a very good scientist. If I had been an ok scientist, with stacks of passion for wildlife, I wouldn’t have got the job. You do have to be really good at something, just caring a lot isn’t enough. And that something can be anything, nature conservation needs people to set up computer systems, it needs media professionals, and people who can design a magazine and much more. There’s almost nothing that isn’t needed by conservation. Whatever you choose, be good at it” -

DR MARK AVERY - FORMER CONSERVATION DIRECTOR AT THE RSPB.

You do have to be really good at something, just caring a lot isn’t enough

“One thing that really annoys me is that a lot of young people want to become camera people and photographers. That is always going to be a sideline, you’re not going to be able to make a lot of money out of that unless you are very fortunate. There is so much else that you can get into and still have contact with nature. Saying that though, if young people are getting more into nature through their camera work as a hobby this has got to be a positive thing still”

“Dabble with things ... from joining clubs, to contacting different research projects in a university, there are any number of things. If you hone in on something quite specific that can really help. The range of opportunities that are out there now, from communication to policies or things like being a warden. It’s just about doing the homework and seeing what is out there”

ED DREWITT - NATURALIST, AUTHOR, BROADCASTER, TOUR LEADER, BIRDER, PHOTOGRAPHER, PUBLIC SPEAKER, BIRD RINGER, ZOOLOGIST, DIVER, FEATHER EXPERT, AND PEREGRINE RESEARCHER.

It’s just about doing the homework and seeing what is out there

“Be open to talking to people and put yourself out there. Just make connections, understand difference and look at the whole gambit of what people do in conservation. You have to learn to be a good listener and good at interacting with people. People like talking about things, and you need to find out what people’s buttons – if you can make a connection then opportunities will flow from that. Networking is hard but important”

ELIZABETH ALLEN - COLLABORATIONS AND COMMUNICATIONS MANAGER FOR THE CAMBRIDGE CONSERVATION INITIATIVE.

“Find mentors: Find someone at the same career point

Networking is hard but important

as you. Find somebody that’s where you want to be in 2-3 years. Find somebody that’s where you want to be in 5 years”

“Find people to network with, share paths, ideas and encouragement. They will push you to discover how you can better yourself and grow both professionally and personally. Evaluating professionals and discovering their paths opens up opportunities you may not have known even existed”

JULIE BROWN - NATIONAL GEOGRAPHIC PROJECT MANAGER.

“Communicating with one another is important. Other like-minded people are not competition, they are a support network. A career in wildlife conservation is a team sport – you have to be willing to work with others if you’re to make a difference and reach your full potential. Especially with social media where your reputation will precede you and you want to be open and helpful to others. You also can’t do enough volunteering!”

LUCY MCROBERT - CONSERVATION COMMUNICATOR, AND CREATIVE DIRECTOR OF A FOCUS ON NATURE.



LUCY MCROBERT

A career in wildlife conservation is a team sport



COMMUNITY-BASED CONSERVATION

Helping people to be part of the solution is what community-based conservation is all about.

This means supporting local communities to sustainably manage their species, habitats and landscapes.



COMMUNITY-BASED CONSERVATION

COMMUNITY-BASED CONSERVATION

“Conservationist scientists must ensure that research turns into conservation, otherwise all our efforts are wasted when it comes to protecting nature”

“I would also encourage people to do a wide range of research projects – from alpine to pelagic ecosystems, and tiny plankton to enormous Blue Whales – as this will enable you to broaden your knowledge”

BHAVIK PATEL - RESEARCH ASSOCIATE FOR THE SUSTAINABLE HUMAN AND ENVIRONMENT DEVELOPMENT ORGANIZATION.

“Have a good awareness of where you want your career to go to. You can get many fantastic opportunities volunteering across the world with conservation projects and through doing so you can make a huge contribution to the projects you are working on. However, if you are using it as a stepping stone to a master’s degree or PhD research, then talk to potential supervisors before em-

barking on those sorts of experiences, to make sure that the experience you are getting is actually valuable in the context of what you want to do next.

I certainly know I signed up for numerous projects without really considering this. For a lot of people, the projects do take you out of your comfort zone, so you have to enjoy living in that sort of environment, because it’s not all particularly glamorous, as there are a lot of thorns and other issues. Having a clear view of what you want it to lead to afterwards, therefore, how you can make the most of those opportunities whilst you are out there. That is why I think it’s important to get involved in a project that does have clear research objectives. If you want to go into research afterwards, you can potentially make a direct contribution to live research projects and show that you not only understand the work on the ground but also how it fits into the research process”

Have a good awareness of where you want your career to go to

Being able to help hands on is a great experience

“I think there are lots of opportunities to volunteer, particularly for those who want to get hands on with conservation projects, I guess the key thing is to look at the outputs from those projects and if they are actually publishing the work that they do and that there is a sound scientific basis to it. It is that sort of information which will feed through to help adapt policies and inform policy makers and landowners as there are lots of projects with volunteer opportunities out there, but the information isn’t being collated, utilised and analysed in the ways that will inform conservation strategies. Being able to help hands on is a great experience, and many projects really need the help, but making sure the project is doing something with the data collected and isn’t just an enterprise in itself”

DR RUSSELL HILL - READER IN THE ANTHROPOLOGY DEPARTMENT AND FACULTY DIRECTOR OF RESEARCH DEVELOPMENT AND GOVERNANCE AND PREDATOR PROJECT AT LAJUMA RESEARCH CENTRE, SOUTH AFRICA.



“As an undergraduate, I studied chemistry and Spanish. Given my background, there was no way anybody would hire to work on trout conservation, even though I figured out that that was what I really wanted to do. So, on my own initiative I came up with a research project to study trout in the Balkans and applied for a Fulbright Scholarship to do so. That single scholarship allowed me to transition into conservation and changed my life, but had I not come up with it on my own, I might not have gotten a similar opportunity”

“Read books. Write to people. Apply to jobs. When you get rejected (everyone does), learn from it and figure out how to improve for the next time. Work hard, very hard.

Be humble but assertive. Conservation is a rewarding field to work in, but it is also a competitive one. Learn to balance depth with breadth”

“Don’t follow in my footsteps or anybody else’s. Blaze your own trail. The people that do well in conservation are the people that don’t wait for opportunities to come to them, but instead do everything they can to create their own opportunities”

JOHN ZABLOCKI - LAHONTAN CUTTHROAT TROUT CONSERVATION COORDINATOR FOR TROUT UNLIMITED.

“Finding out which organisations work in your local area and events you can get involved with is always a great starting point. Volunteer with and support organisations like ORCA who can offer amazing experiences as well as opportunities that develop a whole range of skills (i.e. boost your knowledge, confidence, public speaking) whilst making some new friends at the same time!

Keep doing things that you are good at, but also try and highlight certain skills that you could improve on and challenge yourself to boost your confidence in these



RACHAEL FORSTER

areas. I have found it useful to ask someone who is not that close to you about this, as they will often provide a different opinion on where your strong and weak points lie compared to someone you know very well”

**[I have found volunteering
has been the most useful
for me to network]**

“I have found volunteering has been most useful for me to network and gain contacts. Now that I am further in my career I can get in touch with contacts from organisations I have volunteered and worked with in the past, to suggest or organise some collaborative projects and events with ORCA, and the response has been extremely positive”

RACHAEL FORSTER - COMMUNITY WILDLIFE OFFICER FOR ORCA.

“You have to try many things, try all sorts of stuff and that way you will find your strong spot. Don’t just sit in one place. When I was starting out, this is what I did – I experimented. You need to discover what you really want to do, take advantage of opportunities. Secondly, you need mentors. You need people who will believe in you and care about you and see the potential in you. If you are close to such people, they will take you places because they can see the opportunities for you, point you in the right direction and advise you. It is also important because they can recommend you to others” -

STEPHEN AWOYEMI - FOUNDING CHAIR OF THE RELIGION AND CONSERVATION RESEARCH COLLABORATIVE.



STEPHEN AWOYEMI

**[I have found volunteering
has been the most useful
for me to network]**



ECOLOGICAL CONSULTANCY

Ensuring ecologically-sensitive development by being an Ecological Consultant.

This involves undertaking a wide range of ecological surveys including habitat and protected species.



ECOLOGICAL CONSULTANCY

“Crawl! Identify people who might be important – I don’t mean lick their boots, but a bit of judicious fawning can help develop lasting relationships with people who can be very helpful throughout your career. Looking back, I should have read Maths as a first degree, and then from Masters onwards go on to study Biology because in my opinion this is the way to a very successful career in conservation science. If you’re good at maths you can analyze data faster which helps you publish faster, the cornerstone of academic success. You will also be invited to co-author a lot of papers as many biologists struggle with advanced maths”

**If you’re good at
maths you can analyze
data faster**

“Degrees count, but some of the best years of my life were studying for my PhD. You have freedom, can enjoy your work, and can become a great expert in something that is sometimes completely trivial!

**When you volunteer,
you learn aspects of
the field**

Get a good degree. If you’re ambitious within conservation, it really helps to have a Masters as a minimum, and for senior posts a PhD is really quite essential. At the NGO that I worked at only one biologist without a PhD had a reasonably senior role.

Be passionate. Most of all do something you want to do – you’re going to do it for a long time”

DR MARK REHFISCH - HEAD OF ORNITHOLOGY AT APEM.

“Network: As you network, you are able to show your passion and what you’re interested in and you can get really good advice from folks. You never know who will be able to help you. I remember hearing that 70 percent of all jobs are found through networking, and it definitely makes sense to me. Volunteer: When you volunteer, you learn aspects of the field, build skills, build your resume and get an appreciation for what the work actually is. It can help you land an entry-level job. I have hired many seasonal technicians over the years, a number of them, including a few that were career changers, because they acquired skills through volunteering.

Attend workshops, seminars, field trip opportunities: I not only learned a lot but this is how, besides some of my masters degree classes, I was exposed to natural areas, learning about their ecology and management. There are some great free or inexpensive workshops – like those offered by the University of Milwaukee field station – and field trip opportunities – such as those conducted by native plant societies – that can help you build your education or skills”

JOAN O'SHAUGHNESSY - ECOLOGIST AT THE
CHICAGO BOTANIC GARDEN.

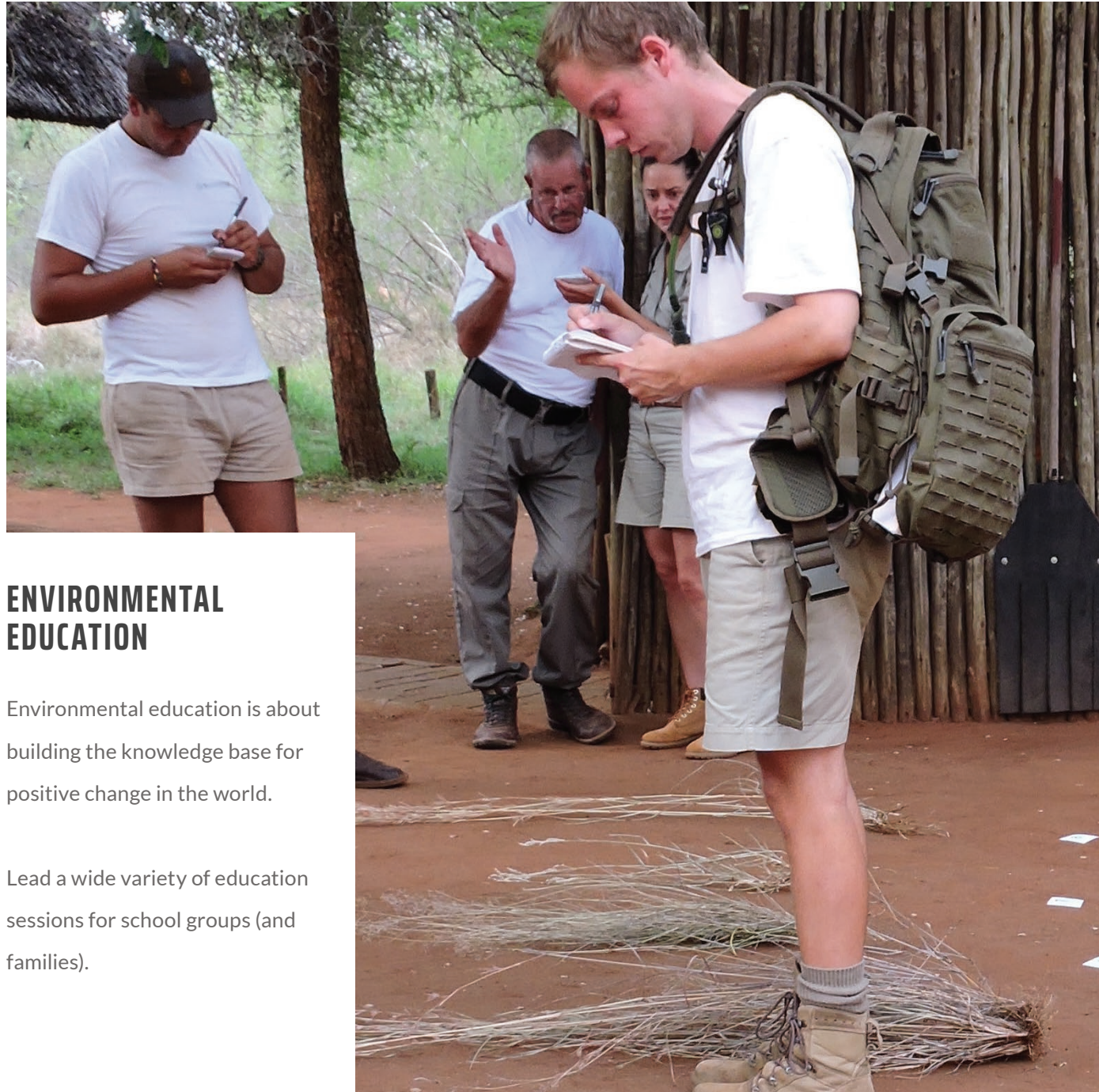
“Be persistently proactive.

It sounds very cheesy, but it’s the most fundamental advice which I give people day-in day-out. Getting a good job is never easy, regardless of the level you are at in your career. To really maximize your chances, you need to actively network, attend conferences, volunteer and even just approach people who may have authored a report you find interesting. The more avenues you try

**Attend workshops,
seminars and field trip
opportunities**

the higher your likelihood of success. A lot of people do get dispirited, and that is natural, but the best ones are those who can push through that and reap the rewards which come further down the line. If it takes six months to find the right job, over the course of a whole career or forty or fifty years it’s small fish really. So, persist”

SIMON BANGS - CONSERVATION RECRUITMENT
CONSULTANT FOR ALLEN & YORK.



ENVIRONMENTAL EDUCATION

Environmental education is about building the knowledge base for positive change in the world.

Lead a wide variety of education sessions for school groups (and families).



ENVIRONMENTAL EDUCATION

"I charged into doing a Masters and a PhD straight off, but I think it actually makes a lot of sense to wait and get some applied experience. I know now, as someone who is looking for PhD students, that I am much more keen to take on people who have got a bit more experience and already have a particular issue that they have seen first-hand that they want to study"

"Also, for a long time, possibly because I had a relative who was quite senior in this field I was very passionate about not taking advantage of networks or being nepotistic. I wanted to find my own way and I am proud of

**Keep a balance
between academia
and practice**

the fact that I have done that. However, I do think now that, if you know someone who can help you to talk you through an idea or give you insight into a job you might be applying for then just take it because those personal contacts matter an awful lot"

"One thing I have tried to do in my career so far is to keep a balance between academia and practice. After my PhD, I spent a couple of years living in Uganda doing applied field projects. In this job that I have now, because of the close contact with students who are all conservation practitioners, I feel I still have a connection to that. I've never wanted to be completely an academic or completely a practitioner because I have always seen the benefit in both and I have tried to negotiate this balance between the two"

"One other thing that I would say is that we run a series of conservation leadership lectures for the masters where we get really senior, eminent speakers to come and talk about their careers. They talk about how they got to where they are and one thing that all of them have talked about is serendipity and not having a plan. It's

really notable that being open to taking spontaneous opportunities is important. I am like that. I haven't had a plan, I've just, kind of, followed my nose"

DR CHRIS SANDBROOK - LECTURER AT UNEP-WORLD CONSERVATION MONITORING CENTRE AND COURSE LEADER OF THE MPhil IN CONSERVATION LEADERSHIP AT CAMBRIDGE UNIVERSITY.



DR JUDITH LOCK

"As you progress keep the links which you've made with people and places, whilst also broadening your search network into new areas"

DR JUDITH LOCK - TEACHING FELLOW AT THE UNIVERSITY OF SOUTHAMPTON.

If you don't qualify for the job, gain experience in an internship or volunteering

"When the opportunity isn't there, make your own. I needed to gain communication skills to qualify for a job at Yellowstone National Park. I got creative and asked my advisor if I could use our snake collection to give educational talks to school groups. Next thing I knew, word was out, and I was presenting to Boy Scout groups and schools"

"The first thing you need to get these jobs is experience. You need more than a degree. If you don't qualify for the job, gain experience in an internship or volunteering. Many people, including one of my staff members, started as a volunteer"

RICK LOBELLO - EDUCATION CURATOR AT THE EL PASO ZOO.

Do what you love, work hard, be kind, learn to write, network

demand. In particular, I would encourage biologists to look to the inter-disciplinary fringes. Biology can't save biodiversity but policy and economic processes may"

**PROFESSOR BRENDAN GODLEY - COURSE DIRECTOR
FOR THE BIODIVERSITY AND CONSERVATION MSC
AT THE UNIVERSITY OF EXETER.**

"Being opportunistic has huge advantages in conservation work – you never know what is going to come up,

"Do what you love, work hard, be kind, learn to write, network, fundraise and acquire other skills which are in



PROFESSOR BRENDAN GODLEY

and you have to be prepared to be flexible and make the most when they do. Fixed-term contracts have been the bane of my life! The hallowed permanent contract takes a long time to come; so, patience is important when waiting for something like that to come along. Being open minded about the different roles available within conservation is also important. Conservation has changed to be much broader in recent years – gone are the days of it just being ecologists who are concerned

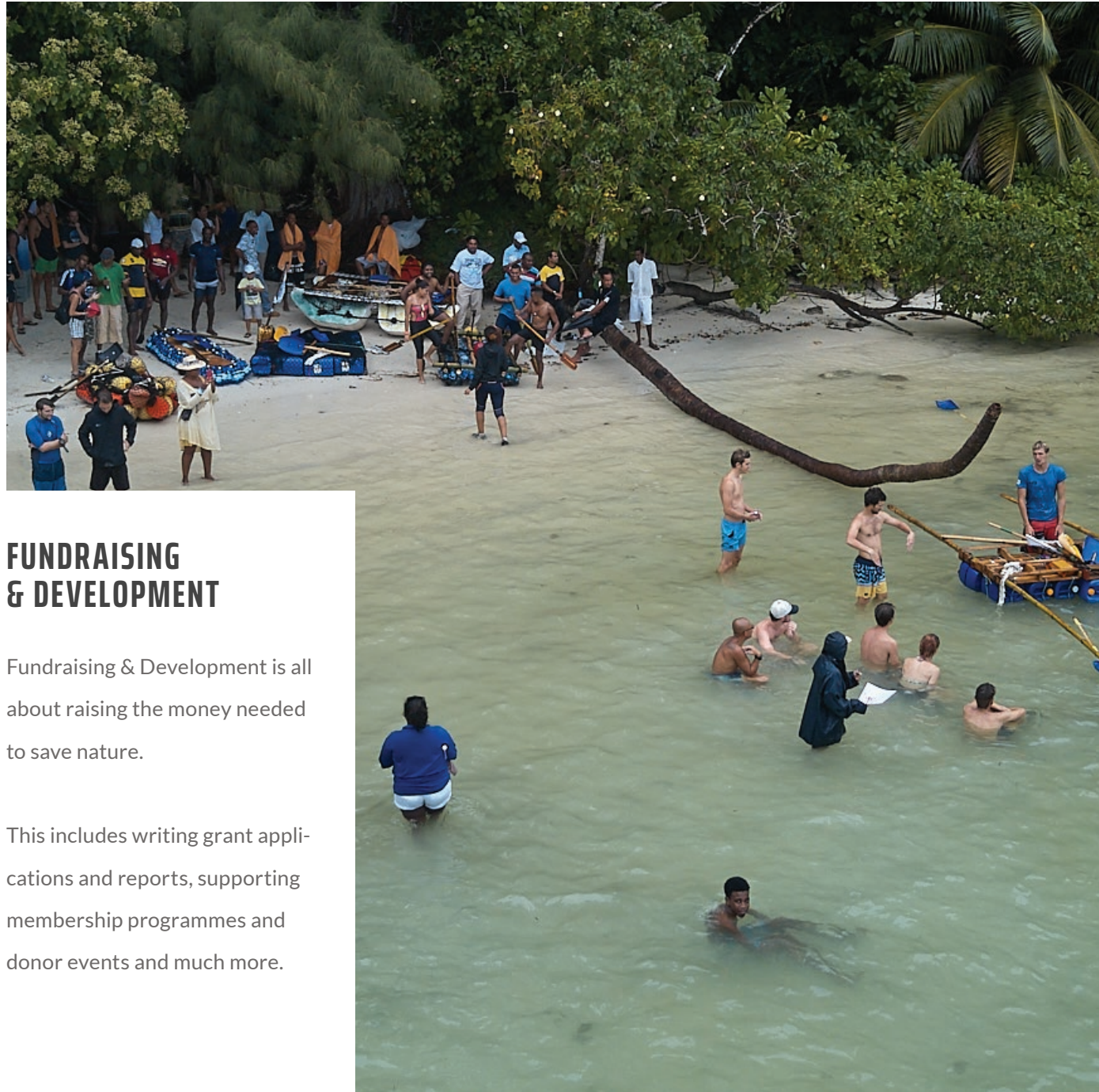
about the environment. Actually, what conservation really needs are people who have people skills, so they can understand people, engage with them and ultimately change behaviours"

**THEO BLOSSOM - TRAINING COORDINATOR
FOR DURRELL CONSERVATION ACADEMY.**

What conservation really needs is people who have people skills



THEO BLOSSOM



FUNDRAISING & DEVELOPMENT

Fundraising & Development is all about raising the money needed to save nature.

This includes writing grant applications and reports, supporting membership programmes and donor events and much more.



FUNDRAISING & DEVELOPMENT

“Get yourself out there, make contacts, gain real, tangible experience and stay focused. Too many people say they are passionate about wildlife but can’t prove it. If you’ve done 100 grass surveys, ringed/banded 500 birds or lead 20 days of volunteer tasks, then say it. If you haven’t done things like this then ask yourself how serious you are about conservation? Many people choose a direction and stick to it. If you know exactly what you want to do, then great – go for it! However, if



DR NICK ASKEW

Get yourself out there, make contacts

you get a job and don’t like it – take some time to reflect why, learn from your mistakes, and don’t be afraid to move on to something even better. If, like me when I left university, you’re not sure what you want to do then do some research and pick a few areas that you might be interested in. Talk to people who do these jobs and get their advice. See if you can get some work experience and be honest with yourself about whether you could see yourself doing the job in the longer term. Many jobs aren’t as fun as they seem on paper”

DR NICK ASKEW - FOUNDER OF CONSERVATION CAREERS.

Talk to people who do these jobs and get their advice

“Get as much different experience as you can – either for one organisation or across the field that you’re interested in”

It’s not easy getting a job in conservation without doing some volunteering

It’s not easy getting a job in conservation without doing some volunteering. But you can do it – like I have done – by working in other related sectors. Sometimes it’s easier to work in conservation when you have experience from outside of it. You don’t have to go in direct; you can go to the side and jump across later when you have experience and knowledge which is of value to conservation”

HEATHER MCFARLANE - DIRECTOR OF COMMUNICATIONS AND FUNDRAISING AT THE BAT CONSERVATION TRUST.

“Throw yourself into things, you never know quite what will happen, but that’s OK and it’s surprising where things can lead unexpectedly.

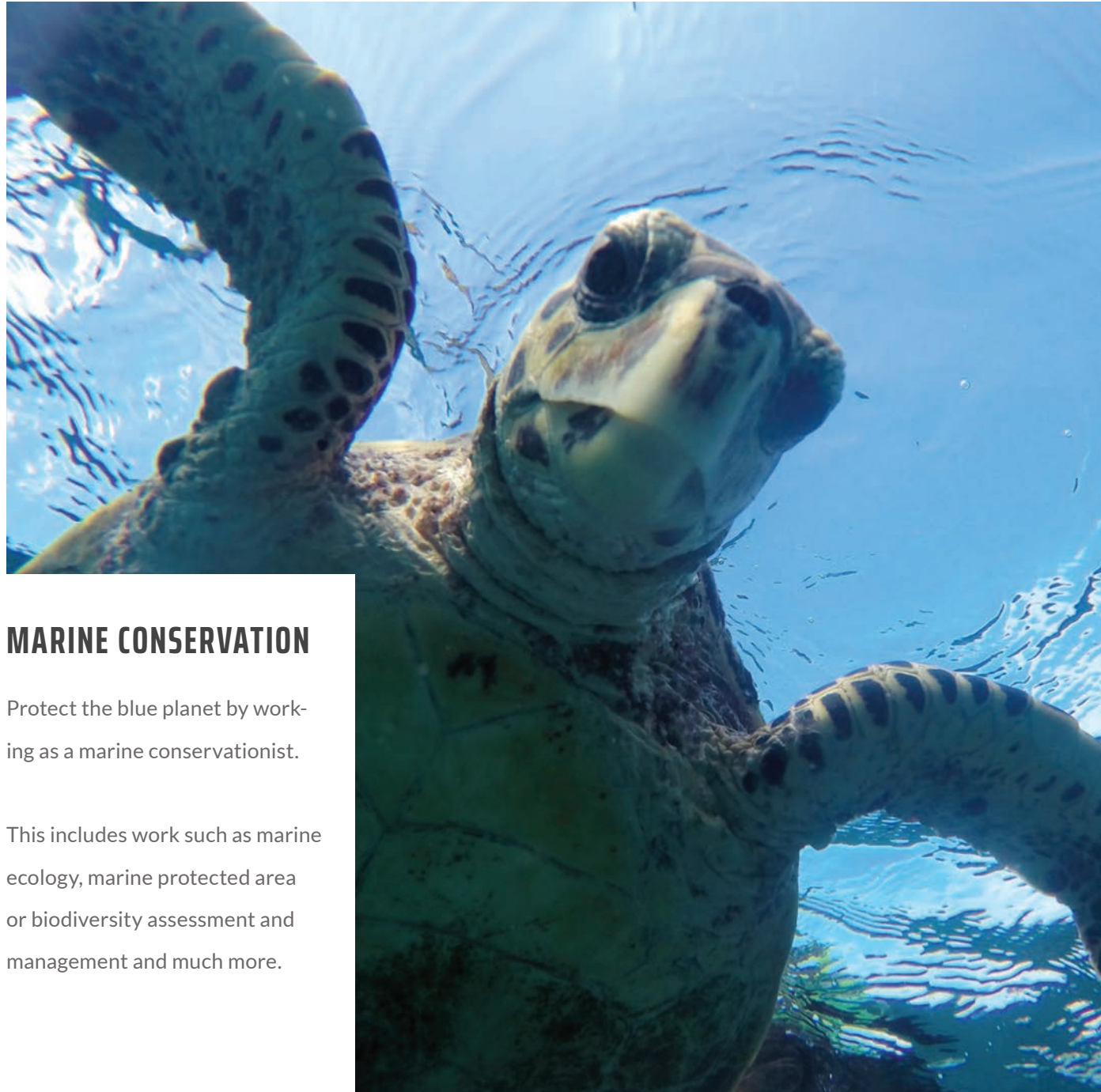
It’s also essential to volunteer wherever you can and gain some basic office work experience and if possible fundraising experience too.

Even if you eventually want more hands-on conservation work in the future, it can’t be underestimated how useful it is to see it from this end, understanding how conservation work is funded and charities like Save the Rhino operate”

RORY HARDING - SAVE THE RHINO.



RORY HARDING



MARINE CONSERVATION

Protect the blue planet by working as a marine conservationist.

This includes work such as marine ecology, marine protected area or biodiversity assessment and management and much more.



MARINE CONSERVATION

“Persevere and don’t give up. It is a hard discipline to start out and establish yourself in, because there are a lot of people trying to get into marine mammal research and conservation, but it is possible. I find you need to be in the right place at the right time so there is a bit of luck involved but it’s mainly hard work. You need to look for

Don’t give up. It is a hard discipline to start out

opportunities and don’t be afraid to approach people and take chances. It’s scary sometimes to go somewhere you don’t know to do things you’ve never done before



CATARINA FONSECA

but you’ll learn new skills and make contacts that sooner or later will be very valuable. Try to keep in the loop of what is happening. Go to conferences and seminars to know what work is being done, where and by whom. It’s usually not as scary as it seems and is very useful”

CATARINA FONSECA - RESEARCHER AND VOLUNTEER COORDINATOR FOR THE MARINE ENVIRONMENT RESEARCH ASSOCIATION.

Go to conferences and seminars to know what work is being done

“You have to find your niche and work on that area. There is always an opportunity for you to explore something new.

As with all areas of conservation, you need to work effectively with other people. In the current conservation atmosphere with varying challenges, collaborations and personal networks are very important. You have to

maintain a comfortable and healthy network of professionals in the Marine research field.

Some of the core things is that you have to be ready for criticism; it makes you sharp, especially when it comes to scientific writing. In terms of training, you need to first of all love reading, so as not to lag behind in knowledge and information. For students [interested in marine conservation] and early-career professionals, enrolling for courses in coastal, marine or aquatic science can be really helpful. You can also specialize in community and sustainable development studies. Linking your profession to other skills such as communication and negotiation skills can also be very valuable”

JOAN KAWAKA - MARINE RESEARCH SCIENTIST WORKING WITH CORDIO EAST AFRICA.

Some of the core things is that you have to be ready for criticism



LEILA FOUDA

opportunities that come along like introductions to new people and learning opportunities. It can be scary and you need to be confident, but you've got to get out there and meet with anyone you can within your field of interest. They might not be able to offer you a job or a PhD, but they will be interesting to talk to and might be able to help you in the future with advice from their career experiences"

LEILA FOUDA - MARINE MAMMAL CONSERVATION SCIENTIST.

If someone offers you something you think you can do, then say yes

"Breaking into the field of conservation is very challenging and it can take a long time to get the experience you need to get that dream job. My advice is: don't give up!

Volunteer when you can, keep up to date with the latest research in your specific field and try to gain a diverse skill set beyond just field conservation. Employers are

Try to gain a diverse skill set beyond just field conservation

looking for people that can write proposals, manage budgets (even small ones), design publicity materials and write quality reports. Conservation is not all about being in the field!"

LINDSEY WEST - DIRECTOR OF MARINE CONSERVATION ORGANISATION SEA SENSE.

"Be prepared for a challenge because the conservation journey is not easy. Be dedicated and passionate about creating your vision a reality and be prepared for a

whole lot of hard work. Extremely hard work. It's not

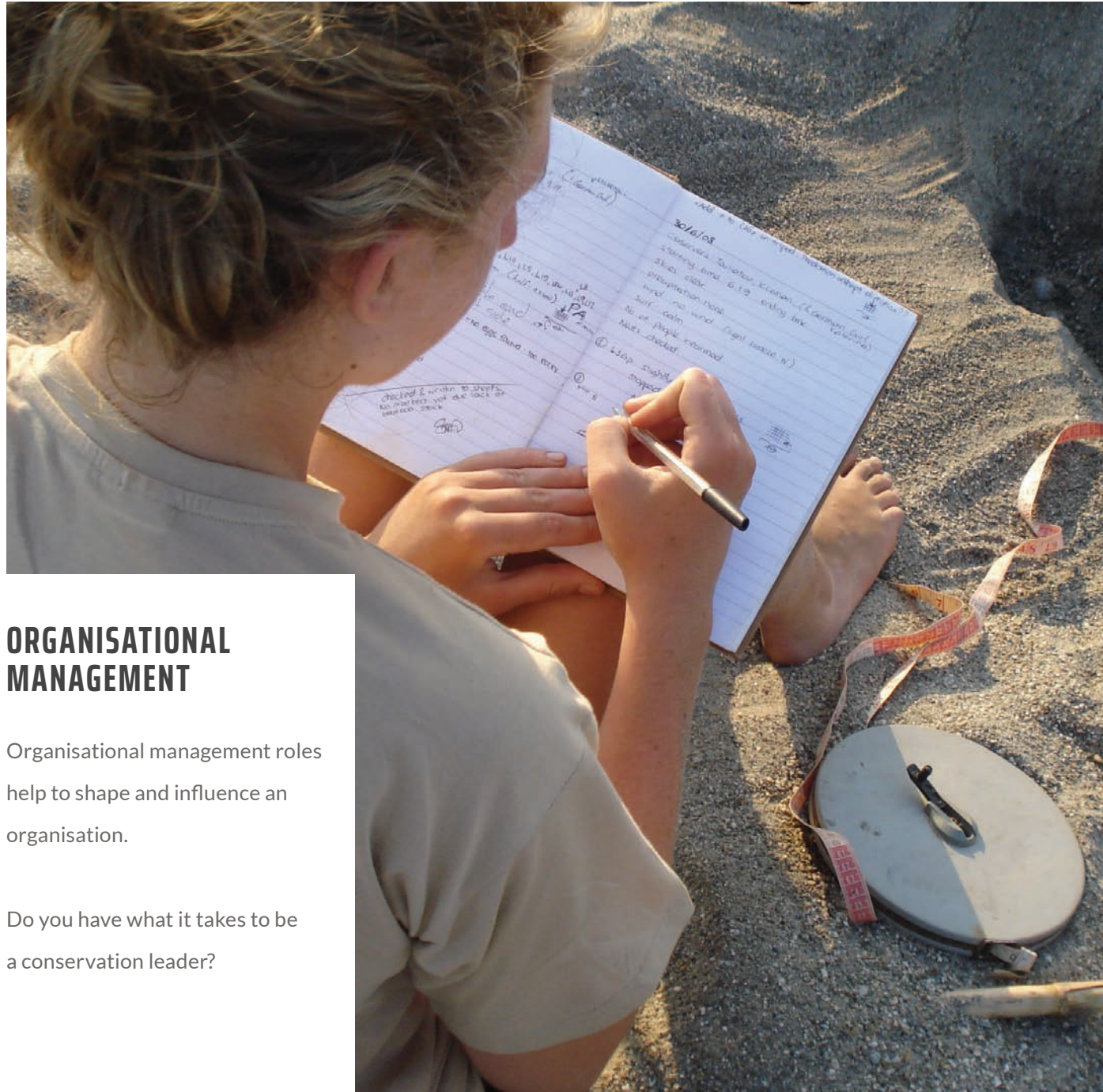
Remember that it takes unwavering crazy passionate people

going to happen overnight, and your friends and family might not exactly understand what or why you do what you do, but remember that it takes unwavering crazy passionate people to attempt to change the way the world works... and some day you will do that – until then celebrate each little victory"

NIKITA SHIEL-ROLLE - FOUNDER AND DIRECTOR OF THE YOUNG MARINE EXPLORERS IN THE BAHAMAS.



NIKITA SHIEL-ROLLE



ORGANISATIONAL MANAGEMENT

Organisational management roles help to shape and influence an organisation.

Do you have what it takes to be a conservation leader?



ORGANISATIONAL MANAGEMENT

“There are a lot of things! I am very keen on personal development and there are many things that have worked for me as well as hearing advice from other people.

Get a mentor, formally or informally, to identify the skills you will need

I asked for advice from the Conservation Director at the RSPB, Dr Martin Harper, and he told me the one thing that makes someone successful is knowing where they want to go. Find the job you would like to do in ten years and then find out how to get there.

Find the job you would like to do in ten years and then find out how to get there

Get a mentor, formally or informally, to identify the skills you will need and help you find the experience to get there. If you don't have a certain skill, I would always say volunteer for it to build your CV and experience. It is hard work, so do something you really love and are excited by”

DORA QUERIDO - CEO OF MANX BIRDLIFE.

I would always say volunteer for it to build your CV and experience



JULIA MARTON-LEFEVRE

“Just do it! And stop thinking about how few women there are out there, by being there, being positive and having your voice heard – not aggressive because men have to get used to us!

But don't act like you have a chip on your shoulder like we are in a minority, because we are! Just get on with it, do a good job.

And by showing you are doing a good job, there will be more and more women who will have the courage to join and will be invited to join”

JULIA MARTON-LEFÈVRE - DIRECTOR-GENERAL OF THE INTERNATIONAL UNION FOR CONSERVATION OF NATURE (IUCN) GIVING ADVICE TO WOMEN LOOKING TO GET INTO CONSERVATION.

“I would advise candidates in their applications to make the link between what we are looking for (the job description) and the experience they bring, as well as putting forwards their interest in working for WWF! Having been here for a few years now, I think it is a great organization to work for and a place where you can contribute at your level. Check out our WWF Youth Volunteer and Internship Programme. I started as a volunteer myself – so it does work!”

MARY ELLEN SWENSON - HUMAN RESOURCES COORDINATOR AT WWF.



MIKE PEGG

“On the way to work [as an intern], think about the positive things you want to do and how you want to encourage people that day. When you get to work, you need to do the following:

1. Look people in the eye, shake their hand and use their name.
2. Volunteer for everything.
3. Do a superb job and check everything three times before you hand it in.
4. Give them the work back, thank them for the opportunity to do it and volunteer for the next job.
5. When you

go home at night, write down three things you've learnt that day about actually being successful in the world of work”

MIKE PEGG - CAREERS GURU.

Think about the positive things you want to do

Conservation is something that gives you a lot of satisfaction

“If you want to become rich don't get into conservation. Don't romanticize the job! Conservation is something that gives you a lot of satisfaction but it is also a lot of hard work. It is something money can't buy but the satisfaction you get having done something for the environment is what you have to bank. I think if you get into the right conservation organization the memories you make will stay with you throughout your life”

RAB NAWAZ - WWF PAKISTAN'S DIRECTOR OF THE SINDH REGION.

“Never give up on your dream and always try to do

The memories you make will stay with you throughout your life

something good. I think it's important to remember – individuals can make a difference. However hard it seems, and however overwhelming the problems are that we face – you can make a change – and just try and be part of that change and enjoy yourself doing it”

When an opportunity arises, have a quick think about it

Take the opportunity when it arises, that's my advice

and if it looks good – grab it. One thing my mother said to me – she is no longer with us unfortunately – and it was hugely valuable in my life was “Never look back and say – If only”. So, if an opportunity comes up, have a crack at it. It doesn't always work out – I've had a few failures for sure – and you just have to ride over those, learn from them and just get on with it. So, take the opportunity when it arises, that's my advice”

STEVE ROEST - CO-FOUNDER OF SHADOWVIEW FOUNDATION.



PHOTO, ART & FILM

Capturing and showcasing the beauty of the natural world is the career of many photographers, film-makers and artists.

With easy access to huge audiences online through mediums such as YouTube, perhaps now is the time to try this exciting career path?



PHOTO, ART
& FILM

PHOTO, ART & FILM

“Get as much experience as you can whenever you can. There are a number of fantastic organizations out there, but at the end of the day if you have something or somewhere that you are passionate about, dedicate yourself to it and you will find success. It’s an uphill battle, but one worth fighting every time. Follow your dreams and do what you believe in. The world always needs more people dedicated to conservation, perhaps now more

than ever. This is not a field that yields great monetary wealth, but what is gained through conservation successes are far greater than any amount of money, and last longer too”

ANDREW SNYDER - CONSERVATIONIST AND PHOTOGRAPHER.

The world always needs more people dedicated to conservation



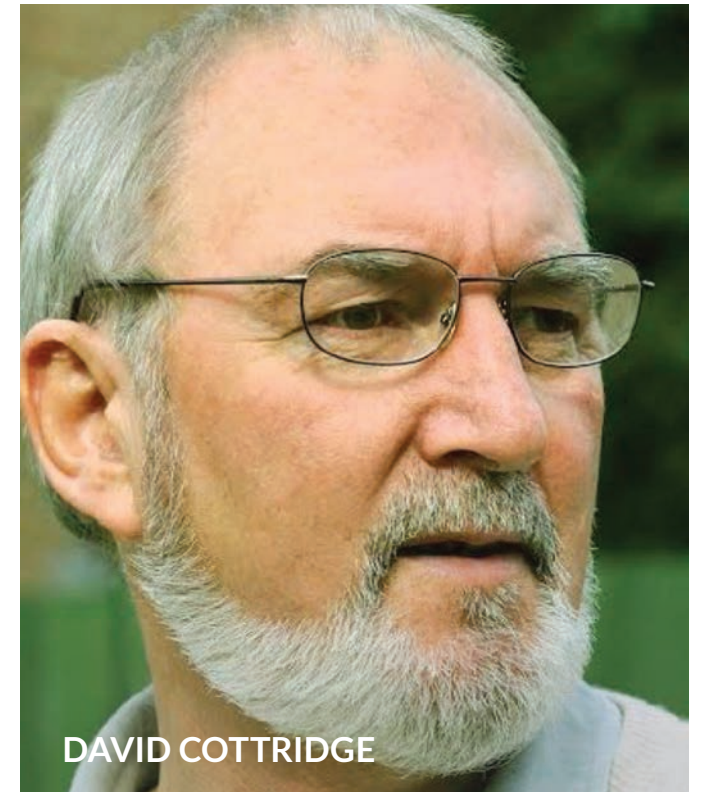
ANDREW SNYDER

You will have to cast your net wide to increase your opportunities

“It’s very difficult to earn a living simply by selling photographs. You will have to cast your net wide to increase your opportunities but stay within your interest. I think the best way is to specialise, that way you will get more unusual pictures. It also helps to understand the subject matter. Just keep at it and don’t give up.

You’ve got to build up a portfolio of pictures [in photography] to show what you can do. Study photographs you admire and ask yourself how they were taken and learn from them. Look through natural history magazines and see what sort of pictures they feature. Editors like a package deal, so if you can write well too then even better, or else team up with someone who can”

DAVID COTTRIDGE - WILDLIFE PHOTOGRAPHER ON ADVICE FOR BUDDING PHOTOGRAPHERS.



DAVID COTTRIDGE

Editors like a package deal, so if you can write well too then even better

Find organizations you connect with personally

“Get out into the fields, woods and hills all you can. Try to find out early what you really want to do. Follow your dream, in spite of early failure and what it costs you. Always pay great attention to detail and keep a diary, all my books were quarried from my diaries, and trust your instincts, no matter what ‘seniors’ may tell you”

MIKE TOMKIES - FILMMAKER AND WRITER.



Trust your instincts, no matter what ‘seniors’ may tell you

“It’s a hard road, but one that is deeply fulfilling. Find organizations you connect with personally and focus on issues that are meaningful to you. That will get you through the harder times.

You’ll also be working in a cross over space that is both advocacy and education so spend time learning about what that means. There are some great conferences around this starting to pop up.

One I’m involved in organizing is ‘Collaborations for Cause’ run by Blue Earth. 2014’s conference is in Seattle in September and there will be some additional workshops around it that should be great as well”

JASON HOUSTON - ASSIGNMENT PHOTOGRAPHER.





POLICY & ADVOCACY

Help wildlife and people through changing the law (and more) and work in policy and advocacy.

This involves identifying and developing key policy issues for the conservation organisations and more.



POLICY & ADVOCACY

“Be comfortable in your own skin. Be willing to travel outside of what you’re accustomed to. There is no better way to learn and connect with this than in the field. Take

Be willing to travel outside of what you’re accustomed to

advantage of internship opportunities as much as possible. It’s always great to get paid for a job, but it’s always really good to get your foot in the door, as you can use it as a way to show how irreplaceable you are

and how your unique skills can be useful down the line. As a result, it just may turn into a job. Stick with your passion. If it’s something you care enough about and you’re willing to travel for and put yourself into environments that are maybe not the most pleasant-stick

with it. It’s worth it. It’s an opportunity that takes a lot of effort, but it’s unbelievably rewarding”

AARON WEIL - FEDERAL CONSERVATION ADVOCATE FOR ENVIRONMENT AMERICA.

“Keeping in touch with people you meet, such as colleagues and people working in your chosen field also helps, as you’ll hear about opportunities that perhaps aren’t advertised, and also you’ll have a better chance of being successful if you do apply. It helps to have a very strong background, with good qualifications and experiences from a good university. On top of this, you need a clear picture of what it is you want to do. If you have a passion for conservation, then this helps to drive you forwards and find internships and placements which can set you off on your career. You’d be very lucky to get a great job without some internship or voluntary work

It’s an opportunity that takes a lot of effort, but it’s unbelievably rewarding

at the beginning. Even if you’re not being paid, it’s an extremely important investment to make in your career if you’re looking to work in conservation”

AMELIE KNAPP, POLICY OFFICER AT EUROPEAN COMMISSION DIRECTORATE-GENERAL FOR MARITIME AFFAIRS AND FISHERIES.

You’d be very lucky to get a great job without some voluntary work

“Gain as much experience as possible and think outside the box as to what good experience can be. For example, I had no idea that working for the local authorities would give me so much experience that would be relevant to conservation policy in general”

BRENDAN COSTELLOE - SENIOR POLICY OFFICER AT THE ROYAL SOCIETY FOR THE PROTECTION OF BIRDS.



ED DREWITT

“[working in policy requires] ... an interest in politics and you have to really like debating. I don’t think there’s a less blunt way of saying it: most of the job involves arguing and trying to put your point across in a better way than someone else who disagrees with you. I think enjoying that, being tenacious and never giving up are really important traits for policy work. It’s one of the most frustrating areas to work in conservation - making any progress is glacially slow - but when you do make wins, you make massive steps” -

NICK PHILLIPS - SENIOR FORESTRY POLICY OFFICER WITH THE RSPB.

"I would say to people to be proactive – seek out new opportunities all the time and continue to challenge yourself"

JULIE MELROSE - ASSISTANT DIRECTOR FOR THE CONSERVATION COUNCIL AUSTRALIAN CAPITAL TERRITORY.

"Expertise requires training in one of the basic sciences – whether physics, chemistry, biology, earth science, math or a specialisation. You've got to have expertise

Get active outside of the lab setting, because it humanize the science

that you can actually bring to environmental issues. I'm a huge fan of environmental studies minors, but I'm also a huge fan of attaching those to majors in science. Science



DR ANDREW WEAVER

that is not effectively communicated is ineffective science. You could have the best discovery in the world, but if you can't tell people about it, it's useless. It's actually great training for learning how to express complex ideas to diverse audiences. If you can get a grade four kid to understand a complex [idea], you can probably get a politician...to understand that complex idea. Often, we hide in our labs...and we think that the world happens around us and we're focused on a molecule. Getting active outside of the lab setting is critical because it humanizes the science"

DR ANDREW WEAVER- LEAD AUTHOR ON FOUR INTERGOVERNMENTAL PANEL ON CLIMATE CHANGE (IPCC) REPORTS, A PROFESSOR AT THE UNIVERSITY OF VICTORIA FOR 20 YEARS AND DEPUTY LEADER OF THE GREEN PARTY OF BRITISH COLUMBIA, CANADA.

"Use your time at uni to do loads of 'extracurricular' stuff, to try new things out, meet new people, and get more on your CV. I did well in my degree but it's the extracurricular things (most notably, Green Officer in college, and then Environmental Officer for CUSU running the "Go Greener" campaign, as well as travel, part-time jobs and practical conservation experience I gained in holidays) that I have spoken more about in interviews that proves my commitment and shows my personality,

which I think has ultimately got me the jobs I've been lucky enough to land myself with so far. Don't shy away from doing things that you think you'll



EMILY DUNNING

only dream of because of unknowns and worries that might never emerge. You're more likely to regret not making the change and thinking "what if?"

Make the most of the contacts and connections you make at every stage of your career"

EMILY DUNNING - FORMER ASSISTANT PROGRAMME OFFICER AT THE UNEP WORLD CONSERVATION MONITORING CENTRE.



PROGRAMME & PROJECT MANAGEMENT

Saving the world one project at a time by being a project or programme manager.

A programme being a collection of themes projects which work towards an overall goal.



PROGRAMME & PROJECT MANAGEMENT

PROGRAMME & PROJECT MANAGEMENT

“Research, ask questions, look on TripAdvisor and connect with people. Do what you think is the best for the animals, that’s why you are going”

ALEXANDRA LAMONTAGNE - FOUNDERS OF CAREWILDLIFE ON HOW TO FIND A VOLUNTEER OPPORTUNITY.

“I think that internships and volunteer work are good ideas. But choose them carefully. Take one that not only interests you but also one that you would like to work in. It is important also to take whatever contract or temporary work you can get. Most people I know in

I think that internships and volunteer work are good ideas

conservation have arrived in permanent jobs after a long period of doing consultancy work. Some of them in the end chose to remain independent. That’s the other thing: don’t necessarily look for a ‘job’. If you are someone who likes the independence and particularly if you have the self-discipline to structure your day, then that might be a good option for you. You will in the end acquire experience by the clients you get”-

DR COLMAN O’CRIODAIN - WILDLIFE TRADE SPECIALIST AT WWF.

You will in the end acquire experience by the clients you get

“In my experience, you start to feel really successful when you find that organization that shares your values. It’s really important for me that I share FFI values. My job isn’t about money, status or power. I am in my mid-career and I find it highly motivating and satisfying to work and commit to FFI because they have an

I had a pretty good idea of where I wanted to go

organizational culture, a way of working and values that I share. I was 27 when I started my college education in Wales. On the first day the course leader said he didn’t know why we were there as there weren’t any jobs in conservation. I won’t say what I thought of that statement; I had a pretty good idea of where I wanted to go, but many of my younger classmates were struck dumb and wondering what they had done to sign up for a conservation course!

The course leader was just trying to rattle our cages and make sure we were aware of how difficult it could be to get into the conservation field. Although it remains as competitive today, there are opportunities in conservation, and once you’re inside it is possible to move into other positions and organizations. It’s generally considered to be not particularly well paid when compared to other graduate sectors, so if you choose to compare

your conservation job with a fellow graduate who maybe now works in industry, you’re going to feel undervalued. But salaries are competitive in the sector and the rewards speak for themselves. Conservation is something that you buy into with your heart and soul”

PAUL HOTHAM - CONSERVATION DIRECTOR OF EURASIA AT FAUNA AND FLORA INTERNATIONAL.

“My advice to get into and then progress in conservation is to have a good idea of where you want to go / to have a vision – each job you take over the years should take you in the direction of achieving your vision. It might be that a new job does not immediately enable you to progress up the career ladder and could involve a move sideways;

Shifting sideways might allow you to gain important experience

Keep your eye on your long term plan

for example, you might choose to shift into a similar job to the one you're already doing, but this shifting sideways might allow you to gain important experience inside a new organization or a new technical area.

Keep your eye on your long term plan and when the opportunity arises, choose a post that brings you back on to your chosen career path and closer to achieving your vision.

Listen to the people around you, seek their advice

Also listen to the people around you, seek their advice on career development and learn from their experiences. Don't think you have to know it all and don't be afraid to ask for support from others, especially those who have more experience or better skills than yourself in an area that you want to develop into. You can learn much from those around you"

PAUL HOTHAM - CONSERVATION DIRECTOR OF EURASIA AT FAUNA AND FLORA INTERNATIONAL.

You can learn much from those around you

"Never give up. I was never first in line for any of the jobs I have done but I persevered and was lucky"

ZOË RANDLE - BUTTERFLY CONSERVATION SURVEY OFFICER.

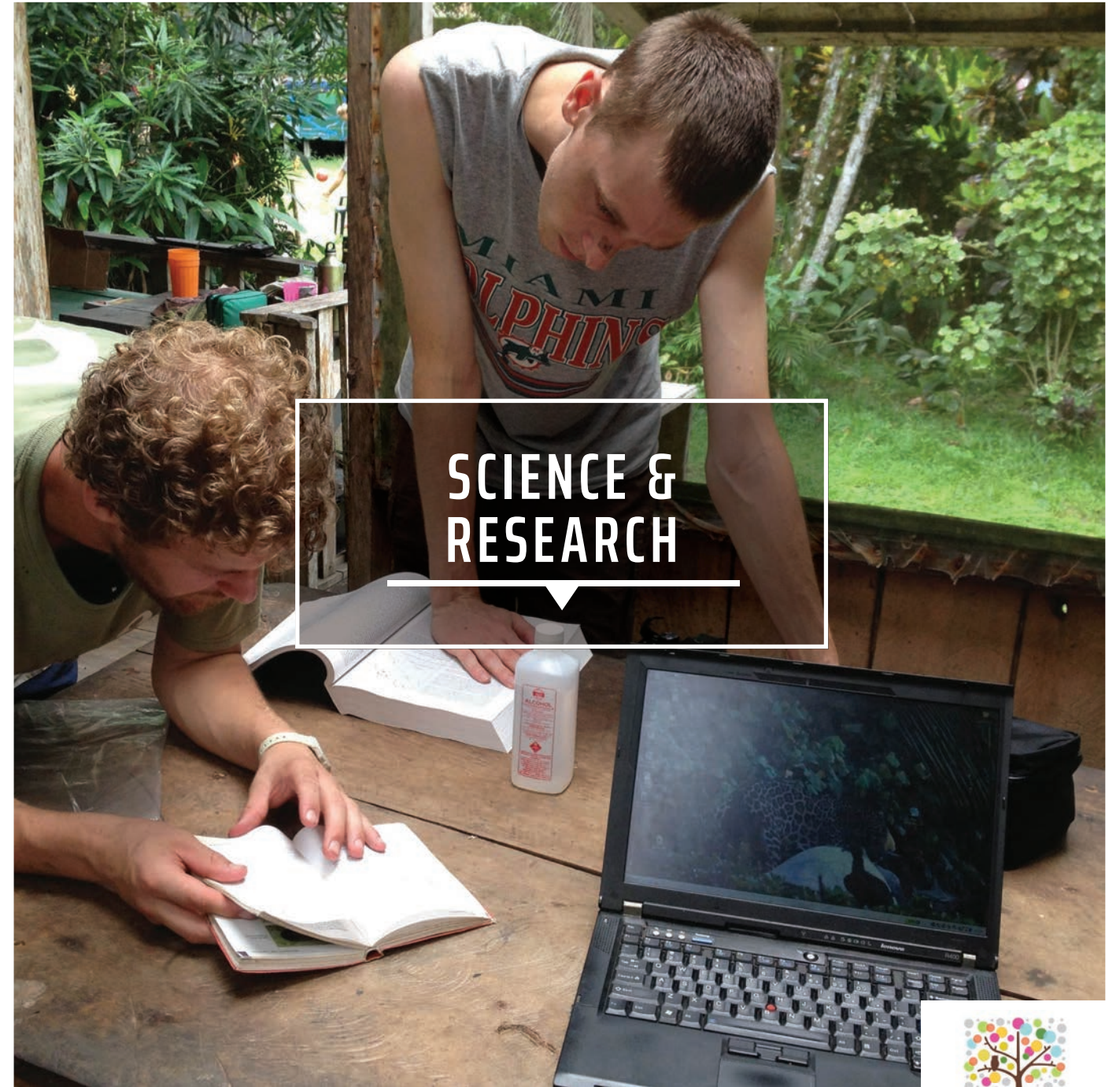




SCIENCE & RESEARCH

Science unpins and informs conservation interventions across the globe. Often undertaken within an academic setting (but not exclusively) it involves a logical, methodical and rigorous approach to work.

If you'd like to make discoveries to help species, habitats and sites around the globe then it might be worth thinking about a career in science and research.



SCIENCE & RESEARCH

"I would say that it is important to know what you want in life. Do you want to be a conservation manager or do you want to be a conservation academic? You may not need to take the same route depending on that choice. If research is what you want to do, then my advice is to network with people you want to work with and apply to any conservation PhD you might enjoy. Your PhD is not the end, but a mean to get to your dream job. I wish I had known that early on. In fact, I am amazed I still managed to get there in the end!"

ALIENOR CHAUVENET - QUANTITATIVE ECOLOGIST AND RECENT WINNER OF THE RSPB CONSERVATION SCIENCE AWARD.

Do you want to be a conservation manager or a conservation academic?



DR ALEX COPLAND

"Until you have a few years of experience, it is difficult to decide what you want to do within conservation as the work can be so varied, from fieldwork to research to education to reserve management to policy development and advocacy, etc, etc. My career to date has shown this quite well – reserve management to species monitoring and protection to research to policy and advocacy – with a bit of education thrown in along the way!"

I would urge anyone to start working as a volunteer

I would urge anyone to start working as a volunteer (at weekends and in holidays, etc.). Get involved with your local wildlife groups – they are always desperate for fresh faces and most conservation organisations have well-developed opportunities for volunteers.

For most jobs a good education is a must – not just at school, but also some third-level qualification as well. This will open more doors than it closes"

DR ALEX COPLAND - SENIOR CONSERVATION OFFICER FOR BIRDWATCH IRELAND.

For most jobs a good education is a must



DR JOE CHIPPERFIELD

"The key one I give to my undergraduates is don't underestimate the value of the quantitative methods in ecology. These are the mathematical or statistical sides of ecology; things where you apply mathematical concepts to data analysis.

I'd thoroughly recommend a mathematics A-level if you're looking to do biology, ecology or an environmental sciences undergraduate degree. In every instance it's very useful.

I'd thoroughly recommend a mathematics A-level

Regardless what flavour of ecology you choose, these skills are important: if you're going down a more theoretical line, then mathematics is very important.

If you're going down a more field-based line then you'll still have to have good statistics skills. You can't get away from needing quantitative knowledge"

DR JOE CHIPPERFIELD - POSTDOCTORAL RESEARCH ECOLOGIST AT THE UNIVERSITY OF TRIER IN GERMANY.

You can't get away from needing quantitative knowledge

"A skill which is really important is project management. Having the ability to take a difficult project with many different facets and manage it from beginning to end to deliver products on time is a huge advantage. This is especially true within the NGO community because our donors care about hitting deadlines.

When you get out of your comfort zone, you need to know how to adapt, and how to quickly apply your skills to a wide range of issues, working within a group of people who might think very differently than you. Academic don't always fit that mold, so you have to show folks that you can compete difficult, team oriented, multi-disciplinary projects, and that you understand what working with partners and stakeholders looks like.

A final thing I'd say is you're never going to get a job in conservation without a professional network, and it's much, much more important in the NGO community. If you don't know someone in the NGO community, then your chances of getting a job are really low. You have to walk a mile in their shoes"

DR JOSH TEWKSBURY -DIRECTOR OF THE WWF LUC HOFFMANN INSTITUTE.



DR JOSH TEWKSBURY

"Always look for the magic, discovering nature's magic can often be a lonely and humbling experience but always beautiful. You must follow your heart and find a habitat or species that you're interested in and will allow you to go the extra mile, as you are often on your own.

When going to work or volunteer, try to help solve a conservation problem, so when you leave, you leave knowing that you have made a difference however big or small. This will give you a sense of achievement and spur you on for the next job knowing that you have made a difference in some way. Have a desire to find out more."

DR JULIAN BAYLISS - BIODIVERSITY AND PROTECTED AREAS SPECIALIST, TECHNICAL ADVISER TO THE GOVERNMENT OF MALAWI.

Follow your heart and find a habitat or species that you're interested in

“My biggest piece of advice would be to put your name out there. The biggest way to do that is to volunteer. You need to work for free for a while – nothing is handed to you and there are dozens of people like you walking around. I know that sounds harsh but I was always told “just be at the right place at the right time” and I didn’t subscribe to that. You are much more likely to get in somewhere as a volunteer or placement student. Then, once you are in, you’re in. Basically, you need to pay your dues in some sense.

Always say YES! Even if you don’t know how, SAY YES and figure out the details later, even if you are already on another project. Life is weird and there are no straight paths”

FRANCIS CABANA - LITTLE FIREFACE PROJECT.

You are much more likely to get in somewhere as a volunteer



DR JAMES BORRELL

“Become a Citizen Scientist. Volunteer for as many things as possible. Try anything once, find your niche and your motivation.

Attend talks or meetings like the excellent Explore Conference or micro-lecture evening at the Royal Geographical Society, London. Take the plunge and join your first expedition”

JAMES BORRELL, DISCOVER CONSERVATION.

Take the plunge and join your first expedition

“Don’t be afraid to pick up the phone and join people with the same ideas. Also, never think that conservation is not possible and don’t even consider that we cannot save the planet. Conservation requires collective actions, but those can only be reached by individual changes. There is someone out there willing to collaborate with you and your dreams, you need to be at the right place at the right time. Stay flexible and adaptable, isn’t it part of evolution?”

PABLO ELIZONDO - COSTA RICA BIRD OBSERVATORIES.

There is something out there willing to collaborate with you and your dreams

“Talk to people in different jobs and sectors and network, network, network! Careers within ecology can vary hugely with an overwhelming amount of available options, so take the time to go and speak to people in jobs you are interested in. This can be a great way to find out about opportunities and can open doors for you. Attending ecological conferences, science festivals, volunteering and speaking to those at your university can help you meet people from a range of backgrounds and enable you to make more informed decisions.

Join a society. There are lots of societies relevant to ecology. These are great ways to network and establish contacts within the field, have the opportunity to attend different events and conferences, hear about new study or job opportunities, gain access to academic literature as well as access grants for travel and research.

Take advantage of social media. Social media is a great tool to boost your online profile, hear about new opportunities and network with people you may not necessarily interact with on a day to day basis. Choosing the right platform for you is the key to getting it right and making it work for you.



PROFESSOR BILL SUTHERLAND

Be flexible. Whilst it can be good to have a career goal in mind, the nature of ecology means that often there is huge variety in what you can do or end up doing.

Remember that you need to be flexible and take opportunities as they come to you – starting out a career in ecology can be tough but any opportunity can give you skills and experiences that can help you get to your ultimate goal. Be persistent and don't give up! Show passion and knowledge for your subject. Demonstrating a genuine interest in ecology is essential, and you need to prove this by doing other things apart from just

studying, such as attending events, volunteering, writing or giving talks and doing work experience. However, some skills/knowledge employers want can't always be gained from ecology specifically and so getting

Demonstrating a genuine interest in ecology is essential

People with species ID skills are in increasing demand

involved in other activities such as sports can allow you to gain additional skills that are as equally important. Write about your science! Getting your work published or writing about an area of ecology you are passionate about, can really show potential employers your interest and love for the subject. From student/local newspapers and wildlife magazines to online blog forums and academic journals, it is possible to get published both in print and online.

Attend talks and even give one about your work. Going to public talks, scientific conferences and debates can be great to meet people and learn more about a subject. But don't stop there – why not give your own? You could present at a small conference, give talks at natural history societies or other local nature groups. Doing this will develop your presentation skills and show you are interested in communicating your science beyond your

immediate peers. Learn species identification skills. People with species ID skills are in increasing demand, and these skills can be required for many careers in ecology, including consultancy, research, outdoor education and work with ecological NGOs. You can teach yourself by using a field guide and recording what you find or attend specific courses or training events.

Get some practical experience, but remember, quality beats quantity. Choosing a career can be difficult, so test some out first! Doing work experience, internships and voluntary work can be great ways to meet people, develop essential skills, e.g. for the lab or field, give you an idea of what working in that sector is like as well as boost your CV. However, be strategic about what you choose to do to make sure you don't waste your or other people's time.

Get some practical experience, but remember, quality beats quantity

The world always needs more people dedicated to conservation

Further training or learning is sometimes necessary. For some jobs in ecology you may be required to undertake some additional training, get another qualification or learn a new area. For example, in consultancy you may be required to have species licenses or for a job in research you will need a Masters or PhD. Make sure you do your research as to what additional training or qualifications you need as you will need to factor in funding and time into your decisions”

Show you have the persistence and organisational ability

PROFESSOR BILL SUTHERLAND - BRITISH ECOLOGICAL SOCIETY PRESIDENT.

“To get into academia, getting a strong publication record is sadly what people look for. If you’re a Masters student, then show you have the persistence and organisational ability to publish your thesis. That’s important”

PROFESSOR E.J. MILNER-GULLAND - COURSE LEADER



PROFESSOR STEVE ORMEROD

FOR THE MASTERS IN CONSERVATION SCIENCE AT IMPERIAL COLLEGE LONDON.

“Genuine experience is important. I see people who treat the development of their CV as an end in itself rather than something which is an expression of their genuine interest and achievement. People have got to do what they love, love what they do, and use opportunities to seek the right kind of experience about the things they need to do for conservation because they genuinely care: fostering insight through experience is hugely valuable. Learning about the environment, organisms and their ecology – either as a volunteer or just by being outside in wild places – is also key. Visit nature reserves and get involved with fabulous organisations like the RSPB, BTO, Wildlife Trusts, Rivers Trust, or one of the specialist taxonomic charities like Buglife. Finding an organisation through which you can express your passion and turn it into skill is very important”

PROFESSOR STEVE ORMEROD - PROFESSOR OF ECOLOGY IN CARDIFF UNIVERSITY’S SCHOOL OF BIOSCIENCES AND CURRENT CHAIRMAN OF THE RSPB COUNCIL.

“It’s also important to get out there in the world and get bitten by mosquitos! It all helps when you’re stuck behind your desk questioning your career choices. Don’t become too distant from the underlying fieldwork.

Fostering insight through experience is hugely valuable

These days you have to be a real number cruncher, be comfortable with various software packages and have good data-basing skills... the data is getting bigger. It’s not enough just knowing your way around the Microsoft Office suite; employers are looking for people who can use specialist programs like R [programming language] and ArcGIS [industry standard mapping program]. Put yourself forward, learn on the job and don’t sell yourself short. Also, be patient; I spent my post-graduation summer stacking shoes at Clark’s before a job came up at Kew. During that first summer I also travelled the Trans-Siberian Highway doing some trail-building work, and some vodka drinking as well! When it came to my job interview I was able to speak about my experience doing that, it really does help”

STEVE BACKMAN - SPECIES CONSERVATION ASSESSMENT OFFICER IN THE HERBARIUM AT THE ROYAL BOTANIC GARDENS, KEW.



SITE MANAGEMENT, WARDENS & RANGERS

Being involved in countryside management means working on the practical side of conservation, and getting your hands dirty.

Protecting key sites for nature and become a ranger or warden.



SITE MANAGEMENT, WARDENS & RANGERS

SITE MANAGEMENT, WARDENS & RANGERS

"I would recommend getting involved with as much volunteering as possible. If you hope to work for a local organisation, volunteering with them beforehand will reveal that you have a keen interest in their work.

Even if you don't wish to work locally, volunteering will provide essential experience that will be invaluable and will make it much more likely that you will secure a job like mine"

IAN RICKARDS - WARDEN FOR THE KENT WILDLIFE TRUST.

Volunteering will provide essential experience that will be valuable



"When people come to interview [to be a warden] we sometimes do a practical session with them where we test their skills. For example, we'd take people out to our tools store and ask them to write a plan for how they'd erect a fence, outlining what health and safety aspects they'd need to consider. Sometimes we'd ask people to identify plants too. A good thing to do is to look at job descriptions for jobs you think you'd like to do, and even if you're not ready to apply for the yet, look to see what kinds of skills and experience they want, and try and find

When people come to interview we sometimes do a practical session

ways of getting them. For example, if a job says you need experience of working with schools groups, you could volunteer at a local brownie or cub pack so you have things to showcase in a job application and interview. Getting as much experience as you can is vital. Then when you come to apply for roles, and hopefully get interviews, you have things to talk about and can show that you've got the knowledge and the evidence of your experience to be one step ahead of the other applicants. Look at what skills they're asking for, not what you think you need. It's all in the job descriptions.

Getting as much experience as you can is vital

The non-practical elements of an interview are all based on the job description, so we'd be looking to get some more out of them beyond their application forms. We're always looking for the evidence of how they've met the criteria we've listed in the job description. For example, if the role description is asking for

We're always looking for the evidence of how they've met the criteria

experience of leading volunteer groups we might ask 'what health and safety considerations you might have when taking a volunteer group out on a task'. You'd need to have examples and personal experiences to draw upon. If you've done it before, it should be easy"

JENNY MACKAY - RESERVES OFFICER FOR THE WILDLIFE TRUST FOR BEDFORDSHIRE, CAMBRIDGESHIRE AND NORTHAMPTONSHIRE.

**LIZZIE BRUCE**

“Being a reserve warden is a competitive field requiring you to be a jack of all trades. Here are a few pointers:
Obtain an environmental based undergraduate degree;
Complete long term (6-12 month) voluntary placement or internship with a conservation body (RSPB, Wildlife Trust) in the country you want to work in; Be flexible

Obtain an environmental based undergraduate degree

in job location as there are too few jobs to be location specific; Short term contracts open doors to longer term positions, and; Network and say yes to whatever opportunity comes your way”

LIZZIE BRUCE - WEST NORFOLK ASSISTANT WARDEN FOR THE NORFOLK WILDLIFE TRUST.

Complete a long term voluntary placement or internship with a conservation body in the country you want to work in

Scout around and be proactive in seeking out places

“If you want to work in conservation, it is useful to have an idea of what you area you want to work in. In the habitat management field, you will inevitably have to volunteer after you graduate. I recommend the Wildlife Trust’s traineeships, which provides excellent entry-level experience volunteer training. So, scout around and be proactive in seeking out places where you can take these lead roles as a volunteer – even if the roles don’t yet exist! It is also important to be strategic and identify what the requirements are for entry-level jobs. Once you have that baseline volunteer experience, I suggest

downloading job requirements regardless and compare your skills to the ones asked by the employer. That way, you identify the gaps in your CV and can better match the job market”

PAUL FURNBOROUGH - CONSERVATION OFFICER WITH FROGLIFE.

**PAUL FURNBOROUGH**

Compare your skills to the ones asked by the employer

THE LEGAL BIT

IMAGES CREDITS: GLOBAL VISION INTERNATIONAL

Edition 3 – 13 Oct 2018. Copyright Conservation Careers Ltd (09299728) & Global Vision International

CONSERVATION CAREERS

IF YOU'RE INTERESTED IN A CAREER IN ENVIRONMENTAL CONSERVATION, PLEASE CHECK OUT CONSERVATION CAREERS

Conservation Careers are the #1 careers advice centre for successful conservationists and ecologists. Do you want to spend your career helping wildlife to flourish, but are feeling a little lost, disillusioned or stuck? Check out Conservation Careers and: Find your dream job - search 6,000 live jobs from across the globe each year.

Get noticed by employers - join their global talent pool.
Access expert help - access their online career course, eBook & forum.

www.conservation-careers.com





CONTRIBUTORS

- Aaron Weil - Federal Conservation Advocate for Environment America.
- Alejandro Vazquez - Program Manager Playa del Carmen, GVI
- Alexandra Lamontagne - Founders of Carewildlife on how to find a volunteer opportunity.
- Alienor Chauvenet - Quantitative ecologist and recent winner of the RSPB Conservation Science Award.
- Amelie Knapp - Policy Officer at European Commission Directorate-General for Maritime Affairs and Fisheries.
- Andrew Snyder - Conservationist and photographer.
- Ben Garrod - evolutionary biologist and presenter of the 'Secret of Bones' on BBC4 series.
- Bhavik Patel - Research Associate for the Sustainable Human and Environment Development Organization.
- Brendan Costelloe - Senior Policy Officer at the Royal Society for the Protection of Birds.
- Catarina Fonseca - Researcher and Volunteer Coordinator for the Marine Environment Research Association.
- Chris Mason-Parker - Regional Director for Africa & Europe, GVI
- Cynthia Arochi - Regional Director for Latin America, GVI
- David Cottridge - Wildlife photographer.
- Derek Niemann - RSPB Youth Magazine Editor.
- Dora Querido - CEO of Manx BirdLife.
- Dr Alex Copland - Senior Conservation Officer for BirdWatch Ireland.
- Dr Andrew Weaver - Lead author on four Intergovernmental Panel on Climate Change (IPCC) reports, a professor at the University of Victoria for 20 years and Deputy Leader of the Green Party of British Columbia, Canada.

- Dr Chris Sandbrook - Lecturer at UNEP-World Conservation Monitoring Centre and course leader of the MPhil in Conservation leadership at Cambridge University.
- Dr Colman O'Criodain - Wildlife trade specialist at WWF.
- Dr Joe Chipperfield - Postdoctoral Research Ecologist at the University of Trier in Germany.
- Dr Josh Tewksbury - Director of the WWF Luc Hoffmann Institute.
- Dr Judith Lock - Teaching fellow at the University of Southampton.
- Dr Mark Avery - Former Conservation Director at the RSPB.
- Dr Mark Rehfisch - Head of Ornithology at APEM.
- Dr Nick Askew - Founder of Conservation Careers.
- Dr Russell Hill - Reader in the Anthropology Department and Faculty Director of Research Development and Governance and Predator Project at Lajuma Research Centre, South Africa.
- Dr. Julian Bayliss - Biodiversity and Protected Areas Specialist, technical adviser to the Government of Malawi.
- Ed Drewitt - Naturalist, author, broadcaster, tour leader, birder, photographer, public speaker, bird ringer, zoologist, diver, feather expert, and Peregrin researcher.
- Elizabeth Allen - Collaborations and Communications Manager for The Cambridge Conservation Initiative.
- Emily Dunning - Former Assistant Programme Officer at The UNEP World Conservation Monitoring Centre.
- Francis Cabana - Little Fireface Project.
- Heather McFarlane - Director of Communications and Fundraising at the Bat Conservation Trust.
- Ian Rickards - Warden for the Kent Wildlife Trust.
- James Borrell - Discover Conservation.
- Jason Houston - Assignment Photographer.
- Jenny Mackay - Reserves Officer for The Wildlife Trust for Bedfordshire, Cambridgeshire and Northamptonshire.
- Joan Kawaka - Marine Research Scientist working with CORDIO East Africa
- Joan O'Shaughnessy - Ecologist at the the Chicago Botanic Garden.
- John Zablocki - Lahontan Cutthroat Trout Conservation Coordinator for Trout Unlimited.
- Julia Marton-Lefèvre - Director-General of the International Union for Conservation of Nature (IUCN) giving advice to women looking to get into conservation.
- Julie Brown - National Geographic Project Manager.
- Julie Melrose - Assistant Director for the Conservation Council Australian Capital Territory.
- Leah Brown - Limpopo Program Manager, GVI
- Leila Fouda - Marine mammal conservation scientist.
- Leyla Isin-Xiong - Laos Program Manager, GVI
- Lindsey West - Director of marine conservation organisation Sea Sense.
- Lizzie Bruce - West Norfolk Assistant Warden for the Norfolk Wildlife Trust.
- Lucy McRobert - conservation communicator, and Creative Director of A Focus on Nature.
- Mary Ellen Swenson - Human Resources Coordinator at WWF.
- Mike Pegg - Careers Guru.
- Mike Tomkies - Filmmaker and writer.
- Molly Plexico - Southeast Asia Regional Director, GVI
- Nick Phillips - Senior Forestry Policy Officer with the RSPB.
- Nick Wehner - Marine Spatial Planner for OpenChannels.
- Nikita Shiel-Rolle - Founder and Director of the Young Marine Explorers in The Bahamas.
- Pablo Elizondo - Costa Rica Bird Observatories.
- Paul Furnborough - Conservation Officer with Froglife.
- Paul Hotham - Conservation Director of Eurasia at Fauna and Flora International.

- Professor Bill Sutherland - British Ecological Society President.
- Professor Brendan Godley - Course Director for the Biodiversity and Conservation MSc at the University of Exeter.
- Professor E.J. Milner-Gulland - course leader for the Masters in Conservation Science at Imperial College London.
- Professor Steve Ormerod - Professor of Ecology in Cardiff University's School of Biosciences and current Chairman of the RSPB Council.
- Rab Nawaz - WWF Pakistan's Director of the Sindh Region.
- Rachael Forster - Community Wildlife Officer for ORCA.
- Rick LoBello - Education Curator at the El Paso Zoo.
- Rory Harding - Save the Rhino.
- Sam Whittall - Phang Nga Assistant Program Manager, GVI
- Simon Bangs - Conservation Recruitment Consultant for Allen & York.
- Stephen Awoyemi - Founding Chair of the Religion and Conservation Research Collaborative.
- Steve Backman - Species Conservation Assessment Officer in the Herbarium at the Royal Botanic Gardens, Kew.
- Steve Roest. - Co-founder of Shadowview Foundation.
- Theo Blossom - Training Coordinator for Durrell Conservation Academy.
- Thijs Claes - Bird Project Leader in Jalova, GVI
- Tilda Christensson - Cape Town Program Manager, GVI
- Zoë Randle - Butterfly Conservation Survey Officer.

