



# We're looking for Lead Facilitators

**Salary:** £23,000 - £27,000 (FTE)

**Hours per week:** 37.5 (full time)

**Responsible to:** Project Manager and team

## Join the team!

We are looking for full time Lead Facilitators to join our team!

Lead Facilitators work with a range of young people and adult groups using the outdoors to deliver life changing programmes.

## What are we looking for?

We are looking for talented, committed and experienced outdoor practitioners who know how the outdoors can be used to create a better world for people and nature.

Our Lead Facilitators come from a range of disciplines: from land management to adventure activities, teaching through to play – amongst many others!

We specialise in working with young people and adults who are from “disadvantaged” or “vulnerable” backgrounds – so we’re looking for people with experience in working with those groups, in particular.

We are looking for people who understand that a relationship-based approach and meaningful outdoor activities can create a brighter world!

## Not business as usual

We are most definitely not “business as usual” – as a social enterprise, we are looking for people to join our team who share our values of creating a better world and embracing new ways of working.

We are a hard-working team who believe in creating the change we want to see. This is a role for driven and ambitious individuals who are keen to join a growing organisation.

## Working hours and location

This is a full-time position based in both Cardiff and Swansea. We are based on beautiful sites on Gower, Swansea, and we are also currently working with health boards in and around Cardiff. The role will involve working outdoors with groups, face to face, for up to 5 days a week in a range of locations across south Wales. As such, the role will require working across south Wales. Due to the nature of this role we are unable to offer home-based working.

## Grow with us

The future is looking bright at Down to Earth. There are opportunities to have more responsibility, as the role develops, if that works for the right person.

## Salary range

£23,000 to £27,000 dependent on experience and qualifications.

Our Full Time Equivalent (FTE) is based on 37.5 hours per week. In addition to the normal pension contribution, we offer extensive training and team development as well as access to our stunning sites for personal events and generous annual leave entitlement.

## Roles and responsibilities

- Develop and deliver programmes in meaningful outdoor activities (including sustainable construction\*) designed to change lives
- Support and engage participants in programmes to meet health outcomes and educational outcomes
- Complete risk assessments and other health and safety documentation relating to participants engaging in the programmes
- Recruit groups from referral agencies and continue to liaise with referral agencies to ensure effective programme delivery
- Work closely with the Project Manager and wider team to ensure safe and appropriate work programmes for participants
- Co-Lead programmes and/or manage Support Workers in programme delivery
- Ensuring accreditation achievement and other outcomes achievement by participants
- All accreditation and programme paperwork
- Supervising and supporting volunteers.
- Working with the Administrator to ensure on-going tracking and evaluation of participants.
- Site pack down and set up, including cleaning
- General admin duties as required.

\*We will provide additional training in sustainable construction, as required.

## Person specification

### Essential experience:

- Minimum 2 years' experience of working with groups from disadvantaged/vulnerable/"hard to reach" backgrounds
- Minimum 2 years of doing outdoor-based activities with groups

### Essential skills:

- An outdoor practitioner qualification such as:
  - a) Forest School Leader, BELA, ML etc.
  - b) land management equivalent
  - c) sustainable construction equivalent
- Excellent communication and inter-personal skills
- Strong awareness of Health and Safety legislation and ability to work to risk assessments
- Flexible and responsive attitude to work
- Ability to solve problems
- Happy and able to work outside in all weathers
- Good computer literacy – ability to use basic software such as Office 365/Outlook etc.
- Full driving licence.

### Preferable experience:

- Experience of the health sector
- Interest and/or experience in sustainable construction

### Preferable skills:

- Teaching qualification (minimum L3 EAT - previously PTLLS)
- Welsh language ability

## Who we are?


We believe we can create a better world - one which is good for people and good for the planet. We believe in tackling inequality and tackling the challenges of sustainability - at the same time - through a new inclusive way of working. We do this through supporting people who are often on the margins of society - believing in people and creating opportunities to build a better world.

## Are you interested?

Please email your CV to:  
[jobs@downtoearthproject.org.uk](mailto:jobs@downtoearthproject.org.uk)

**Thanks for your time.**

 [downtoearthproject.org.uk](http://downtoearthproject.org.uk)

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