



Bertha  
Earth

Candidate Information Pack

# Schools Programme Facilitator

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Individually we are  
one drop,  
together we are  
an ocean.

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RYUNOSUKE SATORO

## About Us

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Bertha Earth is an exciting new youth-centred environmental organisation committed to co-creating a world where every child inherits a healthy, thriving planet.

Through our programmes, people and storytelling platform our mission is to grow a diverse network of young environmental leaders, storytellers and changemakers who reignite a great love for our planet.

## Our Goal

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By 2030, we aspire to have funded, trained and supported at least 10,000 Bertha Earth Ambassadors, to be working with schools across the country and to be training even more teachers every summer on our teacher training retreat so they can independently deliver the programme in their schools.

Our ambition is also to have opened our own bespoke residential nature retreat space for young people, enabling us to deliver weekly immersive environmental leadership retreats to our committed and most engaged Ambassadors.



## Our 'BE' values

As a team at Bertha Earth, we share a passion for creating a sustainable future for our planet.

We've identified our core values, which guide the way we work, behave, and reflect as a team.

We invite you to join us and contribute to these values, living them as we work together to make a positive impact on the environment and empower young people to become environmental leaders.

### BE your AUTHENTIC Self

We take time to know ourselves and reflect; We bring our best selves; We are honest with ourselves and others

### BE KIND

We seek to understand; We support ourselves and others; We create a supportive environment

### BE ACCOUNTABLE

We show up, present and engaged; We walk our talk and do what we say we will do; We own our role and responsibilities

### BE BOLD and Push Boundaries

We are open and curious; We are courageous; We fail forwards - and are okay with making mistakes

### BE INCLUSIVE

We constantly strive to build an inclusive environment; We seek and welcome diversity; I matter, you matter



# The 3 Core Pillars of Bertha Earth:

## BE Stories

An online storytelling space driven by our young people, partners and team to inspire, amplify and educate our community and beyond, in a way that moves people to take action and respond to what is happening environmentally.

## BE Ambassadors

A diverse network of young environmental leaders, storytellers and change makers who are committed to protecting, nurturing and celebrating our planet.

## BE Schools

A network of engaged and passionate teachers, championing, growing and eventually delivering the BE ambassadors programme in their school and community.



## Our commitments

As an organisation, we are consistently working to achieve equality of opportunity in all employment policies and practices, eliminate all forms of discrimination and are committed to upholding excellent employment practices.

We strive to ensure all members of the Bertha Earth team feel respected, valued, and able to achieve their potential regardless of age, disability, race, gender reassignment, pregnancy and maternity, religion or belief/ non-belief, sex, sexual orientation, marriage and civil partnership, or membership/non-membership of a trade union.

We are also committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults and expect all staff and postholders to share this commitment.

Everyone in our team has different skills, ideas and experiences. Bringing together diverse voices and experiences not only benefits our team but, we believe, also allows us to create an inclusive environment that's great to work in.

We welcome applications from everyone who meets the role criteria, and strongly encourage individuals to apply who have a disability, impairment or health condition or identify as a member of a minority ethnic group within the UK.



# The Role

## Background

We are hiring engaging, passionate and experienced part-time and freelance facilitators to join a growing team delivering our programme for over 400 young people across sixteen schools.

You will have the opportunity to collaborate with some wonderful teachers and our ace team of facilitators on the delivery of our school programmes, all of which centre around the environment, storytelling, self-care, self-awareness and social action.

## Details of the role

We welcome applications from people interested in working either freelance (between one and three days per week during the workshop period) or employed (part-time and full-time).

This role will commence in September 2024; however, an October half-term start date could be agreed upon for the right candidate.

Successful candidates will be invited to join our annual Partners Retreat Monday 8th-Friday 12th July as a part of paid training, and the roles will commence Wednesday 30th August.

Additional benefits for employees include a 10% pension contribution, death in service provisions and the opportunity to opt into dental and healthcare benefits upon successful completion of a probationary period.

## Application dates

Please note that you must be available for all the following dates for your application to be considered.

1. Application Deadline: 09:00 Monday, 22nd April - This is the deadline for receiving your answers to the questions and CV
2. 1st Round Interviews (20-minute video call): Wednesday 8th
3. Assessment Day (09:00-17:00): Tuesday 21st May
4. Final Interview (30-minute video call): Thursday 23rd May

# Role Responsibilities

## Culture & ethos

- Model and support the ethos and culture of the organisation
- Contribute to the value-driven ethos of the organisation
- Embody the safety culture in your work

## Workshop Facilitation & Delivery

- Deliver consistently high-quality and engaging workshops in schools to groups of up to 30 young people. Often, this will be co-facilitation alongside a teacher on our teacher training programme
- Adhere to the health and safety requirements of the programme, and share best practice when caring for our young people and partners

## Holding School Relationships

- Supporting the operational planning and delivery of workshops, including some communication with schools
- With help from our Operations team, collaborate with a designated teacher in each school to ensure everything is prepared for upcoming workshops and trips

## Data

- Adhere to all data-protection processes, maintaining an active awareness of the sensitivity of young people's data

## Safeguarding

- Lead on ensuring all delivery in schools follows best practice safeguarding standards, including adherence to individual school's processes where relevant
- Supporting organisational responsibility for safeguarding and planning for safe programmes



# Person Specification

## Essential Knowledge and Experience

- Able to create welcoming and inclusive spaces for young people from different backgrounds
- Skilled in prompting young people to be aware of and constructively handle their emotions, helping them reach their potential.
- A reflective practitioner able to embed ways of gathering feedback and ensuring quality
- Ability to deliver and measure learning outcomes
- Excellent communication skills, particularly when communicating with a younger audience
- Understanding of safeguarding and how to maintain a safe environment
- Experience working with or within schools
- Worked directly with young people

## Desirable Knowledge and Experience

- Understand and utilise the different forms of impact storytelling to promote activism
- Interest in capturing great photos and videos that tell the story of the programme
- Creating risk assessments
- In-depth understanding of the environment and environmental issues
- Understanding of current school curriculum and pedagogy
- Worked alongside teachers

## Skills & Personal Attributes

- Positive and energetic approach towards work
- Able to inspire and engage young people, creating moments of awe and wonder, especially with a younger audience
- Dedicated attention to detail, including high standards of presentation
- Effective self-motivator, able to work independently and productively on tasks
- Work both independently and as an integral member of the Bertha Earth team
- Positively celebrate diversity in all its forms

# How To Apply

Please note that all the questions must be completed to be considered for this role.

So we can support you in bringing your best self during the application or interview process, please contact us at [recruitment@berthaearth.com](mailto:recruitment@berthaearth.com) if you would like advice or to discuss reasonable adjustments.

All candidates will be notified by Thursday, 2nd March, if their initial application has been successful or not. Unfortunately, we cannot provide individual feedback at the first stage due to staff resource limits.

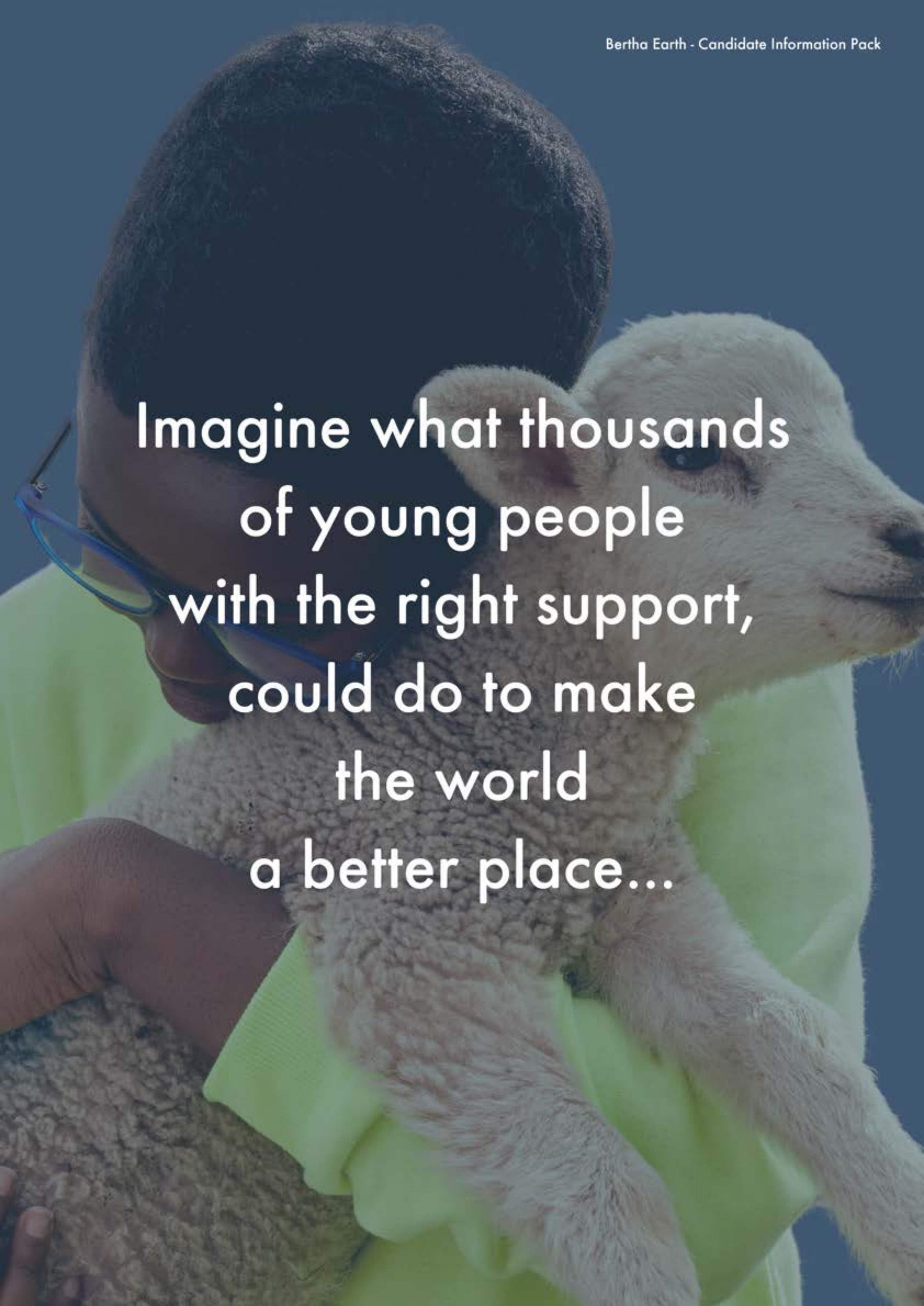
## Requirements

- This post is subject to an enhanced DBS check with Bertha Earth and is exempt from the Rehabilitation of Offenders Act 1974
- We require two references, one from your current or most recent employer and another (if you have worked with young people that must be included)
- Strong, reliable Wi-Fi connection whilst working from home
- You will be required to agree to and sign our code of conduct
- You must have the right to work in the UK

## Working Pattern

This role is primarily based in our London partner schools, with the possibility of working remotely when appropriate. There will be some touch points and training days in our office and other central London locations. Travelling regularly to all the schools you are working with is a key and non-negotiable requirement of the role.

There may also be a limited number of residential weeks with young people throughout the year. In order to fulfil the requirements of this role, there may be occasional in-person touchpoints with the team outside of London, for which reasonable travel and accommodation expenses will be reimbursed.

A young person with short dark hair and glasses is holding a white lamb. The person is wearing a light green shirt. The lamb is also wearing a light green shirt. The background is a solid blue color.

Imagine what thousands  
of young people  
with the right support,  
could do to make  
the world  
a better place...