



The Learning through Landscapes Trust CEO Job Pack 2025



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Welcome from our Chair of Trustees

For 35 years, Learning through Landscapes (LtL) has been at the forefront of transforming school grounds, shaping educational policy, and inspiring behaviour change. What began as a response to a national report on the state of school grounds in the UK has grown into a globally recognised charity. To date, we've channelled over £35 million into UK schools, driving meaningful change for young people and the environment.

This isn't your average job. It's a dynamic, impactful role where no two days are the same. From engaging with government ministers to hearing young people's thoughts on their lives, this position is both challenging and rewarding.

In recent years, our focus has been extended to respond to changing circumstances to include climate education, positioning LtL as a leader in addressing the role of climate education, protecting natural spaces, and reshaping attitudes toward nature. This role demands deep thinking, collaboration with educators and academics, and the ability to develop innovative solutions that bring powerful, evidence-based interventions into classrooms and school grounds. If you're passionate about the state of childhood and believe in the power of education to create change, we want to hear from you.

LtL brings together schools, outdoor spaces, and high-quality pedagogy to create systemic change. Originally founded by landscape architects and educators, we value diverse perspectives. So, even if you don't meet every requirement listed in this pack, but feel inspired by our mission, we'd encourage you to get in touch.

Now, more than ever, we need to act. We must empower young people with the knowledge and skills to make a difference, both inside and outside the classroom. As our patron, Sir David Attenborough, said in our *Conserving Wonder* film:

"If children don't grow up knowing about nature and appreciating it, they won't understand it. And if they don't understand it, they won't protect it. And if they don't protect it, who will?"

If you bring energy, creativity, and curiosity—and you're ready to lead our passionate team—then keep reading. We can't wait to hear from you!

Juno Hollyhock
Chair of the Board



Our Vision, Mission, and Impact

Our vision is a society where every child experiences high-quality learning and play in school grounds as a regular, essential, and valued part of their education.

Our Mission

Our mission is to facilitate positive outdoor learning and play experiences by inspiring and enabling cultural change in schools and early years settings, and supporting the transformation of school grounds and outdoor spaces. We achieve our mission through three main avenues:

- We provide resources, training, and funding to help educators develop the skills and confidence to deliver curriculum-led outdoor learning and high-quality outdoor play at school.
- We champion the importance of rich environments for outdoor learning and play while supporting the development of climate-ready school grounds through our advocacy and consultancy work.
- Through our projects like My School, My Planet, we nurture nature connection in children by providing valuable outdoor experiences to pupils who typically spend the least time in the natural world.

We know that outdoor learning and play:

- Enrich the curriculum by providing hands-on, meaningful, and memorable experiences that cater to diverse learning styles and abilities.
- Foster a deeper connection to nature, bringing climate education to life and empowering children to make a difference; and promote physical and mental health and wellbeing, leading to better behaviour, stronger relationships, and increased engagement with the school day.

Our Impact

We help children and young people to connect with nature, become more active, learn outdoors and have fun. Our unrivalled expertise is based on three decades of experience, practical action and research, and has led to our reputation as the UK's leading charity dedicated to enhancing outdoor learning and play.

£35m

given to schools and early years settings for outdoor learning and play

10%

of schools and early years settings in the UK have received our face-to-face training

17.5m

children and young people impacted by our work



Advert

Chief Executive Officer

Salary: £70,000

Head Office in Hampshire,

Regular UK-wide and occasional international travel form part of the role.

We offer flexible working to all our staff, including the CEO.

Who we are:

- We are the UK's leading school grounds, outdoor learning and play charity.
- We develop and deliver projects, supporting schools and early years settings with our expertise.
- We advocate for outdoor learning and play in every school day.
- We are a team of dedicated professionals who work across the UK.
- We provide resources, training, and funding to help educators develop the skills and confidence to deliver curriculum-led outdoor learning and high-quality outdoor play at school.
- We champion the importance of rich outdoor environments for learning and play, supporting the development of climate-ready, future-proof school grounds through our projects and consultation work.

Who you are:

- You are a creative, innovative individual who sees difference as a strength rather than a limitation.
- You embrace work-life balance and understand what this means to foster an inclusive work culture.
- You can rapidly build credibility with key stakeholders across education, the environmental sector and beyond.
- You have excellent communication skills.
- You are comfortable reaching out for support when working outside of your expertise.
- You have well-developed negotiating and influencing skills and can effectively work within a politically sensitive or complex stakeholder environment.
- You have the ability to build effective working relationships and strategic partnerships, demonstrating self-awareness, flexibility and a collaborative approach.
- You are comfortable in leading, managing and motivating employees in disparate teams to deliver business objectives.
- You have excellent presentation skills, with the ability to handle radio and television interviews and to speak in public.

If we sound like the kind of people you want to work with, download the information pack and get in touch!

Job Description and Person Specification

Employer:	Learning through Landscapes Trust Learning through Landscapes Limited
Role:	Chief Executive Officer
Nature of contract:	Permanent
Salary:	£70,000
Line Management:	Reporting to the Chair of the Board of Trustees
Hours:	37 per week
Annual Leave:	28 days per annum (3 to be taken between Christmas and New Year), plus statutory holiday
Notice:	6 months on either side, after a probationary period of 6 months
Pension:	5% employer contribution (via <u>Salary Sacrifice</u>)

Location, working arrangements and travel:

This post is based in the Hampshire office, with regular time spent in the Scottish office, Stirling. Frequent travel around the UK, with some international, is a requirement of the post. Flexible working and job share options considered.

Diversity and Equal Opportunities:

LtL is committed to genuine equality of opportunity in all aspects of its activities both as an employer and as a national charity promoting children's rights. To this end, LtL will work to encourage and assist any disadvantaged groups or individuals and create a level playing field from which equality of opportunity can operate.



What You'll Be Doing:

The Headlines:

- Ensuring that the Trust fully complies with company, charity and safeguarding law.
- Leading Trust engagement through key partnerships with public, voluntary and private bodies.
- Leading the motivated and committed staff teams in England, Scotland, Northern Ireland and Wales.
- Delivering the current portfolio of programmes to a high standard, fully meeting the requirements of our funders and partners.
- Working closely with the communications team to ensure output impacts growth and reputation positively.
- Influencing policy around the protection of school grounds across the four home nations.
- Understanding the complexities of leveraging and implementing grant funding into the education system.



Planning and Finance:

- Delivering and updating the Development Plan for the strategic direction and goals of the organisation, including a funding strategy, for approval by the Board.
 - Setting out the charity's annual budget, for approval by the Board.
 - Sustaining strategic partnerships with stakeholders, government departments and agencies.
 - Ensuring that the charity has a strong income generation strategy and implementation plan to meet short-term and medium-term operational needs, and its long-term financial security.
 - Directing the development of the charity's fundraising programme, working closely with managers and trustees.
 - Supporting the finance team in preparation for the annual audit.
 - Ensuring grant giving complies with regulatory requirements.
 - Working with the Business Manager to ensure contracts and insurance policies are up to date and good value for money.
 - Ensuring robust risk management and business continuity strategies.
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Communications and Profile:

- Ensuring that LtL is positively represented by all forms of media.
 - Being a spokesperson for the charity in public spaces, conferences and expert panels.
 - Informing and guiding the collection and dissemination of evidence of the benefits of outdoor learning and play.
 - Understanding the complex nature of communicating via social media, and where LtL and our projects sit within that.
 - Working comfortably in a professional relationship with celebrities and high-profile individuals.
 - Setting clear priorities for raising the Trust's profile and communicating this to staff in a way that allows for consistent messaging.
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General Management:

- Line managing the Management Team.
- Working closely with the board of trustees, ensuring they feel fully informed on LtL's activities to support their engagement and can contribute positively towards the running of the trust.
- Overseeing financial, legal and staffing issues and ensuring the trust complies with charity, and company law, and other relevant legislation.
- Leading the organisation with trust, authenticity and transparency, creating a culture that is inclusive and welcoming.
- Acting as Company Secretary for the charity.

What You'll Need:

Experience:

- Minimum of 5 years of senior leadership within a charity, education setting or relevant organisation, including engagement with governance and legal structures.
- The ability to lead a highly skilled, independent team of professionals.
- Managing staff across multiple locations.
- Financial management of budgets in excess of £1m and a high level of financial literacy.
- Successfully growing income and overseeing fundraising bids.
- A track record of forging successful and sustainable partnerships, managing and enhancing relationships with a wide range of stakeholders.
- Delivering a range of funded projects in a charitable context within regulatory guidelines.
- Working effectively with a Board of Trustees.
- HR functions, including employment law, financial frameworks and the use of outsourced labour.

Knowledge:

You'll have an understanding of:-

- the nuance of education across the four home nations and the impact of devolution on funding.
 - the education inspection structure of different nations.
 - climate change, with the ability to talk clearly and passionately, adapting appropriately to meet the needs of your audience.
 - the role school grounds play in children's health, well-being and as a teaching resource.
 - the different pressures facing educators in 2025.
 - a risk-benefit assessment approach.
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What We Offer:

- Genuinely flexible working, even for the CEO
- Holiday, 28 days + bank holidays + a "birthday gift" day
- A supportive and welcoming team of colleagues
- Laptop, phone and all travel & subsistence expenses
- Family and carer friendly policies
- Training and CPD by agreement
- Sick pay
- Pension scheme – 5% employer contribution

How to Apply

If you would like to have an informal conversation about the role you can contact our current CEO, Carley Sefton, via Jack Simmonds (Executive Assistant) jsimmonds@ltl.org.uk to make an appointment, or Sarah Knott (Head of HR and Business Services), on 07557 028600 or sknott@ltl.org.uk.

To apply, please send the following to recruitment@ltl.org.uk with the subject line 'CEO - Application':

- Your CV
- A covering letter - use this to make clear how you meet the requirements of "What you'll need" that may not be covered by your CV
- A video answering the questions below (you can send this via WeTransfer if you are concerned about attachment size)
- A contact number (we will only use this and the email address you use to apply in order to contact you regarding the post)
- Contact details for two referees. Referees should be people who can comment authoritatively on you as a person and as an employee and must include your current or most recent employer. We will refer back to you for confirmation that referees may be approached before any contact is made with them.
- In addition, please complete the optional equality monitoring & declaration form.

Please ensure that your documents are sent in Microsoft Word format and that your submission includes your CV, covering letter, video and equality monitoring & declaration form.

We strive to be an equal opportunities employer. We welcome applications regardless of race, colour, nationality, ethnic or national origins, sex, disability, sexual orientation, gender expression, marital or civil partner status, pregnancy or maternity status, age or religion or belief. All applications will be considered solely on merit. Applicants are invited to contact us, in confidence, at any point during the recruitment process to discuss steps that could be taken to overcome operational difficulties presented by the job, or if any adjustments or support are required regarding the recruitment process.

We also recognise that applicants may already know members of the team through professional interactions with us. If this affects you and you have concerns about applying, please contact Sarah Knott directly to discuss the confidentiality of your application as the interview process will involve meeting some of the team.

For applicants who already work for LtL, you may send us an updated CV if it has changed significantly from the one we have on record, and are asked to provide a supporting statement that outlines how you meet the criteria for the role. Internal applicants with sufficient experience, measured on the same metric as external applicants, will be offered a short list interview.

Video Submission

As the public-facing leader of the organisation, you would be invited to speak at different events. Recent CEO engagements have included giving talks in places like local schools, as well as at COP28, and on government panels. With this in mind, we'd love to hear you speak about something that's important to us.

Please respond to the following prompts:

Talk about your experience of education.

What are your feelings about young people suffering from climate anxiety?

Your total responses should last no more than three minutes (if you require extra time for access, please let us know in your submission). You can submit your video as an attachment, or link us to a file through a sharing site such as WeTransfer.



Timeline

Milestone

Date

Applications close:

Midnight 14th March
2025

Candidates invited to first interview:

20th March 2025

First interview, online:

8th April 2025

Candidates invited to second interview:

9th April 2025

Option to meet a trustee and current CEO online:

Agree with candidate

Second interview, Eastleigh, Hampshire:

One full day on either
29th or 30th April
2025

Hope to confirm offer:

2nd May 2025

(Please note that the successful candidate will be required to undergo a formal DBS check as a condition of the formal offer.)

Additional Material

To support you in your application for the role, you will find the following documents enclosed with this pack.

- An Organogram
- A reimbursement policy for interviewees

You will find the most current information about us, including a copy of our most recent annual report, by visiting our website.