



Our Ocean, Your Future – Marine Conservation Traineeship Programme.

Project Seagrass – Saving the Worlds Seagrass

Project Seagrass is the world's only charity dedicated solely to seagrass conservation. Through **Our Ocean, Your Future, Marine Conservation Traineeship Programme** we are creating paid opportunities that remove barriers to marine conservation careers.

We recognise that talented people face financial, social and structural barriers when entering conservation. This paid traineeship provides experience, mentoring, training and professional networks.

We're looking for our first cohort of Trainees!

If you're passionate about protecting nature, eager to learn and ready to begin a career in marine conservation, we'd love to hear from you!

Equality, Diversity & Inclusion

Project Seagrass is committed to creating a more diverse and inclusive conservation sector.

Research continues to show that people from ethnic minority backgrounds are significantly underrepresented within marine and environmental careers. Through the pilot phase of the Trainee Programme, we are seeking to address this underrepresentation by using positive action measures, in line with the Equality Act 2010, to encourage applications from people from ethnic minority backgrounds.

We strongly encourage applications from people from these communities.

Our Ocean, Your Future Traineeship Programme is intended to grow over time, and we hope to expand future opportunities to support a wider range of underrepresented groups who face barriers to entering the conservation sector.

If you require any adjustments during the recruitment process, please let us know and we will be happy to support you.

Role titles:	2 x Traineeship- Funded by The Esmée Fairbairn Foundation Role title: Marine Conservation Trainee
Hours:	<p>35 hours per week</p> <p>The standard working week is 35 hours, Monday to Friday. However, as a conservation organisation, some activities take place outside normal office hours to make the most of tides, weather conditions and community participation.</p> <p>During the programme, trainees should be willing to work occasional evenings, early mornings and weekends to support activities</p>
Length:	12-month paid traineeship
Salary:	Real Living Wage
Location:	<p>Project Seagrass Headquarters, Bridgend, South Wales. We have two paid trainee positions available, both based at our headquarters in Bridgend.</p> <p>This is an in-person role, and we are unable to offer remote working as the programme is designed to provide hands-on experience across marine conservation, restoration, fieldwork, and community engagement.</p> <p>Trainees should be willing to travel as part of the role, including occasional overnight stays to support fieldwork, events and conservation activities across Wales and elsewhere in the UK where required. (Costs will be covered under our fieldwork policy, including travel, accommodation and food while undertaking project work)</p>
Deadline for application:	Application process will close 27th of November 2026 Interview date will be sent if successful.
How to apply:	<p>We want this recruitment process to be as accessible as possible and recognise that people have different experiences and strengths.</p> <p>Rather than asking for a CV, we'd simply like to get to know you.</p>

	<p>You can apply in whichever way feels most comfortable:</p> <ul style="list-style-type: none"> • Email Jo at johanna@projectseagrass.org telling us a little about yourself. • Arrange a telephone conversation with Jo if you'd rather talk through your application: 01656 457016 <p>We'd love to hear:</p> <ul style="list-style-type: none"> • A little about yourself. • Where are you currently living. • Why this opportunity interests you. • Any hobbies, volunteering, work, caring responsibilities or life experiences that you'd like to share. • What you hope to gain from the programme. <p>You don't need previous conservation experience or a CV. We're looking for enthusiasm, curiosity, potential and a willingness to learn.</p> <p>We particularly welcome applications from people from ethnic minority backgrounds, who remain underrepresented within the marine and environmental sector.</p> <p>What happens next?</p> <p>Following the application deadline, we'll review all applications and invite shortlisted candidates to attend an interview so we can get to know you better and hear more about your interest in the programme.</p> <p>We aim to respond to as many applicants as possible. However, due to the number of applications we may receive, we may only contact those who have been shortlisted for the next stage.</p>
Traineeship overview:	<p>Project Seagrass is a marine conservation charity based in Bridgend, South Wales, and is the world's only charity dedicated solely to seagrass conservation.</p> <p>Our mission is to save the world's seagrass through conservation, research and education. We work alongside communities,</p>

	<p>researchers, volunteers, businesses and governments to restore seagrass meadows, inspire action and create healthier seas for people and nature.</p> <p>The traineeship has been developed to help remove barriers to careers in marine conservation by providing a paid, supportive and practical pathway to gain valuable experience of the sector.</p> <p>Over 12 months, trainees will gain experience across a wide range of conservation activities while developing the knowledge, confidence and professional skills needed to pursue future careers within the environmental sector.</p> <p>Throughout the programme, trainees will work alongside experienced members of the Project Seagrass team and contribute to real conservation projects across Wales and the UK. This may include supporting seagrass restoration, scientific monitoring, volunteer events, community engagement, environmental education, communications, and conservation project delivery.</p> <p>As part of the programme, trainees will have opportunities to travel for fieldwork across Wales and other UK project sites, including North Wales, South and West Wales, and the Solent, gaining first-hand experience of conservation in action. They can also attend networking events and training opportunities to help build professional connections and develop their understanding of the wider conservation sector.</p> <p>This is a structured learning programme designed to provide meaningful hands-on experience, dedicated mentoring and funded professional development. By the end of the programme, trainees will have developed practical skills, increased confidence, expanded their professional network and produced a piece of work that showcases their learning and achievements.</p>
What You'll Gain	<p>Throughout the programme you'll have opportunities to:</p> <ul style="list-style-type: none"> • Gain hands-on experience in marine conservation and seagrass restoration. • Develop practical skills through real conservation projects.

	<ul style="list-style-type: none"> • Complete professional training and industry-recognised qualifications. • Receive mentoring and career development support. • Build confidence working alongside experienced conservation professionals. • Attend workshops and networking opportunities. • Experience different areas of a conservation charity, from science and restoration to communications, fundraising and community engagement. • Develop a presentation and poster based on your experience. • Build valuable skills and experience to support your future career.
You must:	<ul style="list-style-type: none"> • You must have the legal right to work in the UK for the full duration of the traineeship. • You must be able to communicate effectively in English so that you can work safely, follow instructions and communicate with colleagues, volunteers and members of the public. • Be able to travel to the Project Seagrass headquarters in Bridgend and attend in person throughout the working week.
Who we're looking for:	<p>We know that great conservationists come from many different backgrounds.</p> <p>You don't need to have studied marine biology or have previous conservation experience to apply.</p> <p>We're looking for people with enthusiasm, curiosity and a willingness to learn and want to make a positive impact.</p> <p>We're looking for someone who:</p> <ul style="list-style-type: none"> • Has an interest in nature, conservation or protecting the environment. • Is enthusiastic about learning new skills and developing professionally. • Enjoys working with people from a range of backgrounds. • Is willing to work as part of a supportive team and contribute to shared goals.



	<ul style="list-style-type: none">• Can approach challenges with a positive attitude and a willingness to learn.• Is excited to contribute to meaningful conservation work and make a positive difference for people and nature.• It would be helpful (but not essential) if you have:• An interest in marine conservation or the natural environment.• Experience through volunteering, education, employment or community activities.• Experience spending time outdoors or taking part in practical activities.
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For an informal discussion or any queries, please contact Johanna@projectseagrass.org

We are an equal opportunities employer and are actively encouraging applicants from all backgrounds to apply.

Thank you for your interest in **Our Ocean, Your Future Traineeship Programme** and for taking the time to apply.