

Outdoor & Nature Based Learning Lead

The Role

Job Title	Outdoor & Nature Based Learning Lead
Reports to	Thrive Outdoors Programme Manager
Fund	Thrive Outdoors
Location	Office based with hybrid options and flexible working. Our office is Suite 2, 14 New Mart Road, Edinburgh EH14 1RL

Contracted Hours 35 hours per week

Flexible Working As an award-winning family friendly and flexible employer, we aim to promote a good work/ life balance for all employees. All our employees have the right to request flexible working.

Salary & Benefits £ 28,000 - £32,000 per annum FTE, dependent on experience.
9.25% employer pension contribution (salary sacrifice scheme available).
Full private medical insurance with option to include family members.
4 x salary Death in Service cover.
29 days annual leave plus 8 days public holiday.
We offer a positive and supportive work environment alongside regular training and development opportunities.

Inspiring Scotland is equal opportunities employer and as a committed participant in the Disability Confident Scheme, we guarantee to interview all disabled applicants who meet the minimum criteria for the role.



Fund Context and role purpose

Thrive Outdoors' objective is to work to embed outdoor play and learning into the fabric of Scottish life so that all of Scotland's children can thrive. Playing and learning outdoors is fundamental for all our children to achieve their full potential, boosting health, wellbeing and development and connection to our natural world. Play is a right enshrined in law under the UNCRC.

Our Model is based on a long-term commitment, a clear focus on outcomes, financial and non-financial support and rigorous evaluation and high quality reporting.

For more information about Thrive Outdoors, visit our website www.thriveoutdoors.org.uk

We believe it is our shared responsibility to support and enable all of Scotland's children and young people to access our diverse open spaces and to empower them to enjoy these spaces for the purposes of playing, learning and fostering a connection to the environment. We commit to working together to meet these responsibilities.

The main functions of the Outdoor & Nature Based Learning Lead is to support:

- Coordination & Support for Thrive Outdoors' ELC outdoor pedagogy delivery with an initial focus on our work in Glasgow to support Outdoor Play & Learning in ELC and the development of an Outdoor Play & Nature Based Learning pathway for Glasgow.
- Supporting the development of new Nature Based Learning programmes – Nature Bugs for babies – 5 and Outdoor Journeys for school age engagement.
- Supporting the development and delivery of further schools' Outdoor & Nature Based Learning and Learning for Sustainability professional development programmes.
- Contribute to Thrive's strategic, operational, communications and annual plans.

Key Relationships

- External – Nurseries and funded charities throughout Scotland, Local Authorities, Scottish Government policy colleagues, other stakeholders and support agencies linked to your policy areas.
- Internal – Thrive Outdoors Programme Manager and Thrive Outdoors team, Inspiring Scotland Fund Managers, SLT, Finance, Admin and Communications teams. You will also have a relationship with our Board of Trustees.

Key tasks

- Regular contact (including virtual) with ELC settings to build strong relationships and trust and develop a deep understanding of their support needs.
- Provide practical support and guidance to settings to increase the competence and confidence of practitioners to deliver quality outdoor experiences for children.
- Contribute to Thrive Outdoors' engagement with the key funders/stakeholders and other national organisations in the sector.
- Develop resources, training and/or activities to meet the needs of the sector.
- Supporting more outdoor learning across the wider Thrive Outdoors portfolio, addressing common areas of need.

- Contribute and lead on facilitation, delivery and planning of training sessions and, learning events and portfolio days for the charities, organisations and educational settings being supported to connect and build capacity and share learning.
- Contribute to the ongoing support to the registered outdoor childcare (Early Learning and School Age) movement, both new and established.
- Amplify the reach of Thrive Outdoors' work to support the broader Outdoor Play & Learning sector in Scotland through the development, management and implementation of a communications plan in collaboration with Inspiring Scotland's comms team.
- Contribute to Thrive Outdoors updates and reports internally and externally.
- Contribute to and promote your work via communication tools used by Thrive Outdoors particularly those on social media.

Qualifications – preferable

Educated to Scottish Credit & Qualifications Framework (SCQF) level 9 or above in a relevant discipline; preferred Outdoor Education/Education qualifications. A qualification in early years or childhood practice would be desirable.

Personal attributes essential for this role

- Commitment to Inspiring Scotland's mission, vision, and values
- Commitment to Thrive Outdoors mission and vision.
- An interest in using your skills to support charities on the front line of improving the life chances of children and young people in Scotland.
- An ability and confidence to ask questions, take initiative and problem solve will be important as is a "self-starter" approach.
- An ability to apply sound judgement.
- Ability to work collaboratively in a small team, working alongside others with a focus on continual improvement.

Essential skills and experience

- A track record in supporting outdoor learning for children and young people.
- A love for the outdoors! And ability to enthuse and motivate about the outdoors, nature and the environment.
- Experience of training, mentoring and coaching to support others to deliver impact.
- An understanding of Curriculum for Excellence, Realising the Ambition and Learning for Sustainability.
- Proven ability to exercise judgement and deliver consistent decision-making within a high-volume environment.
- Experience of building effective relationships and working well with a variety of stakeholders, including funders.
- Excellent planning and self-organisation skills to be able to plan and organise work at operational level to deliver work to agreed timescales and standards.
- Experience of planning and organising events and training along with good project management skills

- Experience of using communications tools and platforms such as Facebook, X (formerly Twitter) and other social media platforms.
- Excellent responsive and empathetic customer service skills
- Excellent team development skills with the ability to inspire and motivate people.

Preferable experience and knowledge

- Awareness of current and emerging policy and strategic thinking particularly the ambitions of Scottish Government relating to outdoor play and outdoor learning.
- Experience producing high quality reports and papers for internal and external publication.
- Skills in project development and support, having worked alongside others to inspire improvement and enhance social impact.
- Excellent verbal and written communication skills.
- Experience of drafting copy such as newsletters, blogs and opinion pieces.
- Excellent skills in Administration and IT including the use of Microsoft Excel, Word, Outlook and PowerPoint and social media platforms.

About Inspiring Scotland

Inspiring Scotland is a registered Scottish charity and one of the world's largest venture philanthropy organisations. In 2022/23 we funded and supported over 700 charities across 17 social impact funds releasing £42m of investment in charities and not-for-profit organisations. We currently have 51 full and part-time employees.

We have an active wellbeing programme led by the staff team as well as a calendar of social events and team building days. We have an active Equity, Diversity and Inclusion group delivering to an EDI action plan.

We are passionate about addressing inequality and improving the lives of people living in Scotland's most vulnerable communities. We are a collaborative, supportive organisation and place high emphasis on team working and sharing best practice and learnings both internally and externally. We view our staff as ambassadors for the organisation and all staff are expected to demonstrate high standards in all aspects of their work. We are a flexible employer and offer an excellent benefits package. We have won or been nominated for Family Friendly Awards three times.