

Job Description



Job Title:	Project Officer	Job Level:	1B	Job Ref:	TBC
Directorate:	UK Operations	Region:		TBC	
Reports to:	Health and Wellbeing Team Leader	Directly Responsible for:		Whittling and Food Growing Green Gym Volunteer Officers and Key Volunteers	
Location:	Hollybush Conservation Centre				

Department Purpose

- TCV's Operations Team connects people together to protect and restore nature, delivering lasting benefits for both.

Role Overview

A Project Officer is responsible for operational delivery of a programme of TCV projects, requiring good organisational and people skills, and relevant knowledge and experience. This team focuses on supporting physical and mental health through volunteering activities and participation in group activity in an outdoor setting. In this role you will:

- Support the delivery of projects that improve people's health and wellbeing through nature connection.
- Develop and maintaining the gardens at Hollybush Conservation Centre to benefit nature
- Support volunteers to develop conservation and green skills.
- Deliver two in-person group sessions per week: a Whittling Group on a Tuesday and the Food Growing Green Gym on a Wednesday morning. Each group has a second member of staff and the support of Volunteer Officers and Key Volunteers.
- There is scope for the role to include support on the delivery of other sessions delivered by the Health and Wellbeing team, either within the listed hours, or with the option of opting to work additional hours in weeks where this is available.)
- Work with diverse groups, often people with complex support needs, including those relating to physical health and complex mental illness, learning disabilities, physical disabilities and neurodivergent people.
- Support the practical delivery of the whittling and food growing activity, maintaining tools and work areas, risk assessing activities and completing administrative tasks relating to delivering a safe and welcoming session.
- Work alongside a Senior Project Officer who will lead on volunteer wellbeing and be required to act in a supporting role for situations such as safeguarding, mental health support or health and safety related incidents. You should expect for these situations, which can be challenging, to be part of the role. If an incident does occur, support is available within the team, from the Team Leader and via the TCV Employee support package.
- Communicate with partners from the health and charity sector, including social prescribers. The Project Officer will be involved in processing referrals to our service and communicating with support organisations on an ongoing basis.
- Be responsible for day-to-day planning of the activities in the Whittling and Food Growing Green Gym groups. This will include creating a planting plan for the vegetable growing areas in line with the requirements of the team, and the maintenance and development of our growing spaces, including orchards, compost and developing forest garden, and identifying projects for the Whittling Group to create for the benefit of the wider Hollybush site and projects.
- Be confident in: leading group activity, including groups with diverse support needs; supporting volunteers in safe tool use; maintaining professional boundaries and challenging behaviour that does not align with TCV expectations.
- Planning the growing areas used by the group, in discussion with the wider team. Experience in organic food growing, or an ability to demonstrate a commitment to learning, would be ideal. For example, a Permaculture Design Course, RHS Horticulture qualification, or demonstrable practical experience.
- Be experienced in bushcraft or other natural craft and ideally whittling. Training and support will be available to develop these specific practical skills relating to the role.
- Understand how to safely deliver activities to support improvements to mental health.
- Promote accessibility in our work, including planning and developing the growing areas to be physically accessible, and to consider all forms of accessibility. The role will be responsible for ensuring that this is also considered when storing resources. The Project Officer will work with the team to develop our tools, resources and storage to be accessible for staff and volunteers, including some basic woodworking.

- Be responsible for identifying the resources needed to deliver these sessions and maintain the spaces that they use and work with the Senior Project Officer on the project, the Team Leader and Hub Manager to source what is required, including some purchasing via our requisitions system.
- Support in the induction and management of volunteers on the projects you deliver including adhering to the relevant TCV systems and record keeping.
- Support the wider work of Hollybush Conservation Centre and The Conservation Volunteers. There may be some required work outside core hours, such as weekend or evening events or funder obligations. These will be communicated in advance and hours either accrued as Time Off In Lieu or as additional paid hours.
- Be based in the gardens of Hollybush Conservation Centre in Kirkstall, Leeds. There may be occasional travel off site for events and outreach activities. If you have any questions relating to this role, including around accessibility, please contact us to discuss them with the Team Leader.

This is a rewarding role, working on projects that have a very real impact on people's health and wellbeing. The project will be delivered as part of our grant funded work, with support from the National Lottery, Forum Central and Leeds Community Foundation.

Key Role Responsibilities

Resource Management and Financial Responsibilities

Project – the Project Officer:

- Is responsible for the successful, safe delivery of the whittling group and the food growing Green Gym.
- Will not have formal budgetary responsibility but is expected to support TCV's financial position through careful cost management of projects, ensuring work is carried out in an effective and efficient manner.
- Has no formal requirement for income generation responsibility in this role but will be expected to alert line management to potential new local opportunities identified. This may include providing support with funding bids/taking forward income generating ideas at a local level.
- It is expected that you deliver projects to a high standard, contribute ideas based on your experience and be a good ambassador for TCV – all of which contribute positively to the charity's income.
- You are required to report and/or address issues arising as appropriate in line with the guidance provided.

People – the Project Officer:

- Will lead and coordinate the work of volunteers and may manage Volunteer Officers and Key Volunteers.
- May be required to co-ordinate the workload of Sessional staff to ensure project objectives are met.

Property – the Project Officer:

- You will be responsible for the safe use and ongoing maintenance of a broad range of tools, equipment and materials relevant to the project being delivered. This is likely to include IT equipment, vehicles, premises, PPE and uniforms.

Working Relationships and Communication	
<p>You will:</p> <ul style="list-style-type: none"> • Provide volunteers with support, guidance and on the job training to for the projects on which you are working. • Manage Volunteer Officers and Key Volunteers, where appropriate including the provision and/or arrangement of relevant training to best meet TCV and project requirements. • Work collaboratively with colleagues across your TCV team and wider functions. • You will support TCV's Volunteer Programme through identifying opportunities for volunteers, supporting recruitment and providing a high-quality volunteering experience for people working with you on your assigned project to make sure they have a positive experience through their involvement with TCV. 	<p>You will:</p> <ul style="list-style-type: none"> • Have regular interactions with a range of other people and groups depending on the nature of your project. This might include the general public, partners, funders, suppliers, and contractors. • Promote the work of TCV and your project with the local community to ensure relevant engagement and continuity of the programme of work. • Represent TCV at community or partner meetings and public events relating to your project, sharing relevant information and ensuring project objectives are met.
Autonomy, Complexity and Risk	
<ul style="list-style-type: none"> • You will work within TCV's established policies and procedures, applying these to best meet particular project requirements. • You are expected to escalate issues to your line manager where changes need to be made, or decisions taken which are outside of policy, or might have broader or longer-term impact beyond your project. • You are responsible for adhering to risk assessments, safety, and safeguarding in line with the relevant policy for your project. • You are also responsible for ensuring that all project objectives are met, including funder-related requirements, with the support of your leader. 	
Planning and Reporting	
<ul style="list-style-type: none"> • You are responsible for planning and implementing project delivery to meet the agreed objectives and deadlines for your assigned project. • This includes the collection and provision of timely and accurate information about the project to be used for internal and external reporting. • As well as completing task reports, this might include the production of surveys, quotes, and photos. • You will need to use TCV data systems to record information about all aspects of the project, including volunteers, to enable the success of your project to be monitored. 	
Additional Responsibilities	
<ul style="list-style-type: none"> • Your focus is on delivery of your project, but you might be asked by your line manager to carry out some other activities as appropriate to the level and nature of your post. • Additional activity might involve contributing to support the smooth running of TCV's operational delivery in line with overall local, regional and TCV wide strategy and plans. • You are required to adhere to TCV policies and procedures, including Health and Safety, GDPR, and Safeguarding at all times. 	
TCV Values and Behavioural Framework	
<p>Our Values:</p> <ul style="list-style-type: none"> • Make stuff better. • Make a positive environmental impact. • Crack on and muck in. • Make a difference. • Be the best that we can be. 	<p>How we demonstrate our values through our day-to-day work is outlined in our supporting behavioural framework. This framework forms part of our annual performance and development review (APDR) process</p>
Regulatory Requirements (delete as applicable)	
<p>Criminal Record Check and Self Disclosure Enhanced Children and Adult</p>	<ul style="list-style-type: none"> • Full UK Driving Licence - car and small van desirable but not essential
	<ul style="list-style-type: none"> • First Aid at Work Certificate - (or willingness to do the training)

Person Specification

	Essential	Desirable
Education / Qualifications		
A good general standard of education, typically including GCSEs passes in English and Maths or equivalent or equivalent relevant experience.	X	
NVQ Level 3 or equivalent qualification or equivalent relevant experience.		X
Any additional qualification of particular relevance to local project delivery.		X
Experience		
Experience and/or a keen interest in TCV's core objectives of conservation and/or health & wellbeing.	X	
Working with volunteers, ideally in a coordination capacity.		X
Prior experience in a similar role.		X
Planning and implementing practical projects or services.	X	
Previous experience in a relevant not-for-profit / funded organisation.		X
Knowledge, Skills and Abilities		
Ability to plan and coordinate the work of others to ensure project objectives are met.	X	
Ability to oversee the safe use of a range of project-related tools and equipment.	X	
Ability to effectively follow, and support others in following, policies and procedures.	X	
Ability to collect a range of relevant information for project reporting and monitoring using IT and other relevant systems.	X	
Personal Characteristics		
An effective communicator - including supporting and advising a team of volunteers.	X	
An organised approach.	X	
A keen interest in the objectives of TCV and our overall objectives.	X	