

Career Development Opportunities

Minimum Requirements

Icon is fully supportive of the full range of training opportunities to support people in entering the conservation profession. The best placements are clearly defined, working for the mutual benefit of the individual and the host organisation.

The legal definitions are varied, and any guidance below should not be considered legal advice, before any vacancy is promoted by Icon, host organisations must consult with the guidance available on the GOV.UK. Placements promoted by Icon must meet the following minimum requirements.

Work Experience

A short-term placement that is no longer than 2 weeks in length (or longer if on a pro rata basis). The role will be primarily focused around work shadowing but might offer candidates the opportunity to try their hand, carrying out some practical tasks. Vacancies must be paid, or at the least offer a reasonable travel and subsistence allowance. The only instance where placements may vary is if they are linked to mandated university work experience.

Internship

Typically, a longer work placement of up to 12 months (but occasionally longer). Internships are fundamentally structured learning opportunities, designed to offer the opportunity for opportunities to build up their practical skills and experience. Interns must not be used to replace salaried staff. Remuneration must be at least £16,000 p.a. (or pro rata if appropriate).

Apprenticeship

Apprenticeships combine a job with a formal training programme. They must be registered on an official apprenticeship 'standard' or 'framework', meeting the appropriate minimum requirements. The salary should be benchmarked against similar training posts within your organisation. This must not be less than the National Minimum Wage.

Volunteers

Volunteers perform activities which are generally unpaid and are doing something that is for the greater benefit of a group, individual or cause. Volunteer placements may only be offered by registered charities, voluntary organisation or statutory bodies. A key element of volunteering is that volunteers have the right not to undertake the task (even if they're expected to work to a pattern). Reasonable expenses must be covered for all volunteers. Depending on the role, some may also receive an 'honorary'.

Useful websites

<https://www.gov.uk/employment-rights-for-interns>

<https://www.gov.uk/guidance/national-minimum-wage-work-experience-and-internships#volunteers>