

Become our next Biodiversity Ambassadors

ROYAL
BOTANIC
GARDEN
EDINBURGH



Role summary

Role: Biodiversity Ambassador Trainee

Placement Dates: September 2025 to March 2026

Payment: 80 hours at £12.60 per hour split over duration of traineeship paid in 7 equal monthly instalments. Up to £1,008 in total, subject to completing the full traineeship.

Location: Royal Botanic Garden Edinburgh, covering reasonable travel and subsistence expenses for training and delivery sessions.

Training Hours: 80 hours, over six-month period. Split into 40 hours for training, and 40 hours for delivery.

Deadline to apply: 28 July 2025, 10:00 am

No previous knowledge or experience in the environmental field is required.

Area: Community Engagement

Project: This traineeship is part of the Planting Connections Project, funded by the National Lottery Heritage Fund.



“Having the chance to design and deliver workshops, while being trusted to shape how they unfold, has been both empowering and rewarding.”

Biodiversity Ambassador 2024

If you would like this application pack in a different format (e.g., large print or audio file), please email pnino@rbge.org.uk



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What is a Biodiversity Ambassador?

A Biodiversity Ambassador is a paid trainee who will learn more about community engagement and biodiversity. They will then use this learning to create and deliver workshops about biodiversity importance with community groups.

Biodiversity is the variety of life on earth, including species diversity like plants, animals or fungi, diversity of ecosystems from forests to deserts, and the genetic diversity within species.

We have six positions available for this traineeship.

Where does this traineeship take place?

The first part of the traineeship will take place at the Royal Botanic Garden Edinburgh.

The delivery or shadowing could take place at the Garden, in other parts of Edinburgh or with other community groups in Scotland. This will vary according to groups' needs.

Who are we looking for?

This traineeship is for adults (18+ years old) who want to improve their community engagement skills while they learn about biodiversity and the plants in our Garden.

Applicants will demonstrate and be able to communicate their love for nature. They will have a desire to share this love and excitement with communities, especially with the target audiences of our project:

- Young people
- People living in areas of high socio-economic deprivation
- Minority ethnic groups
- d/Deaf and disabled groups
- People who are unemployed/not in employment, education, or training (NEET).

Who are we looking for?

We are happy to adapt our sessions and ways of working to suit specific access requirements.

Successful applicants will have a willingness to learn and be open to receiving feedback.

You must have the right to work in the United Kingdom, as we are unable to sponsor applicants to work in the UK for this traineeship.

Applications are particularly welcome from racial and ethnic minority groups, and other protected characteristics who are underrepresented at RBGE.

What skills or experience you will need?

No previous experience or formal knowledge in environmental science is needed to be a Biodiversity Ambassador.

This paid traineeship opportunity could be for you if:

- You want to delve into the world of community engagement in the environmental field
- You want to improve your facilitation, communication and leadership skills
- You want to learn more about biodiversity and how the work of the Royal Botanic Garden Edinburgh is supporting nature in this climate emergency
- You want to learn in a non-academic environment, learning from other trainees and staff, and from plants.
- You are comfortable communicating through emails and using the internet
- You want to gain work experience in a professional environment that requires flexibility, reliability and commitment
- You live in Scotland and are available to undertake the traineeship in person
- You are eligible to work in the United Kingdom.

How can we support you?

We offer reasonable adjustments to make this traineeship accessible; this includes but is not limited to:

- Receiving applications from across Scotland and covering reasonable travel and subsistence expenses
- Support to enter the workplace and understand the process, including entering the workplace for the first time or after a long period of unemployment
- Translation (including BSL interpretation)
- Providing diverse learning tools and materials that adjust to different needs.



How much will we pay you?

We can pay a training fee of 80 hours at £12.60 per hour split over duration of traineeship paid in 6 equal monthly instalments. Up to £1,008 in total (subject to deductions for tax and NI).



How much time do you need?

This traineeship requires a commitment of 80 hours over a 7-month period.

The 80 hours will be divided like this:

40 hours of training which includes:

- Onboarding and introduction session
- Five face-to-face sessions every two weeks (5h with breaks)
- Group discussions
- Homework
- Online chats with line manager

Training will start on the week beginning 8 September 2025. Specific times and dates will be determined based on the availability of the selected Ambassadors.

Successful completion of the training is required to progress on to the 40 hours of delivery or shadowing.

40 hours of delivery or equivalent time shadowing. The 40h will be divided like this:

- 1 workshop practice session
- 5 sessions of 2 hours facilitated by trainees to community groups with the support of RBGE staff or 5 shadowing sessions
- Setting up before and clearing up afterwards
- Development per session or reflection of shadowing
- Evaluation session

These delivery sessions will happen between January 2026 and March 2026.

Dates and times of delivery are flexible according to Ambassador and groups' availability.

What does the traineeship include?

1. A supported and flexible environment in which to grow professionally whilst learning from plants and others.

2. Five biodiversity training sessions at the RBGE focused on:

Importance of biodiversity

Biodiversity loss and drivers

Endangered species and importance of botanical gardens.

Communities and climate justice

Solutions from different levels

3. The opportunity to develop skills tailored to you, such as:

Community engagement skills

Communication skills

Leadership skills

Transformational skills

4. Opportunity to improve your employability skills

Tea and toast career chat: chat with an experienced professional in your area of interest.

Professional development chat, a chance to look at your CV and your professional path with an expert in professional development,

5. A supportive opportunity to gain direct experience working with community groups.

How to apply

Please email recruitment@rbge.org.uk telling us:

- What would you like to learn from this traineeship?
- Why do you think it is important to speak with more people about nature and how we can care for it?
- You can submit your answer in video (max 2 minutes), audio (max 2 minutes), visual (such as a sketch, digital artwork or mind map), or writing (max 1 page).
- Provide a completed equal opportunities questionnaire*: [EOQ form](#)

*The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete this as part of the application process.

Closing date: **28th July 2025, 10:00 am.**

Recruitment Process

- Interviews will happen during the weeks of 11 August and 18 August 2025.

Successful Biodiversity Ambassadors will require a basic disclosure. There may be a need for you to undergo a PVG check at a later stage.

If you haven't heard from us within 2 weeks of the closing date, please assume your application hasn't been successful on this occasion. No recruitment agencies please.

If you have any questions about access, please email pnino@rbge.org.uk

Thank you

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Made possible with

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