

Outdoor Youth Worker

Accountable to:	Outdoor Education and Experience Manager
Responsible for:	Young people, youth groups, family groups, events and volunteers
Hours:	Guaranteed weekly 29 hours, with annual average of 33+

Role Summary:

This role will be focused on working with vulnerable young people, as part of our alternative curriculum provision, Branching Out - the Fordhall Youth Project. You will utilise nature and our landscape to improve social skills, reduce feelings of isolation, improve mental wellbeing and self-belief of our young people, whilst providing a lasting change in their environmental awareness and approach to life. These weekly sessions are held outdoors and operate throughout the school year.

The role includes responsibility for delivering school visits throughout the term as well as running events for children and families during the holidays and occasional weekends. You will work closely with our Youth and Volunteer Conservation Lead, assisting them with development of our Countryside Worker Apprentices and Conservation Management Plan. You will also support our Adult Volunteers and NEET individuals, who join us every Friday, working towards conservation projects, site maintenance and events.

This role will require the individual to complete some admin work, helping towards project impact reporting/funding outcome monitoring.

This is an outdoor role, for an enthusiastic deliverer, who loves nature and has a caring and empathic person-centered approach to their work.

Success will be seen in the memories you create, the lives you change, and the natural landscape you enhance.

Background:

As England's first community-owned farm, Fordhall has always been a dynamic and innovative organisation. We are forward thinking, environmentally conscious and with over 8,000 community shareholders, we are definitely community-focussed. Whilst the organic farmland is leased to a tenant farmer (Ben Hollins), as a community body and landlord, we utilise the same land for the benefit of our community. Working collaboratively and holistically is at our core.

In 2025, Fordhall Farm won the Gold Fork Award for Sustainability and a critical part of this was the holistic approach we have to farm management, and the opportunities we offer our local community.

We believe that by restoring connections between hearts, minds and the soil, we will encourage and create meaningful change which helps to build health and resilience within people and planet. We run many projects at Fordhall that support our mission and this role sits at the core of many of these. These include a youth project working with vulnerable young people, volunteer opportunities, community events, free community access to the farm through managed farm trails, and a care farm, which supports adults with learning disabilities.

For more background on how Fordhall became community-owned, or for additional information on the many projects we run at Fordhall, please see www.fordhallfarm.com

Objectives of the role

1. To use the natural environment at Fordhall Farm to support young, vulnerable people at risk from being excluded from school, to re-engage with education and support them into the workplace/further education by inspiring them and building their self-belief.
2. To deliver educational/experience events for our local community and schools, including day and residential visits, or events through the school holidays. Your objective is to create memorable, enjoyable and informative experiences within nature, that lead to a greater connection to our natural and farmed landscape.
3. To support the Youth and Volunteer Conservation Lead to deliver the conservation volunteer and apprentice programme. Through the delivery of conservation and site maintenance activities Thursdays, Fridays and on periodic Volunteer weekends. You will guide, inspire and enthuse those you work with, whilst adding value to the site through the work completed. By the nature of the experiences you offer, you will engage hearts and minds, encouraging those involved to progress through the Fordhall engagement journey.
4. To write/ contribute to impact reports for Youth Project, and educational events, as well as compiling information required for funding outcome monitoring.

Further information: www.fordhallfarm.com

To read more on our alternative curriculum provision through our Youth Project [click here](#)

To read more on our volunteer offer [click here](#)

To read more on Fordhall and our values [click here](#)

Contractual notes:

Pay: starting £13.22/hour

Holidays: 5.6 weeks per year, further holiday is accrued for staff following 5-years continual service.

Sick Pay: Sickness pay is in place and is activated following six months' continual service.

Pension: The FCLI has a pension policy in place. Details of this will be sent to you with your payroll.

Other: Discounted lunches are provided from Arthur's Farm Kitchen, together with staff discount in the Farm Shop.

Hours and weekend work:

Contracted minimum 29 hours/week

Monday – 09:00 to 15:30

Tuesday - Required during the busy period March - August

Wednesday – 09:00 to 15:30

Thursday - 9:00 to 16:30

Friday – 09:00 to 16:30

This is a new role funded by the Big Lottery. As such, the hours will be reviewed 3 months into the role, at which point we reserve the right to adjust them based on the demand we see. That being said, the base hours of 29 hours per week, will remain secure and form the base of your permanent contract.

Evening hours maybe required to support residential bookings. These together with weekend hours will be discussed with you in advance. Tuesday delivery will be based upon demand from schools and Home Education groups. We are happy to work with you to generate other plans for income-generating activity that will provide you with more hours.

It is a requirement of your contract that you do a number of weekends and Tuesdays to support the team during busy periods. There will also be occasions when we ask you to stay later to attend a staff meeting or a check-in with your manager. You will be given suitable notice of these.

It is likely that your week will be split as follows:

Monday – Youth Project - Alternative curriculum delivery on our youth project ages 11+ ‘Engage and Enthuse’

Tuesday – Family events during school holidays, farm tours and day visits for schools or Home Ed groups term-time, supporting residential.

Wednesday – Youth Project - Alternative curriculum delivery on our youth project ages 11+ ‘Engage and Enthuse’

Thursday – Youth Project + (age 13+) & Conservation delivery with vulnerable young people ‘Skills and Growth’ – Led by our Youth and Conservation Volunteering Lead.

Friday – Assisting the Youth and Conservation Volunteering Lead – with delivery of our Farm Friday volunteers, with up to three NEETs and up to 10 regular local volunteers, our ‘Nurture’ sessions.

Weekends – minimum of 6 days required per year to support on-site events, to deliver family/youth sessions or to support Volunteer Weekends.

Outdoor Youth Worker – further detail

Key tasks and results expected

Youth Provision and events

- Assess the needs of young people each day, continually amending your approach and using strategies to match their needs.
- Act as an advocate and mentor for young people and volunteers, developing their confidence, own interests and passions.
- Young people you work with each achieve 4 or more AQA certificates per academic year showing evidence of improved practical skills and independence
- Improved confidence, self-belief and independence improvements evidenced, which leads to progression within school or post education
- To instill an understanding of healthy cooking and good food by supporting daily cooking activities
- Create an appreciation for nature and all living things through fun and engaging activities.
- Adhere to site risk assessments for activities, including the completion of daily dynamic risk assessments and regular use of the risk operational management and safety procedures. To ensure all young people are working in a safe manner and in a safe working environment.
- Maintain an up-to-date knowledge of safeguarding, health & safety and relevant Shropshire council, school policies or other linked organisational policies.
- Work with parents and referral organisations (e.g. schools and children's homes) providing daily personal profiles to ensure progress of individuals is accurately recorded and shared.
- Regularly and accurately record the progress and contribution of young people and volunteers to support Fordhall's strategic aims.
- Plan and deliver youth/family events during school holidays both midweek and on up to six weekends per year (12 days).
- Support the team with the delivery of school educational visits, this may include delivery yourself or covering others on the team so that they may assist with delivery.
- High quality reputation and positive feedback from our school educational sessions is maintained.
- Demand for delivery grows due to the quality and range of packages offered
- Increase footfall of new customers to Fordhall and to deepen engagement with existing customers through the events you deliver.

Conservation delivery

- Support young people to engage with more comprehensive conservation tasks onsite. Helping to develop their tool use, conservation knowledge and skills.
- To assist weekly Farm Fridays for groups of adults and NEETs supporting side wide maintenance tasks, conservation work and other practical support to projects onsite.
- To assist on planning, preparations and set up of several seasonal farm trails per year.
- To support and help maintain site maintenance for the Fordhall Community Land Initiative work and delivery spaces, including general DIY tasks.

Other

- As an organisation with a wide delivery package, we require our staff to be adaptable and to support other teams when requested. This could mean you are asked to cover sessions on the care farm, support school or residential delivery or something else. We reserve the right to amend your role at times to support this. Where overtime is accrued in pre-agreement with your manager, this will be paid in addition to your standard hours.

- Evaluation is a key aspect of Fordhall's work. This ensures we are continually learning and improving. It is also vital to ensure we are demonstrating the impact of the work that we do. We expect you to be actively involved with this process, as well as instrumental in assisting us in gathering data to best demonstrate our impact to our members and community.
- To be aware of the organisations Employee Policies. Most importantly, and not limited to, you need to ensure you regularly remind yourself of the organisations policies on Health and Safety, Mental Health and Well-Being, Environmental Impact, Community Engagement, and Data Protection.
- As a key member of our team, you will participate in team meetings and regular reviews and catch-ups with your manager, including an annual Staff and Board Planning day, usually held on a Monday.
- To undertake training courses as needed.
- To work in a way that is aligned with the organisations values (attached to your contract) and furthers the Strategic Aims and annual strategy of the Fordhall Community Land Initiative.
- To fulfil any other role that the organisation sees fit or is required to enable it to achieve its aims and objectives for the benefit of the community.
- To work with the organisation to develop your role around your strengths and attributes, ensuring your job description and the work we request of you best reflects what you can offer.