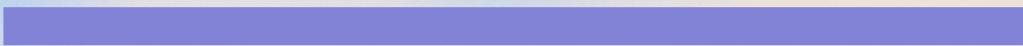




Learning and Sharing Manager





Raise money Buy land Rewild it

Everyone, together.
For wild things and all of us.



Learning and Sharing Manager - Summary

Contract	Full-time, two years
Salary	£31,040 plus NEST pension
Closing date	Midnight on Sunday 20 August
Hours	37.5 hours per week, with occasional evening and weekend work (if/when required, not as standard)
Location	Based at Heal Somerset, Lower West Farm Barn, Bindon Lane, Witham Friary, BA11 5HH. Flexible hybrid working possible, with at least one day in the office per week
Start date	Monday 16 October
Interviews	Stage 1: 6-8 September (online via Zoom) Stage 2: 11-13 September (in-person at Heal Somerset)
Probationary period	Six months



Welcome from our Acting CEO and Chair of Trustees

Hello and thank you for taking the time to find out more about Heal's exciting new Learning and Sharing Manager role.

Heal's name is its purpose: heal the land, heal nature, heal ourselves. Heal is giving land back to nature, forever. Our vision is a Heal site in every English county, rewilding 25,000 acres over time and creating multiple havens for wildlife. Heal's sites will be self-supporting, generating revenue from eco-tourism, educational courses, events and more. We want to bring hope and optimism, acting as a focus for individual and corporate involvement in nature recovery, the mitigation of climate change and people's wellbeing through access to nature. Heal was set up to enable individuals and organisations to be involved in a direct, practical way, giving not only financial support but also skills, experience, ideas and knowledge.

We are a young organisation which launched in March 2020 and we are really proud of what we have achieved so far. We have founded an organisation which gives everyone, together, a way to take practical action on the ecological and climate crises, particularly our [affordable Heal 3x3 land sponsorship scheme](#). Having acquired our first landholding in Somerset this January, which is now open to visitors, there has never been a more exciting time to join Heal.

There is a lot to celebrate and a lot of work still to do. As a small and busy team, we need an entrepreneurial self-starter with creativity, initiative and proven success in creating and delivering successful educational and commercial events.

If this sounds like you, please read on.

Good luck!

Jan Stannard





Introduction to the role

Heal Rewilding is seeking to recruit a dynamic, experienced events manager from a commercial or educational events background who understands the importance and power of education and shared learning whilst also having strong commercial instincts.

The primary focus for this role will be to explain the impact of nature-led recovery on wildlife and climate, disseminate findings from Heal Somerset to benefit future nature recovery projects and create opportunities for people passionate about climate action to gather and learn.

In addition to connecting with experts, local communities and nature lovers to find workshop and tour leaders, you will be responsible for maximising opportunities for generating vital income from these activities to help run Heal's 460-acre Somerset site. In this role, you will be responsible for creating a comprehensive calendar of events including tours, talks, workshops, conferences and other activities that align with the mission of Heal Rewilding.

The post-holder will be joining our small, friendly team on a two-year contract, which we would aim to convert to a permanent position at the end of the contract (dependent on funding).

“The organisation is made up of passionate, friendly and kind people. The event I helped at really encompassed this feeling, the general atmosphere was that of friendliness, excitement and unity. I really hope to be able to be involved in future events.”

- Heal volunteer



Roles and responsibilities

- Develop strong relationships with key experts, local partners and collaborators in the rewilding and nature recovery space to involve in our education programme
- Identify and secure speakers, facilitators and other experts to deliver tours, talks, workshops and other events. Examples could include a wildlife surveying workshop or a one-day course to share our learnings on the role of finance in nature recovery, especially natural capital
- Create a comprehensive calendar of events and identify opportunities for income generation
- Engage the corporate sector in our work, creating compelling packages for them to meet and run training at Heal Somerset
- Lead and manage the planning and delivery of all education and commercial events, ensuring they are delivered to an exceptionally high standard and that participants leave feeling inspired, well informed and wanting to come back for more
- Work collaboratively with communications colleagues to create and promote compelling promotional materials
- Work with the Head of Fundraising to identify and secure sponsorship and partnership opportunities for events and activities
- Monitor and report on participant experience and income generation, evaluating and refining activities to ensure maximum impact
- Contribute to the development and implementation of emerging strategies to drive income generation for the charity
- Carry out any other duties as may be reasonably required

Person specification

Experience	Essential	Desired
3 years' experience in, or evidence of delivering at an exceptional level, in a similar role, with a track record of creating and delivering successful educational and commercial events	✓	
Strong commercial acumen and the ability to identify opportunities that boost learning and engagement and leave people feeling inspired	✓	
Experience in event management, ideally in the rewilding and nature recovery sector	✓	
Excellent project management skills with a proven ability to deliver high-quality events on time and within budget	✓	
Experience in prioritising competing demands and workloads	✓	
Solid understanding of the commercial environment		✓

Skills	Essential	Desired
Excellent communication skills and the ability to build relationships with a range of stakeholders	✓	
Excellent project management skills with a proven ability to deliver high-quality events on time and within budget	✓	
Excellent IT skills, ability to gather information and report meaningful outputs	✓	
Excellent written and verbal communication skills with the ability to present recommendations to senior stakeholders	✓	
Strong organisational skills with an eye for detail	✓	

Knowledge	Essential	Desired
A passion for rewilding and nature recovery	✓	
A keen interest in, and willingness to learn about, wildlife and habitats		✓
Basic knowledge of climate change and its impacts		✓
Basic appreciation of the positive impact nature has on human wellbeing		✓

Aptitude	Essential	Desired
Ability to work effectively in a small team and a start-up environment	✓	
An entrepreneurial, self-sufficient self-starter with energy, positivity, initiative and confidence	✓	
Creative with highly developed problem-solving skills	✓	
Motivated by working in a target-driven environment and as part of a team	✓	
Willingness to work flexible hours (occasionally, if needed)	✓	
Collaborative and friendly team member	✓	

Values and alignment	Essential	Desired
Strong belief in, and enthusiasm for, Heal's vision and mission	✓	
Prepared to work in line with Heal's values	✓	
A willingness and ability to be fully aligned with, and be an advocate for, Heal's objectives across all areas of work	✓	
An attitude of openness and respect for people who hold different perspectives	✓	
Strong support for equity, diversity, inclusion and accessibility	✓	

Legal requirements	Essential	Desired
The right to work in the UK	✓	

Equity, diversity and inclusivity

We are committed to fostering an inclusive culture and to ensuring that our team - including staff, trustees, volunteers and supporters - is diverse and representative of wider society.

We particularly encourage applications from people from groups which are currently underrepresented in the environmental sector, notably:

- People from ethnic minority backgrounds
- People with disabilities
- People from low-socioeconomic backgrounds





References

Any offer of employment will be subject to the receipt of two satisfactory, written references.

DBS check

You must tell us about any unspent criminal convictions when applying for this job and undertake an enhanced Disclosure and Barring Service ('DBS') check if appointed (and at least annually thereafter). Having a criminal record will not necessarily bar you from working with us, but we will consider the nature of any disclosed convictions and their relevance to the job and Heal. If you don't disclose information relating to unspent convictions, we'll withdraw any offer of employment that we may subsequently make or terminate your employment.

Holiday

25 days per year based on full-time working, plus your birthday, Bank Holidays and the Christmas/New Year period. Heal's holiday year runs from January to December and the holiday allowance cannot be rolled over, as time off is important for wellbeing. If you are successful, we will try to honour any existing booked/paid for holiday arrangements.

Hours

This role is 37.5 hours per week, with flexibility to work some evenings and weekends (occasional/as needed - not standard). We try to accommodate people's different needs by offering flexible working. Our core hours are 10am-3pm.

Location

The post-holder will be based at our office (which is located at Heal Somerset, Lower West Farm Barn, BA11 5HH). There is flexibility for hybrid working (ideally, the post-holder would work in the office at least once a week).



How to apply

If you meet our essential criteria and would like to apply to join our team as our new Learning and Sharing Manager, you'll need to follow these steps:

1: Read the application guidance

Before you begin preparing your application, read the application guidance on page 8 of this document to understand how to anonymise your application (and why this is important to us).

2: Prepare your CV

All applicants are asked to provide an anonymised copy of their CV.

3: Prepare your cover letter

All applicants are asked to provide a one-page cover letter (one side of A4) which answers the below three questions:

1. Why are you interested in working for Heal?
2. What is your experience in delivering educational and/or commercial events?
3. What skills, experiences and personal attributes make you a good fit for this role?

4: Submit your documents via the application form

To apply, submit your CV and cover letter via our application form:

www.healrewilding.org.uk/jobs/lsm



Application Guidance



Name-blind (anonymous) recruitment

All recruitment at Heal follows a name-blind application process - the purpose of this is to reduce the impact of unconscious bias. This is an important part of our commitment to equity, diversity and inclusivity.

All applicants are required to anonymise their application, using a random six-digit ID as an identifier instead of their name. To comply with this process, applicants must:

1: Generate a six-digit ID

Choose a random, six-digit ID to use as an identifier (avoid obvious combinations like '123456').

2: Anonymise your CV

Before submitting your CV via the application form, ensure:

- The document does not contain your name, home address or email address
- The file name contains your six-digit ID and not your name e.g. '872129 CV.pdf'

3: Anonymise your cover letter

Before submitting your cover letter via the application form, ensure:

- The document does not contain your name, home address or email address
- The file name contains your six-digit ID and not your name e.g. '872129 cover letter.pdf'

Any applicants who fail to comply with the name-blind process will be immediately rejected.



Monitoring: equity, diversity & inclusivity

In section 6 of the online application form, we ask all applicants to provide information about their age, gender, ethnicity, sexual orientation and disability.

The sole purpose of this data collection is to enable us to monitor the diversity of candidates applying to Heal. Our team will not see this data until the recruitment process is complete and the role has been filled, at which point we will use the data to inform and improve our EDI strategy.

All applicants are welcome to select the 'prefer not to say' option if they would rather not provide this data.

Thank you

Thank you for your interest in joining the Heal team on its mission to rewild land across England.

Good luck!

