



## Role Profile

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- Job title:** Outdoor Wilder Learning Leader (Youth)
- Job purpose:** To lead and deliver the new monthly Youth Rangers Group at Crickley Hill through high quality nature related learning/volunteering activities for young people. To support Gloucestershire Wildlife Trust's Wilder Learning programmes (youth).
- Salary:** Officer - £25,235 pro rata to £13.87 an hour
- Contract:** 0 hours, Casual shifts of a day/7 hours
- Responsible to:** Wilder Learning Coordinator (Youth Lead)
- Responsible for:** Adult volunteers and participants of Youth Rangers at Crickley Hill
- Liaison with:** Wilder Learning Team, Engagement Team, Land Management, Facilities Team, Wilder Learning Volunteers, participating young people and their parents/carers.

**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

## **Background to role**

Youth Rangers is a volunteer group for young people aged 13–17 who want to make a difference for wildlife, gain practical conservation skills and spend time outdoors with likeminded people.

It offers opportunities to join hands on outdoor tasks such as scrub clearance, habitat creation and learn wildlife skills including species surveying. Attendees make a valuable contribution to local wildlife and community nature recovery.

Participation is open to all ability levels with no prior experience necessary. Sessions are designed to help young people improve their confidence, teamwork and understanding of the natural world. For those involved in the Duke of Edinburgh's Award, the programme also supports volunteering requirements.

The first Youth Rangers group began at Robinswood Hill in Gloucester in April 2024 and has been extremely popular with high attendance. In response, additional funding, and consultation with young people have led to the decision to launch a second Youth Rangers group at Crickley Hill.

## **Outline of main responsibilities:**

- **Understand and plan the programme:** Be familiar with the background and structure of Youth Rangers, and the sites where the programme is delivered, especially Crickley Hill. Review and contribute to planning with the Wilder Learning Coordinator and liaise effectively regarding session outcomes.
- **Prepare and organise sessions:** Organise safe, appropriate tools and resources, maintain equipment in good working order, report maintenance or replenishment needs and set up before session and clear away after monthly Saturday sessions (12:30pm–4:30pm).
- **Deliver engaging activities and promote the Trust:** Following the delivery plan provided by the Wilder Learning Coordinator, lead inclusive, high-quality learning and encourage participation. Distribute membership and promotional materials when appropriate.
- **Ensure safety, communication and reporting:** Follow health and safety policy, complete risk assessments and paperwork, report key issues affecting safety or other departments, maintain communication with families and volunteers, manage supporting adult volunteers and provide detailed handover notes at the end of each session to the Wilder Learning Coordinator.
- Provide occasional support/cover for GWT's Wilder Learning programme (Youth) including occasional cover for the Youth Rangers group at Robinswood Hill in Gloucester.
- Carry out other duties from time to time as required by the Wilder Learning Team or Head of Engagement and Learning or Chief Executive
- Present a friendly, positive and upbeat, professional, confident and tidy appearance
- Always keep Health and Safety matters as the overriding determinant.



## **Role Profile**

### **About you**

#### **Need to have:**

- Experience of working with young people, and youth groups
- Proven ability to deliver high quality, engaging outdoor activities
- Skilled in safe activity delivery, using and completing risk assessments including dynamic risk assessments
- Experience of practical wildlife conservation work
- Reasonable personal fitness
- Good knowledge of Gloucestershire Wildlife Trust and our work
- An Enhanced DBS check is required for this role
- First Aid trained or willingness to be trained

#### **Nice to Have**

- Experience in working with 13-17 year olds
- Volunteer management experience
- Understanding of behaviour management techniques
- Degree or equivalent in education
- Forest School experience/trained
- Personal commitment to the environment and wildlife conservation

#### **Skills:**

- Excellent communication and presentation skills
- Health and safety awareness
- Good naturalist and wildlife identification skills
- Practical conservation skills

#### **Qualities:**

- Enthusiasm, motivation and dedication to engaging young people in practical outdoor activities and the natural world
- Creative and resourceful
- Confident, organised, and able to work under pressure
- High degree of initiative and self-reliance

## **Role Profile**

### **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**

This is a casual contract – delivering sessions to support Youth Rangers at reserves across Gloucestershire as part of our Wilder Learning Programme.

It is the nature of the work of Gloucestershire Wildlife Trust that tasks and responsibilities are, in many circumstances unpredictable and varied. All staff are, therefore, expected to work in a flexible way when the occasion arises where tasks that are not specifically covered in the Job Description must be undertaken.

An Enhanced DBS check is required for this role

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.

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