Job description

Job title: Youth Officer

Team: Communities, Youth & Learning Team

Responsible to: Learning Manager (Children and Young People)

Responsible for: Young volunteers, and older volunteers who are supporting activities

Working base: Grow Wilder, 181 Frenchay Park Road, Stapleton, Bristol BS16 1EL and Avon Wildlife Trust HQ, 17 Great George Street, Bristol BS1 5QT with all Avon Wildlife Trust owned or managed sites.

Overall purpose of job

To support and empower young people from diverse backgrounds to take action for nature.

Main responsibilities

- Running an inclusive and diverse young volunteer programme and supporting the work of our Youth Leadership Group at Grow Wilder
- Planning and leading green skills workshops for school and youth groups, prioritising young people from disadvantaged backgrounds, including practical conservation, nature connection and wellbeing
- Co-lead, with our partner Action for Conservation, the delivery of planned land-based works at Grow Wilder
- Facilitating connections between young people, Avon Wildlife Trust staff and volunteers, Action for Conservation and other stakeholders, in order to progress the above
- Supporting young people, local residents and businesses, to carry out nature restoration action on site
- Working flexibly across Avon Wildlife Trust's Communities, Youth & Learning work programmes – giving advice and supporting delivery

Job specification

Management and Supervision

- This role has no line management responsibility
- The post will supervise and direct the work of young and adult volunteers, and be responsible for their safety & general wellbeing whilst volunteering with us

Accountability and Resources

- Responsible for planning, delivering and evaluating a programme of activities
- Responsible for planning, controlling and monitoring project budgets, within designated departmental budgets
- Responsible for supporting our young volunteers and ensuring they play an active part in our work

Job Impact

- Young people, including those from marginalised backgrounds, will be supported to pursue conservation-related careers, training or activism
- A strong and innovative youth programme at Grow Wilder will enhance our reputation
- Avon Wildlife Trust will better represent the views of young people in our area

Independence and Judgement

- Ability to exercise judgement and independence with agreed levels of responsibility and autonomy
- A variety of work activities, often working independently, either alone or supervising volunteers

People and Contacts

- Frequent contact with young people, youth leaders, and community stakeholders
- Ability to engage and inspire young people about ecology and conservation

Creativity and Innovation

- Create and adapt learning, training and mentoring programmes to meet participants' needs, whilst achieving curriculum or project objectives
- Innovate and collaborate with schools, young people and partner organisations to develop inspiring places for people and wildlife

Working conditions

- Most delivery work will be outside, at Grow Wilder and other green spaces
- Other work carried out from our central Bristol office,
- You may be required to work from other AWT hubs and at a range of locations around the West of England area.
- Occasional evening and weekend work as necessary (TOIL awarded)
- Optional home working by prior agreement with your line manager
- You will not be required to work outside of the UK.

Person specification

E = essential criteria. D = desirable criteria

Please note - we have robust safeguarding procedures in place. This post is subject to a satisfactory enhanced DBS (Disclosure and Barring Service) check if applicable, and we will require two workplace references.

Experience

- Working with a wide range of groups of young people from diverse backgrounds, including people with special educational needs and disabilities (E)
- Facilitating projects to enhance outdoor spaces (e.g. gardens, parks, allotments or nature reserves) (E)
- Leading nature engagement activities with groups of young people outside, such as tree planting, wildlife pond maintenance and food growing (E)
- Mentoring young people experiencing challenging circumstances (E)
- Leading or supporting youth-led decision-making or eco-cultural mapping processes (D)
- Coordinating volunteer groups (D)

Competence, knowledge and skills

- Strong knowledge of local ecology (E)
- Ability to enthuse and inspire young people about local wildlife (E)
- Talent for creating and holding inclusive and welcoming spaces, and nurturing and supporting young people to shine (E)
- Excellent engagement and group management skills (E)
- Knowledge of common neurodiversities and special educational needs, along with effective strategies for providing support (E)
- Knowledge of local organisations and networks supporting young people (D)
- Ability to work on own initiative and as an effective team member (E)
- Some land-based skills, e.g. in food growing, building eco-structures, or natural crafts (D)
- Ability to carry out risk assessments in new outdoor working environments (D)
- Hold a full driving licence (D)

Personal qualities

- Passionate about local wildlife and appreciates the value of taking action for nature (E)
- Positive, solution-focused attitude (E)
- Warm and nurturing, with a positive attitude to young people from diverse backgrounds (E)
- Well organised and practical (E)
- An interest in wildlife and nature conservation and supportive of the aims of The Wildlife Trusts (D)
- Supportive of the Avon Wildlife Trust values (E)

Our values:

- **We're determined**
  Nature is facing huge challenges, but we have the skills, tenacity, and experience to help it recover and thrive.

- **We get things done**
  Nature's recovery takes bold and decisive action. Our ability to work locally and at a landscape scale enables us to make an immediate and effective impact.

- **We're collaborative**
  Nature connects us all. We work to bring like-minded people together, co-creating solutions that help nature and people flourish.