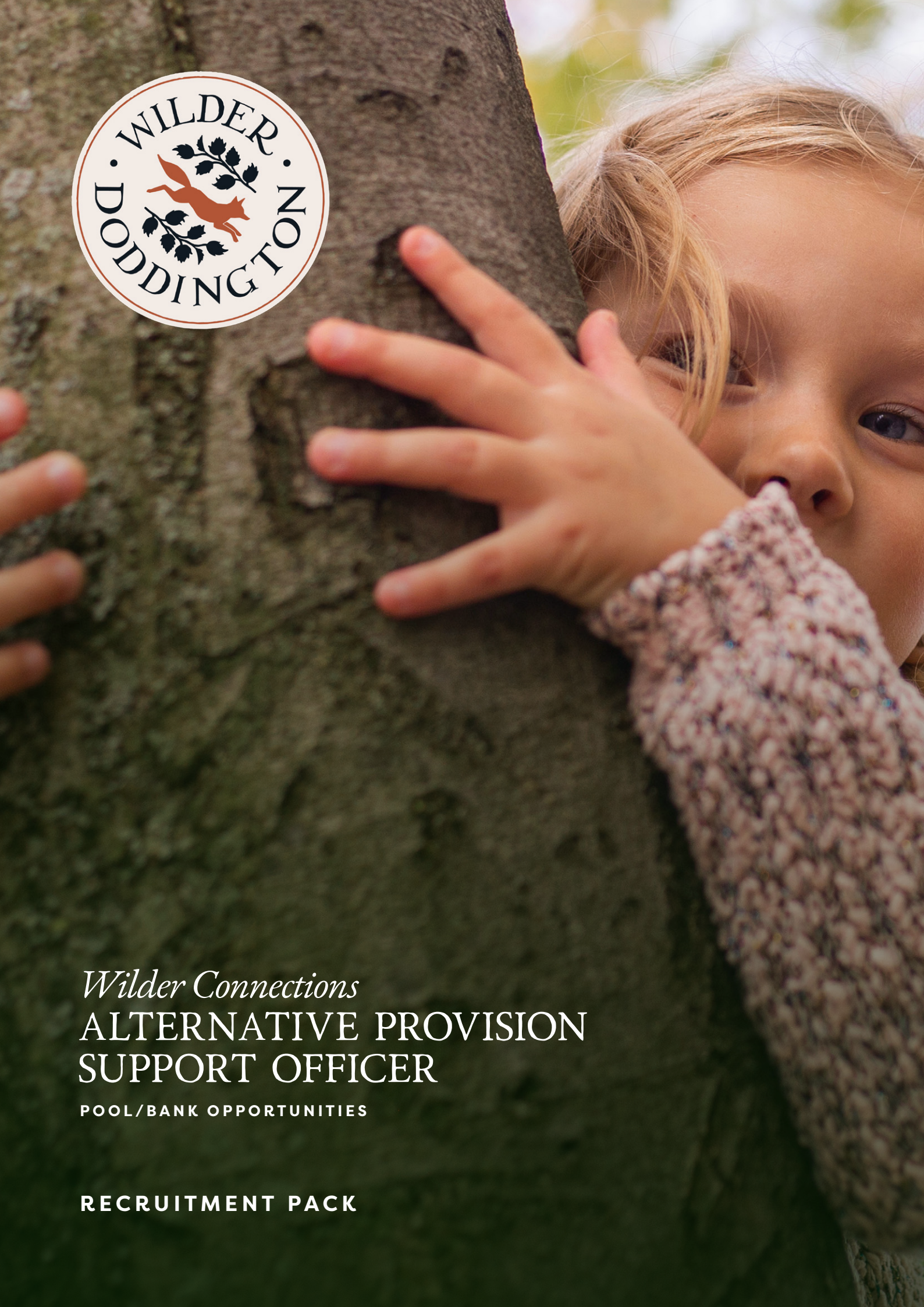


Wilder Connections

ALTERNATIVE PROVISION SUPPORT OFFICER

POOL/BANK OPPORTUNITIES

RECRUITMENT PACK

WILDER DODDINGTON

Wilder Connections
ALTERNATIVE PROVISION SUPPORT OFFICER

POOL/BANK OPPORTUNITIES | FLEXIBLE, TERM-TIME WORK

Inspire the next generation to connect with nature

POST:	Wilder Connections - Alternative Provision Support Officer (Pool/Bank Staff)
CONTRACT:	Casual (bank) worker agreement
HOURS:	Flexible (dependent on need)
REMUNERATION:	£115–£130 per day (subject to experience and qualifications) plus holiday pay
RESPONSIBLE TO:	Education Delivery Lead (EDL)
LOCATION:	Doddington Estate, Doddington, Lincoln, LN6 4RU
CLOSING DATE:	Friday 11 December 2026, 9am *Closing date subject to interest. We reserve the right to close this post early. Applications will be reviewed and interviews scheduled on receipt.*

WILDER DODDINGTON

Wilder Doddington is a 400-year nature recovery vision across 770 hectares (1,900 acres) of the historic Doddington Estate. Through rewilding, education and community engagement, we are restoring natural processes and helping people reconnect with nature.

WILDER CONNECTIONS

Launched in 2024 by Doddington Hall Conservation Charity, Wilder Connections aims to maximise the opportunities presented by Wilder Doddington, connecting people with nature and inspiring people-powered nature recovery.

Funded by The National Lottery Heritage Fund, with additional support from Doddington Farms LLP, Anglian Water and The Linbury Trust, the programme supports nature-based learning and engagement, including Wilder Horizons, our Alternative Provision programme.

WILDER HORIZONS

Wilder Horizons is our Alternative Provision programme at Wilder Doddington, supporting young people who face barriers to mainstream education. Through tailored, nature-based learning, delivered individually or in small groups, the programme aims to build confidence, resilience and connection with the natural world.



DODDINGTON HALL CONSERVATION CHARITY

Made possible with Heritage Fund

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THE LINBURY TRUST

ROLE OVERVIEW

Wilder Doddington is seeking to recruit individuals to join our pool of delivery staff to support the delivery of Alternative Provision in an outdoor setting, based at Wilder Doddington through the Wilder Horizons programme. This role will deliver engaging outdoor learning opportunities to students who face barriers to mainstream education, may be in alternative provision, be at risk of exclusion from mainstream education or would benefit from learning outside the classroom.

Working with the Alternative Provision Delivery Officer (APDO), you will develop and deliver outdoor education experiences that will engage students with learning, create a connection to nature and foster personal development. Additionally, you will enable students to identify career opportunities whilst developing life skills, resilience and independence, ready for the next stage of their education or career path.

Successful applicants will be offered delivery sessions that will vary depending upon the number of Alternative Provision placements and relevant ratios. Additional sessions may be offered to cover holidays and sickness. It will not always be possible to accurately determine demand, but regular notice of available work will be provided and, in the event of cancellation, advance notice will be given or alternative work offered commensurate with this role.

This role is required to meet the increasing demand for Wilder Doddington's Alternative Provision. Sessions are therefore expected to be offered predominantly during term time, with a regular day or days for a block of time, e.g. every Tuesday for six weeks, to provide consistency of support for the students within our setting. A standard day is from 8am to 4pm, including set-up and close-down. There may be additional ad hoc days to cover school groups, annual leave, etc., which will be offered in the same format.

Please note that this role is subject to an enhanced DBS check, including a children's barred list check. Appointment is conditional on completing safeguarding and other relevant training.

Wilder Team

This role sits within the Wilder Doddington team. From rewilding and natural capital projects to education, community engagement and volunteering, each member of the Wilder Doddington team plays a key role in shaping long-term nature recovery. Four of the team are focused on learning delivery to schools, alternative provision groups and the community.



ROLE DESCRIPTION

The Alternative Provision Support Officer (APSO) will formally report to the Education Delivery Lead. The current Alternative Provision Delivery Officer (APDO) and/or Education Delivery Officer (EDO) will lead in the planning of sessions and coordination of delivery, reflection and feedback, to which this role is expected to contribute.

The four principal roles of the APSO are:

1. Delivery of outdoor learning sessions for alternative provision students/groups which are engaging, inspiring and based on trauma-informed practice principles.

- The APSO will expand and develop existing delivery plans using their previous experience and knowledge, responding to individuals' needs.
- Sessions will need to integrate the National Curriculum as appropriate, but will also incorporate wider life skills through activities such as bushcraft, building shelters, etc.
- Group numbers are anticipated to be small (up to six students), with appropriate staff-to-student ratios.

2. Support students to develop confidence, resilience and independence.

- We believe combining the natural resources of Wilder Doddington with a first-class delivery team will have a significant beneficial impact on all our visitors, young and old and of all abilities.
- For alternative provision students, this is an opportunity to reassess priorities and potentially re-engage with mainstream education.

3. Develop relationships with schools to support the delivery of the Wilder Horizons programme, including reporting and feedback to schools and parents.

4. Ensure all activities and learning experiences are delivered to the highest standards with appropriate risk and safeguarding assessments.

- All visits to Wilder Doddington have appropriate risk and safeguarding assessments undertaken. For alternative provision students, there will be additional risks which will be addressed, with suitable additional support and safeguarding put in place.
- Relevant training will also be considered depending on the needs of the appointed APSO.
- Maintain accurate records and contribute to reports and evaluation.
- Produce and prepare high-quality delivery resources.

Broader Duties and Responsibilities

- Support the Wilder Delivery Team by identifying and creating nature-based activities and experiences that will support engagement.
- Represent and be an ambassador for the Doddington Hall Conservation Charity and Wilder Doddington; work to support their mission, vision and values
- Be part of the delivery team for school learning sessions, as required.
- There may be opportunities to deliver evening sessions or attend meetings, which will be paid.



PERSON SPECIFICATION

E = Essential criteria | D = Desirable criteria

Experience

- Fieldwork / teaching and learning activities outdoors (E)
- Ability to build positive relationships with students (E)
- Patient and adaptable teaching style (E)
- A creative approach to teaching and learning (E)
- Production and preparation of teaching resources (E)
- Experience of working with students with additional needs/SEMH (E)
- Experience of designing and delivering outdoor nature-based activities (E)
- Understanding of safeguarding and child protection policies (E)
- Delivery of Forest School / nature-connectedness activities for young learners (D)
- Ability to work independently and as part of the Wilder team (E)
- Knowledge of trauma-informed teaching and restorative approaches to education (D)
- Delivering community engagement activities (D)

Skills & Abilities

- Good verbal and written communication skills (E)
- Computer literate, including a good working knowledge of Microsoft Office (E)
- Ability to communicate comfortably with a diverse range of people (E)
- Professional, friendly and confident manner (E)
- Strong organisation and prioritisation skills (E)
- The ability to deal with situations sensitively (E)
- Knowledge of the National Curriculum (D)
- Passion for enthusing young people about the natural world (E)
- Basic understanding of ecology, species identification and natural history (E)
- Experience of undertaking risk assessments (D)



Education, Training & Qualifications

- Full, valid UK driving licence (E)
- Educated to degree level (D)
- Equality, diversity and inclusion (D)
- Data protection (D)
- Full D1 entitlement with minibus driving experience / certification (D)
- Relevant teaching qualification or similar (D)
- First Aid qualification (D)

Personal Attributes

- Flexible and adaptable to changing circumstances (E)
- Ability to work collaboratively as part of a team (E)
- Physically able to work outdoors in woodland and on uneven ground for the majority of the day, including carrying equipment and resources which are sometimes heavy (E)
- Resilience: ability to work outdoors in all weathers and motivate others to do so (E)
- Commitment to equality, diversity and inclusion (E)
- Willingness to learn and undertake professional development (E)

COMMITMENT TO SAFEGUARDING

Doddington Hall Conservation Charity is committed to safeguarding and promoting the welfare of children and adults and expects all staff to share this commitment. Our recruitment process aims to create and maintain a safe workforce and contains robust vetting procedures.

The successful applicant will be appointed subject to references and an enhanced DBS check, including a children's barred list check (this is a regulated activity position).

The successful candidate will be subject to a rigorous safer recruitment process and must adhere to a strict code of conduct regarding behaviour. Shortlisted candidates will be subject to online searches as relevant to the role, as defined by KCSIE 2026. References will be taken and verified before commencement of the role.

HOW TO APPLY

Please complete the online application form or, if you prefer, download an application form and return by email rosie@doddingtonhall.com. We cannot accept CVs.

Closing Date:
Friday 11 December 2026, 9am

Applications will be reviewed and interviews scheduled as they are received. We reserve the right to close applications early.

If you have any questions about this role or the application process, please contact Rosie Molton, Education Delivery Lead, on 01522 243399 or email rosie@doddingtonhall.com.

Online Application Form

Download Word Form

DODDINGTONHALL.COM/WILDER/LEARNING

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