INSPIRING SCOTLAND

Connected Communities Lead, Thrive Outdoors

The Role

Job Title	Connected Communities Lead, Thrive Outdoors
Reports to	Thrive Outdoors Fund Manager
Fund	Thrive Outdoors Programme
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.

Programme Context

Thrive Outdoors supports Inspiring Scotland's strategic goal "to improve life chances for children and young people". 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

Key Relationships

- External – Funded charities, Scottish Government policy colleagues, private investors and other stakeholders.
- Internal – Director of Funds, Programme Manager, Fund Manager & Thrive Outdoors colleagues, Inspiring Scotland colleagues; Willow Den team; SLT, Finance, Admin and Communications teams.

Role Purpose

The Connected Communities Lead will lead on coordinating Thrive Outdoors' work within the Connected Communities Strategic Theme to ensure a Programme-wide focus. The Connected Communities Lead will support the delivery of programmes, partnerships and funding that strengthen opportunities for children, families and communities to connect through outdoor play and learning. The postholder will support community engagement and participation for children, young people and families.

A key responsibility of the role is in coordinating and monitoring key funds and funded partnerships, including the Outdoor Community Play (OCP) Fund, which Thrive Outdoors currently manages on behalf of the Scottish Government. The postholder will work closely with funded organisations to support the delivery of high-quality projects and positive outcomes for children and families.

Responsibilities include monitoring and reporting on the performance of funded organisations and programmes; collecting, analysing and sharing impact and learning data; and producing reports, case studies and communications content for a range of internal and external audiences using a variety of platforms.

The Connected Communities Lead will contribute to discussions with Scottish Government policy colleagues, funded partners and other stakeholders to support the ongoing development of outdoor community play in Scotland.

The role will also support the exploration of future funding and partnership opportunities, working with the Programme Manager, Fund Manager and Thrive Outdoors colleagues to help grow investment in community-based outdoor play and learning; increase reach and impact across Scotland.

Key tasks

- Lead the coordination of Thrive Outdoors' Connected Communities strategic focus to ensure impact and opportunities are maximised.

- Coordination and support for the existing Scottish Government Outdoor Community Play fund and portfolio. Your work will support the funded partners to achieve the fund

outcomes.

- Deliver a series of events (in person and online) for the Play Sector that support knowledge exchange relating to outdoor play and learning for children, young people and families.
- Support the delivery of community engagement and participation opportunities for children and young people and their families through Thrive Outdoors activities and programmes.
- Support the development of the Outdoor Community Play Fund, and other opportunities, into a sustainable, long-term offer for babies, children and young people across Scotland, working with the Scottish Government Play Policy Team and partners to explore future priorities, funding models and opportunities for multi-year investment.
- Identify opportunities for funding and income generation that will expand opportunities for babies, children and young people to access outdoor play and learning within the heart of communities.
- Contribute to Thrive Outdoors' strategic, operational, communications and annual plans
- 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.
- Determine what Capacity Building support is needed by the funded charities and develop a range of interventions that supports their sustainability. Work closely with our Specialist Volunteer Network to maximise the benefit of professional volunteering for the funded charities and wider play sector.
- Maintenance of the Thrive Outdoors Programme Stakeholder management grid.

Qualifications – preferable
Educated to Scottish Credit & Qualifications Framework (SCQF) level 9 or equivalent relevant professional qualification and experience.

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 engage with children and young people using a range of methodologies
- 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

- Numeracy and budget management skills with high attention to detail.
- Excellent organisational, administration and project management skills
- Responsive and empathetic customer service skills.
- Excellent written and verbal communication skills including experience of producing high-quality accessible reports and papers for internal and external audiences.
- Proven ability to exercise judgement and deliver consistently within a high-volume environment.
- Ability to build effective relationships and work well with a variety of stakeholders.
- Experience of reviewing, processing, and analysing information to maximise the value of data.
- Experience of using databases, and ability to use data to track progress and performance.

- IT skills including the use of Microsoft 365 including Teams, Sharepoint, Excel, Word, Outlook and PowerPoint.
- Experience of using communications tools and platforms such as Facebook, X (formerly Twitter) and other social media platforms.
- Ability to plan and organise work at operational levels to deliver tasks to agreed timescales and standards, with regular re-prioritisation.

Desirable skills and experience

- Experience in outdoor play and learning.
- A track record of successful project management, including the use of Customer Relationship Manager systems such as Salesforce.
- Experience in fund raising and business development.
- Experience of drafting copy such as newsletters, blogs and opinion pieces and in using presentation packages such as Canva.
- Understanding of the third sector in Scotland including regulatory frameworks, key national bodies and networks, the issues and challenges the third sector face.
- Awareness of the relevant national action plans, strategies and organising frameworks that relate to Children, Play, Early Years and Outdoor Learning in Scotland including UNCRC.

About Inspiring Scotland

Inspiring Scotland is a registered Scottish charity and one of the world's largest venture philanthropy organisations. In 2024/25 we funded and supported 333 organisations across 17 social impact funds releasing £39.5m of investment in charities and not-for-profit organisations. We currently have 57 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.