



Role Profile

Job title: Wilder Learning Officer

Job purpose:

- To deliver hands-on days of outdoor learning and adventures to primary aged children visiting GWT reserves on a school trip.
- To plan and deliver Nature Tots sessions for pre-school children and their families
- To enable accessibility to our trips for key local schools through our Wilder Learning Bursary Programme
- To inspire and engage children's heads, hearts and hands in the natural world
- To help develop the Trusts structured and curriculum linked learning offer
- To generate interest and support for the aims and objectives of Gloucestershire Wildlife Trust

Salary: Grade C Officer: (£25,235)

Contract: Full time Fixed Term (until December 2026)

Responsible to: Wilder Learning Manager

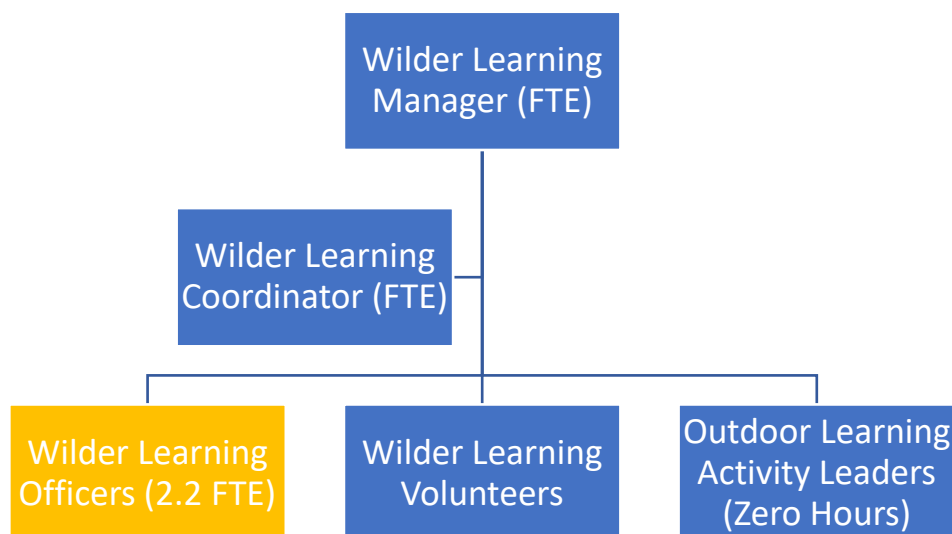
Responsible for: Wilder Learning volunteers

Liaison with: Learning and Engagement team, Supporter Development, Land Management, Business Operations Teams, volunteers, teachers, learners, and public.

Impact areas for the role:

- Extending our reach to connect more people with nature and encourage them to act for wildlife
- Growing GWT's supporter base
- Supporting efforts to diversify income and grow our financial reserves

Organisation chart:



Our purpose and values

As humans, we're deeply connected to the natural world — and that world is powerful, dynamic, and resilient. At Gloucestershire Wildlife Trust, we believe that nature offers the solutions to some of the biggest problems we face today, from climate change to our personal wellbeing.

That's why we work with local communities and partners, using evidence and our hands-on experience, to work in the service of people and wildlife. Whether it's a small project on your street or a big one across the landscape, we believe that every action, big or small, can help shape a brighter, wilder future for us all.

We show how we care for nature, our partners and each other through our values:

-  We're ambitious and dream big — for people and for nature.
-  We collaborate, because we can achieve more together.
-  We're inclusive and believe that nature is for everyone.
-  We act with responsibility for the work we do and the world we're helping to shape.

Together, we're growing hope for a wilder future.



What we do

We are Gloucestershire Wildlife Trust, the largest charity in the county dedicated to nature's recovery. We want everyone in Gloucestershire to value, enjoy and share wildlife in the county and believe strongly that nature matters, not only in its own right, but for the benefits it brings to people. We aim to play a central role in tackling the ecological and climate emergencies, working closely with local communities and our partners in the county. We manage over 1,000 hectares of nature reserves and work with farmers and landowners across Gloucestershire. Nature's recovery depends on people and re-connecting their sense of belonging in the natural world. 28,000 members in Gloucestershire support our work, with hundreds regularly volunteering time, support and energy.

Our 2030 strategy Growing Hope For A Wilder Future: Bringing Nature Back is ambitious, but we believe we can deliver it by:

- Ensuring that GWT is fit for the future
- Creating bigger, better, more & connected landscapes for nature
- Connecting people with a sense of belonging in nature

Outline of main responsibilities:

- Plan and deliver regular Nature Tots sessions to young families with toddlers and preschool aged children visiting our reserves.
- Deliver high quality, inspiring hands-on outdoor learning sessions to primary schools visiting for “Wilder Learning Bursary” programmes and other trips at our Gateway sites Robinswood Hill and Crickley Hill.
- As needed, liaise with visiting schools about their trip - including giving information or support about their booking (forms, risk assessments, specific needs etc). Support the wider team in managing the visit.
- Set up prior to and clear down after, relevant kit for the day’s programme of activities.
- Effectively manage and support volunteers helping with the school sessions.
- Be responsible for the health & safety of participants (using existing risk assessments and dynamic risk assessments on the day). Work in accordance with the Trust’s Health and Safety, and Safeguarding Policies.
- Complete any records and/or collate necessary data during/after the session (eg. Photo consent/evaluation form/accident forms/Monday.com)
- Support the development and review of our primary school programmes.
- Promote the work of the Trust.
- Carry out other duties from time to time as required.

About you:**Need to have:**

- Degree or equivalent teaching qualification
- 2 years+ experience of working with groups of children, families and schools.
- Outdoor Learning experience delivering high quality, engaging, outdoor nature related learning.
- Experience of delivering safe activities (including the writing and use of risk assessments)
- Working knowledge of safeguarding and child/vulnerable adult protection issues.
- A passion for and knowledge about nature and wildlife
- Full driving licence and use of a vehicle

Nice to Have

- Degree or equivalent in conservation, ecology or related discipline
- Forest School experience or similar
- Experience of working in situations where challenging behaviour may arise
- Experience of managing volunteers
- Experience working for an ENGO
- Knowledge of Gloucestershire Wildlife Trust and our work
- Experience of wildlife conservation work
- Access to own vehicle

Skills:

- Ability to deliver to a range of ages – particularly early years and primary school children.
- Ability to engage confidently, creatively and professionally with a diverse array of stakeholders (verbal and written)
- Ability to work independently using own initiative and cooperatively with colleagues
- Good general IT skills including Microsoft Word, Excel, Powerpoint, Teams
- A willingness to learn how to use other IT packages and programmes/social media as part of the role

Qualities:

- Enthusiasm, motivation, dedication and a sense of fun.
- Personable and approachable
- Proactive, highly flexible and comfortable with change
- High level of focus and attention to detail
- Self-disciplined, self-motivated and self-confident
- Well organised, able to prioritise and meet deadlines
- Professional outlook and approach
- Willingness to learn through observation
- Willingness to work outdoors, and occasional weekends/evenings as appropriate

Equality, Diversity and Inclusion

Gloucestershire Wildlife Trust is committed to encouraging equality, diversity and inclusion among its workforce, and eliminating unlawful discrimination, harassment and victimisation. The Trust's policy is to provide equality, fairness and respect for all staff, whether temporary, part-time or full-time; ensure no unlawful discrimination against the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation; and to oppose and avoid all forms of unlawful discrimination. A full copy of the policy is available on request.

Terms of Employment

Due to the nature of the Trust's work, occasional evening or weekend work may be necessary for which time off in lieu is given. A contributory pension scheme is in operation and the post holder is entitled to 25 days paid leave per year pro rata in addition to public holidays and Christmas closing period.

The duties and responsibilities outlined above do not represent the full range of duties the post holder may be expected to carry out. It is recognised that the duties of all posts may be subject to change from time to time, and therefore alterations to duties and responsibilities can be expected. The post holder will be consulted by their line manager prior to any proposed major changes to duties and responsibilities and reasonable notice will be given before implementation.