

Job Description: Head of Outdoor Learning Engagement & Delivery

Duration: Permanent
Salary: £37,800
Location: Avon Tyrrell
Reporting to: Assistant Director of Outdoor Learning
Department: Outdoor Learning
Key working relationships: Outdoor Learning Team / cross directorate collaboration
i.e. collection of impact data and support for programmatic design and delivery.

Purpose of the job

As part of our commitment to young people, UK Youth has for over 75 years operated an Outdoor Centre at Avon Tyrrell.

Operated as a financially self-supporting and sustainable social enterprise business, that generates surplus income to support UK Youth charitable activity, our outdoor learning provision is intentionally inclusive, and champions effective youth led engagement to highlight the importance and raise understanding of the breadth and positive outcomes of youth work.

UK Youth outdoor learning champions targeted inclusive and experiential learning, incorporating the principals of youth work as part of its best-in-class delivery model. The 'Head of Outdoor Learning Engagement & Delivery' supports our outdoor learning provision by:

- Managing our programmatic focused outdoor learning delivery; working in partnership with the design and delivery team to embed our youth work approach, and support reaching income targets and raising the profile of our work and our reach to young people
- Supporting the development of, and leading on, the implementation of young person co-designed outdoor learning youth engagement strategy that showcases our inclusive provision and links to key education policy i.e., national curriculum or sector impact/research i.e., brilliant residential campaign
- Leading on community engagement, raising the profile of UK Youth Outdoor Learning and youth development for children, young people and families in the immediate locality of Avon Tyrrell, through specific offers such as; an enhanced youth offer, coordinating nationally recognised programmes such as DofE, and managing and promoting volunteer opportunities.

Why work at UK Youth?

UK Youth is a leading charity that exists to ensure all young people are equipped to thrive and empowered to contribute at every stage of their lives. We work with others to ensure that the youth sector is strengthened, supported, and that provision is youth-led, evidence-informed and delivers

high-quality outcomes. UK Youth plays a unique role in addressing; the lack of investment in the youth sector, the lack of cross-sector understanding in how youth work makes a difference and the limited opportunities to embed effective solutions. These factors lead to mass inequality of access to youth services for young people.

Key responsibilities

- Overall management of the outdoor learning budget, delivery team and line management of the Outdoor Learning Manager
- Through strong internal collaboration and working practices develop our portfolio of safe inclusive outdoor learning, to deliver sustainable and meaningful engagement for children, young people, and adults that meet the business needs and our operational commitments and embed youth work principles
- To support the delivery of the Outdoor Learning Management Plan and meet our multi-million-pound outdoor learning income and user profile targets, and providing regular updates through monthly reporting processes
- Supporting the development of, and leading on, the implementation of young person co-designed outdoor learning youth engagement strategy that showcases our inclusive provision and links to key education policy
- To provide an attractive volunteering offer that supports educational work placements, community conservation projects that enhance the centre and its facilities promoting and showcases the centres heritage. Be the outdoor learning lead for charity wide collaboration and stakeholder engagement around our volunteering offer
- Embed cross directorate working, by building key relationships and highlighting synergies across our working practices to deliver efficiencies and improvements that ultimately progress the knowledge, quality, and visibility of outdoor learning and youth development
- Responsible for establishing and implementing systems and processes for the team to follow and lead on resolving daily operational issues within the team, seeking advice from peers and line manager and delegating tasks to the team and overseeing task management as appropriate

Other area of responsibilities

- To maintain current industry knowledge, maintain personal professional development skills and deliver and coordinate internal training where appropriate, to set benchmarking standards and be a positive role model, providing CPD and mentorship as appropriate
- Build and manage positive relationships with key internal and external stakeholders and demonstrate strong communication skills in order to convey complex information to a range of audiences.
- To provide regular structured youth programmes for the local community, that showcase outdoor learning i.e. DofE, special interest groups such as biking, climbing, water sports clubs
- To support all relevant site-specific audits and accreditation inspections
- Undertake research of and review relevant outdoor learning and youth work models
- Attend and proactively participate in regular performance reviews and charity meetings as required
- To support local engagement with the Avon Tyrrell Capital Appeal
- To support Duty Manager shifts on a rota basis as required

- Provide high levels of customer care by interacting politely and professionally with all customers
- To act as a positive ambassador for UK Youth and share knowledge and experience of the development of UK Youth and its profile and be an advocate for the UK Youth Movement and promote the benefits to organisations we work with as appropriate
- Undertake any other duties and reasonable requests that are in keeping with the nature of this post.

Subject Matter Expert behaviours and expectations

All staff at UK Youth will demonstrate their commitment to our mission to ensure all young people are equipped to thrive and empowered to contribute at every stage of their lives. They will also be able to fulfil the below expectations and behaviours:

- Be committed to safeguarding principles and be willing to put the welfare of children and young people at the forefront of your work.
- An understanding and belief in the inclusion of all staff, partners and young people irrespective of race, gender, sexuality, age, religion, ability, identity, and experience
- Actively promotes and embeds understanding of equity, diversity and an inclusive culture
- Able to provide detailed feedback to direct reports on performance and development areas
- Able to mentor and develop skills in others
- Able to support others to learn from mistakes and support wellbeing
- Able to delegate work effectively and provide practical support

Person Specification: Head of Outdoor Learning Engagement & Delivery

Experience

- A recognised youth work qualification at Level 6 / Level 3 with at least 2 years practical experience
- Experience of building strong relationships quickly, promoting ideas and influencing decision makers
- Experience of volunteering, youth participation and youth engagement practices (professional and/or voluntary).
- Experience of working with young people to co-design a strategy, event, or workshop, including experience working with and supporting a range of young people including disadvantaged and socially excluded young people.
- Experience of leading/managing staff and resolving departmental operational challenges
- Experience of delivering high standards of customer care
- Experience of writing and reviewing risk assessments and an understanding the importance of following set H&S and safeguarding protocols and guidelines
- Experience of outdoor adventure activities

Knowledge, skills and understanding

- Understanding of local community networks and the positive impacts of volunteering and outdoor learning on wellbeing and mental health
- Excellent time and workload management skills with proven experience of meeting deadlines

- Knowledge of staff performance techniques and how to lead and inspire
- Very good interpersonal, customer care and communication skills
- Empathy with the needs of young people
- ICT skills and an understanding of Microsoft office
- Budget management
- Able to work within well-defined parameters to support the delivery of outdoor learning to our stakeholders
- Knowledge of the national curriculum or willingness to learn
- Knowledge of or experience conducting textbook research and being able to translate this to practical application

Personal qualities

- Able to build and manage positive relationships with stakeholders at the appropriate level
- Friendly approachable person with good organisational skills, enthusiasm, and energy, willing to undertake any task required of them.
- Self-motivated and capable of working on own and working with others when required.
- Flexible approach to work and be hands on to get the task done and willingness to work inside and outdoors in all weathers
- Excellent levels of discretion and judgement and experience of dealing with sensitive information
- Recognise and value all aspects of equality, diversity, and inclusion
- Be an excellent role model for staff, children, and young people

This post is subject to receipt of two satisfactory references, an enhanced DBS check and right to work in the UK. Please note, this job description is subject to change. With any significant change, we will ensure this is discussed with you before any final approvals and or commitments.

This job description does not form part of your contract of employment. You may be required by the company to undertake any duties within your skills and capabilities which the company reasonably considers necessary to meet business needs.