



Tees Valley
Wildlife Trust



Head of Education & Learning

Salary: £42,000 pa / Full-time



About Tees Valley Wildlife Trust

Tees Valley Wildlife Trust began as a grassroots movement founded by dedicated local volunteers, and has grown into the region's leading organisation for wildlife conservation. Today, our work plays a vital role in tackling the nature and climate crises while highlighting the essential value that nature brings to people and communities.

Those who join us will become part of a passionate, skilled, and supportive team. We recognise that meeting the challenges facing wildlife requires committed, capable individuals—and we are dedicated to helping our staff develop and thrive. Our reputation as a regional leader in environmental land management, conservation, and rewilding is built entirely on the strength and dedication of our people.

The Trust owns or manages more than 230 hectares across 14 nature reserves, stretching from Hartlepool in the north to edges of North York Moors in the south. These sites provide crucial refuges for wildlife while remaining open for everyone to enjoy. Governance is provided by a knowledgeable and diverse Board of Trustees, and our work is strengthened by the invaluable contributions of over 50 regular volunteers. Partnership is central to our approach, and we collaborate with local authorities, government agencies, businesses, and specialist environmental charities to deliver large-scale improvements for habitats and species recovery on both land and sea.



Head of Education and Learning

We are seeking a passionate and forward-thinking Head of Education and Learning to lead a connected programme of learning for young people, schools, and adult. This role will bring together strategic planning and practical delivery, ensuring accessible, engaging and hands-on experiences. Especially for junior-aged children, while supporting learning and development across all stages of life.



Role Purpose

The Head of Education and Learning is a senior leadership role responsible for shaping, developing and delivering the Trust's vision for inspiring young people, schools and communities to connect with and care for nature.

The post-holder will lead the planning and delivery of a high-quality education and youth engagement programme, encompassing both on-site and outreach environmental education. Particular emphasis will be placed on engagement with schools, young people and those who are NEET (Not in Education, Employment or Training).

The role will identify and secure funding opportunities, develop strategic partnerships, generate income and provide hand-on practical delivery support in programme delivery. As a member of the Senior Management Team (SMT), the post-holder will contribute to organisational planning, strategy and performance management.

Enrichment

beyond

THE CLASSROOM

Head of Education and Learning

What it's like to work for us

Working for Tees Valley Wildlife Trust means being part of a passionate, supportive and purpose-driven team dedicated to restoring nature and engaging community at scale. You'll be working in some of the region's most important habitats, with the opportunity to shape real connections to nature outcomes and see the difference your work makes in our communities. We work in a collaborative and flexible environment, where expertise is valued, new ideas are welcomed, and staff are encouraged to grow and develop.

Above all, you'll be joining an organisation that is ambitious for wildlife and communities, and committed to creating a wilder, more resilient Tees Valley for the future.



What a typical day look like

No two days in this role are the same for leading the education and learning at Tees Valley Wildlife Trust. You might start the morning out supporting the setup of a school session or carrying out species surveys at one of our reserves with young people, before heading back to the office to review session plans, strategic development or finalise a funding proposal. Your day could involve meeting with colleagues, partners or schools to plan annual programmes, followed by time supporting staff and volunteers or advising partners on best practice. Throughout, you'll balance programme delivery with strategic thinking, ensuring our work delivers meaningful, lasting outcomes for young people, adults and communities across the Tees Valley.

Why we need the role

This is a key strategic role focusing on education and learning, identifying opportunity, planning and leading the educational elements of Tees Valley Wildlife Trust. The postholder will play a central role in understanding shaping the future of environmental education in the Tees Valley, identifying opportunities for to deliver our 2030 vision, and shaping future learning projects

A specific priority in the first year of the role will be review the model of education and learning and adapt the the ever changing need of the education systems and our communities.



Head of Education and Learning

Key Responsibilities

1. Strategic Leadership & Programme Development

- Lead the development and delivery of the Trust's Education and Youth Engagement Strategy.
- Design annual work programmes aligned with organisational priorities, national curriculum opportunities, and community needs.
- Expand and strengthen engagement pathways for schools, youth groups, and NEET audiences.
- Ensure activities contribute to wider conservation, community engagement, and organisational goals.

2. Programme Delivery & Quality Assurance

- Oversee the delivery of high-quality environmental education sessions, both on Trust sites and at external locations.
- Provide regular hands-on delivery of sessions, workshops, and community events as part of the team's programme.
- Ensure safe, inclusive, and engaging experiences for children, young people, and vulnerable participants.
- Maintain organisational compliance with safeguarding, health & safety, and risk management policies.

3. Fundraising & Income Generation

- Identify, assess and secure funding opportunities through grants, contracts, sponsorship, partnerships and commissioned activity.
- Contribute to the achievement of organisational income targets through successful bid development and partnership working.
- Ensure effective monitoring, evaluation, and reporting to funders and partners.

4. Line Management & Team Support

- Provide clear leadership and line management to a team of three staff, fostering a positive, supportive, and high-performing culture.
- Support the recruitment, training, and coordination of volunteers involved in education and youth delivery.
- Encourage professional development and reflective practice within the team.

5. Partnership Development

- Build and maintain strong relationships with schools, local authorities, community organisations, youth providers, and funders.
- Represent the Trust at relevant networks, forums, and sector groups.
- Promote collaborative working to expand the reach and impact of the Trust's youth engagement offer.

6. Senior Management Responsibilities

- Contribute to organisational strategy, planning cycles, risk reviews, and performance reporting.
- Provide expert advice on education and youth matters to the CEO, Trustees, and colleagues.
- Support cross-departmental working, especially around community engagement, conservation, and communications.

7. Organisational Safeguarding Lead

- Act as the Trust's Designated Safeguarding Lead (DSL), ensuring compliance with safeguarding legislation, guidance and organisational policy, and working closely with the CEO and Trustee Safeguarding Lead.

Head of Education and Learning

Personal Specification

Essential

- Proven experience in environmental education, outdoor learning, youth engagement, or related fields.
- Senior or team-lead experience within education, youth work, or the environmental or education sector.
- Strong ability to plan, deliver, and evaluate programmes for children and young people, including SEND or NEET groups.
- Track record of securing grant income or delivering funded projects.
- Excellent communication, partnership-building, and stakeholder management skills.
- Experience of managing budgets and resources effectively
- Ability to manage and motivate staff and volunteers.
- Commitment to safeguarding, equality, and inclusive practice.
- Willingness to regularly support hands-on delivery and work some evenings/weekends as required.

Desirable

- Relevant professional qualification (e.g., teaching, youth work, environmental education).
- Experience working with schools on curriculum-linked programmes.
- Knowledge of local environmental issues and biodiversity priorities.
- Experience in monitoring, evaluation, and reporting systems.
- Experience of strategic planning and service development.

Working Conditions

- Based at Tees Valley Wildlife Trust headquarters, with frequent travel to schools and engagement locations.
- Limited hybrid working arrangements may be available.
- Enhanced DBS check required.
- Full UK driving licence and access to a vehicle, or the ability to travel independently across the Tees Valley and wider region.



Role Description

Position Title	Head of Education & Learning
Team	Education & Learning
Remuneration	£ 42,000 pa /28 day holiday, +public hols
Hours and Term	Full time / 37.5 hours per week. Mon-Fri, 9am - 5pm*
Place of work	Based out of Margrove Heritage Centre
Reporting To	Chief Executive Officer
Key Accountability	Programme delivery, budget management, grants & funding, leadership.
Role Purpose	To provide environmental education expertise, internally and externally, leading on education and learning delivery, working with stakeholder & partners. Leading department strategy.

*The normal working hours for this role are: Monday to Friday, 9am-5pm. However, subject to requirements, occasional weekends and evenings may be required for engagement sessions, such as adult learning, or weekend youth ranger sessions.

We offer a flexible working from home arrangement of 1 day per week, for remote working.

How to Apply

Download the application form from www.teeswildlife.org and submit the completed form to info@teeswildlife.org.

Interviews will be held in person on, at the Tees Valley Wildlife Trust office.

For more information, please contact the CEO, Tom Harman at tharman@teeswildlife.org or call Tom on 01287 636382.

