



Calf of Man: Estate Warden Role Description

Calf of Man Bird Warden

Responsible To: MWT Marine Officer

Responsible For: Volunteers, students, placements

Working With: MNH Staff, Contractors and Volunteers

Overall Purpose of Role

The Estate Warden is one of two posts administered and managed by the Manx Wildlife Trust (MWT) on behalf of Manx National Heritage (MNH), who own the Calf of Man. Work will include the maintenance and estate management of the Calf of Man, its Bird Observatory, and the machinery and infrastructure. Additionally, liaison with overnight guests.

In addition, the Estate Warden will be responsible for supervising and directing the work of the seasonal Volunteer Estate Warden, carry out visitor liaison/public engagement and assist the Bird (Ornithological) Warden where required.

Main Responsibilities

The principal responsibility of the Warden is to carry out the habitat and estate management and maintenance of the infrastructure. In addition, the Estate Warden will carry out visitor liaison and assist the Ornithology Warden where required.

Duties include the following areas of work

Long-tail (R.a.t; *Rattus norvegicus*) Recording / Baiting

Continuation of the Manx Shearwater Recovery Project to eradicate and control the species is of major importance in order to preserve and protect the sea bird nesting colonies from the non-native species. The Estate Warden is a key member of the team in implementing this work through the placement, monitoring and maintenance of a network of bait points/traps and monitoring stations and recording the data. Co-ordinating volunteers helping with this project is also essential.

Habitat Management may include

- Coppicing, small pool creation and pond clearance.
- Thistle clearance.
- Bracken bruising.
- Heather management.
- Fencing. Tree planting.





- Grazing and stock. Assisting the visiting shepherd as necessary with management of the resident Loaghtan flock, including burying of mortalities.

Calf Infrastructure

- General maintenance of the observatory - ensure that the building, outbuildings, yard and working areas are maintained in a clean and tidy condition, carrying out any necessary internal and external decoration.
- Other buildings/structures – regularly check condition of other buildings and structures to ensure that they are secure and report any building defects to MWT/MNH, carrying out decoration as required.
- Working with MNH staff/contractors on larger scale infrastructure/maintenance projects.
- Supervision of the Volunteer Estate Warden, in conjunction with the Bird Warden and MWT Marine Officer.
- Routine operation, checks and maintenance of equipment, including generators, inverters, tractor, ATV, bowser, crane, brush cutter, water/filtration system, fire alarm system, fire extinguishers, emergency and first aid equipment and liaising and assisting as necessary with contractors undertaking maintenance work.
- Monitoring and maintaining supplies – including fuel, consumables and liaising with MNH staff in relation to planning of resupplies.
- Guest accommodation. Ensuring that the guest accommodation is maintained in a clean condition according to an agreed standard per changeover check list, including regular cleaning of the bathroom and kitchen.
- Visitor Liaison, including provision of advice to visitors, guiding visitor groups, organising visiting ringers and volunteers, providing briefings to overnight guests regarding the operation of the Observatory and liaison with boatmen regarding guest arrivals/departures and supplies.
- Cleaning/Maintaining Harbours.
- Fire Management. Planning and implementing a Fire Management Plan for the Calf, including fire breaks, fire-fighting stations and water storage.
- Track Repairs.
- Water utilisation. Monitoring and managing the water supply.
- Drystone Walling – carrying out small scale repairs and assisting with the movement of stone for wall repairs by experienced wallers.
- Track/Path Drainage.

Species and Data

- Assisting Ornithological Work. Assisting with general netting trapping and ringing operations and maintenance of the traps. The Estate Warden does not assist with ringing on a daily basis as a matter of routine but only during heavy falls of birds or coastal ringing where additional assistance may be required.
- Manx Shearwater. Assisting the Ornithological Warden, as required, with annual surveying of the Manx Shearwater colonies.
- Puffin Recovery Work. Support the work of the Manx Wildlife Trust's Puffin recovery project, including maintenance of the decoys and sound system when MWT staff not available.
- Record Maintenance and admin, including maintenance of daily Estate Log recording activities undertaken.
- Butterfly transect.
- Moth trapping.
- Lizard monitoring.
- Monthly Seal survey.
- Annual reporting.



In addition, other projects, sometimes with MNH staff or volunteer/student involvement and may require the Estate warden's help and support.

Experience:

	Essential	Desirable
Nature reserve or estate management	x	
Nature conservation and land management	x	
Wildlife Surveys		x
Dealing with the public and guiding groups		x
Working in rough coastal or isolated environments		x
Bird ringing or handling birds		x
Property management/building and/or machinery maintenance	x	
Climbing and rope work		x

Knowledge:

	Essential	Desirable
Relevant qualification in nature conservation or land management	x	
Coastal habitats and ecosystems		x
Wildlife survey methods/techniques		x

Skills:

	Essential	Desirable
Good communication and interpersonal skills, including working in a small team and communicating to the public	x	
IT and computer literate	x	
Species and bird identification		x
First Aid qualifications		x
Climbing and rope work		x
ATV and/or tractor driving qualifications		x
Habitat management	x	

Personal Qualities:

	Essential	Desirable
Enjoyment of teamwork	x	
Using your initiative	x	
Self-motivated and enthusiastic	x	
Flexible approach to working outside of normal hours, including weekends and bank holidays	x	
Interest in wildlife and conservation	x	

Details of Placement

Length of Stay:

The post is from early March to early November (36 weeks).

Working Week:



The nature of the work will require a very flexible approach, with much of the work required outside of 'normal' hours, including weekends and bank holidays. Normal hours are 42 per week.

Location:

The Estate Warden will be based on the Calf of Man, an islet off the south of the Isle of Man.

Leave:

There is a leave entitlement of 15 days. Due to the nature of the work, holidays are normally taken only after consultation with the line manager. This is to maintain cover to meet the requirements of two wardens remaining on the Calf at any one time to keep the Calf operational.

Accommodation:

The warden will be provided with accommodation in the farmhouse building. This accommodation is basic but adequate and should be kept clean and in good condition. Living on the Calf requires careful use of water, fuel and supplies. Basic living facilities are provided including cooking utensils, bedding and satellite TV, heating etc but the post holder is responsible for ordering and paying for their own food and personal provisions.

Training:

Training will be provided, such as ATV and tractor driving. Rodenticide training will also be given to support the Manx Shearwater Recovery project. PPE will also be provided, where necessary.