



Recruitment Pack

Training Manager



We use the power of nature to inspire hope and unlock potential in young people.

grow

About Grow

Grow is a youth development charity working with 16-24 year olds facing significant challenges in Sheffield. Many young people we work with experience mental health difficulties that have resulted in social isolation and a lack of engagement in work or training prospects. Our programmes combine coaching with gardening and nature-based activities to help our trainees combat social isolation, boost their wellbeing and develop employability skills.



Our vision

We want to see a world where all young people have the opportunity to thrive and reach their full potential.

Strategic goals 2026 - 2031

Over the next five years, we will focus on extending our reach, building long-term financial resilience, and expanding our services so more young people and communities can benefit. Here are our strategic goals for the next five years:

- Broaden our reach for young people who are NEET (Not in Education, Employment, or Training)
- Strengthen Grow's financial stability and diversify income streams
- Grow our reach to young people beyond our current target audience

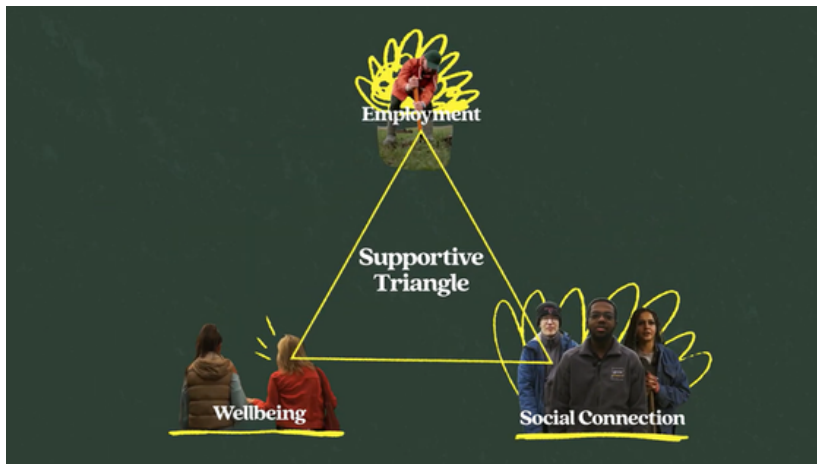


Our impact

Our delivery framework is designed to cultivate holistic change in three key areas:



[Watch this video](#) to learn more about our impact areas:



Our aims

Our aim is to impact our young people by:



75% of trainees with positive employment or training status



15% increase in wellbeing



15% reduction in social isolation

Video stories

Meet the young people behind our mission - explore their stories and discover the real impact of Grow's work on their lives.

[Leah's story - WATCH VIDEO](#)

Overcoming challenges through nature and moving forward.



[Finley's story - WATCH VIDEO](#)

From police encounters to life-changing impact through Grow.



[Elliott's story - WATCH VIDEO](#)

Opening up about the challenges he's faced and a way forward.



[Jonathan's story - WATCH VIDEO](#)

From feeling "hopeless" to a renewed sense of direction.



Our timeline

2018



Feb 2018
Charity status gained

Oct 2018
Deliver our first nature based
employment programme
(Grow Programme)

2019



Jan - Dec 2019
Delivery of three further
Grow Programmes
secures funding and
builds reputation with
referrers

2020



Mar - May 2020
Grow pause due to pandemic

May 2020

The Potting Shed micro
plant nursery launched + Wellbeing drop-in
session in response to
pandemic

2021

Jun 2020
Delivery of small pilot of
Grow Gardeners

Feb 2021
Launch of first full year
of Grow Gardeners



Sep 2020
Walk & Talk mentoring
programme in response
to pandemic

2022



Feb 2022
Launch transitions and
alumni support work

Sep 2021
Move into town centre office



2023



Mar 2022
Pilot new approach to connect
programmes and create journey
for trainees

May 2023
Move to Green Estate



April 2023
New recruits:
Programme and Impact
manager, and
programme leads for
The Potting Shed and
Grow Programme

2024



Jul - Nov 2024
Programme restructure to focus
on Grow Programme, Grow
Gardeners and alumni work.
Employer partnerships are
developed to create job
opportunities for Grow Gardeners



Through 2024
Significant transformation of the Grow Farm
(Plant beds, wildlife pond, polytunnel
construction, compost bays, planting)

2025

Jun - Oct 2025
Delivered our first pilot in
High Green, North Sheffield



Our values

At Grow, our values shape everything we do:

Nature – Connection to nature is a key ingredient to thriving as a person. This involves time spent in nature but also choosing to cherish and protect nature where possible

Growth – Everyone has the ability and the right to grow

Creativity – Creativity is a tool for inspiration, problem solving and creating opportunities

Team – Grow is a dynamic team where everyone's skills, qualities and lived experience is celebrated. Involve others in the problem and work out the solution together.

Simplicity – A simple approach is often the most efficient and accessible



Our team

Organisation Chart Jan 2026



11 Core Staff

The role

The **Training Manager** at Grow is a pivotal role responsible for the design, delivery, and strategic growth of Grow's youth employability programmes. The role bridges the gap between programme development and delivery, and ensures every stage of a young person's Grow journey is meaningful and supports their progression into education, employment or training.



Strategy, Partnerships & Referrals

- Develop Grow's referral strategy and cultivate strong links with key partners across Sheffield.
- Coordinate the referral pathway and onboarding of trainees, overseeing the induction process to ensure a welcoming, coaching-led introduction to Grow.

Programme Design & Delivery

- Lead the design, development and continuous improvement of the coaching curriculum and resources across Grow Training and Grow Employment, including RHS-badged content and new pilot programmes.
- Deliver high-quality coaching sessions that blend farm-based activities with core coaching aims, creating meaningful engagement and supporting deep learning for trainees.
- Develop and manage the Google Workspace systems and administrative processes necessary to run both programmes smoothly.
- Oversee the quality of 1-to-1 volunteer coaching to ensure consistent trainee support.
- Support the evaluation and reporting of trainee progress and overall programme outcomes and impact.

Employment Partnerships & Trainee Transitions

- Lead the securing of employment partners and coordinate partnership operations to broaden trainee opportunities.
- Develop and coordinate recruitment and HR administration for trainees for the Grow Employment stage
- Design and coordinate robust transition pathways, ensuring trainees move confidently into their next phase of education or employment.

Wider Responsibilities

- Take responsibility for developing and evolving Grow's long-term programme strategy.
- Actively develop networks within the green sector to create new opportunities for Grow and our trainees.
- Develop a supportive alumni community by organising social events and participating in wider Grow team activities.

Person specification

Desirable criteria

- Practical experience in horticulture or land-based work.
- Knowledge of using the natural environment as a tool for personal development and wellbeing.
- Existing connections within the horticultural and green industries.

Essential criteria

- Experience of programme design in the skills sector
- Experience of working with young people
- Coaching/mentoring skills gained through relevant work experience
- Strong communication and interpersonal skills with a natural ability to adapt their style to the audience.

Personal attributes

- Champion and ambassador for the work and mission of Grow.
- Prepared to work flexibly, with occasional evening work.

Employment terms and training

Job title	Training Manager
Contract	Permanent contract
Hours	Monday, Tuesday and Wednesday (21 hours per week)
Location	Sheffield, on-site
Salary	Pro rata salary is £17,539 (Full time equivalent - £29,233)
Pension	5% Pension Contribution
Holiday	25 days per annum (plus statutory) pro rata
Perks	1 additional leave day on your birthday 1 day additional leave earned for every year worked (up to a max. of 5 days, pro rata) BHSF health cash plan scheme

Any role offer is subject to an enhanced DBS check.

Training

- Support and training will be provided as needed to ensure the post holder's success and development in the role. Initial development needs will be identified and addressed during the probation period.
- Monthly training sessions take place at 10.30am, on the first Monday of each month. This is for all employees to come together to learn and socialise.

Next steps

To apply, please email your CV and cover letter to: admin@growuk.org. (The cover letter should be no more than 2 sides of A4) Please include why you are interested in this role and how your experience or interests meet the job description and person specification.

Closing date: Sunday 7th June 2026

Interviews: Interviews will take place w/c 22nd and 29th June 2026

We welcome informal phone conversations in advance of submitting an application. Please get in touch via admin@growuk.org and we will organise a call.

Welcoming applications

We especially welcome applicants who are under-represented within the charity sector. We aim to build a team with diverse perspectives, backgrounds, and skills, as we believe diversity is a strength. We aim to actively support people with protected characteristics and/or those who are neurodiverse. If this is you, we will make reasonable adjustments to accommodate you in the role. We look forward to hearing from all interested candidates.

