



high

trees

**Job Pack**

**ADVENTURE  
PLAYGROUND MANAGER**

# Welcome to High Trees!

High Trees is a community development trust based in Lambeth, serving individuals and communities in the borough for over 26 years. Our work aims to make life better for individuals and communities who use our services, helping people make meaningful changes that allow them to live happier, healthier and more connected lives.

We offer a range of targeted and local support which responds to the needs of our communities.

Our 5 cornerstone support areas provide integrated services in:

- **Children, Young People & Families:** Running the Tulse Hill Adventure Playground and working on the basis of early intervention, we deliver a range of services focused on play, mentoring and youth leadership aimed at improving the aspirations and wellbeing of children and young people.
- **Community Education & Training:** We specialise in delivering basic skills training to provide individuals with the skills they need for work and life, including ESOL, functional skills, ICT and vocational courses.
- **Employment & Careers:** We provide bespoke one-to-one employment support with experienced advisors who are experts in helping those with multiple barriers find work.
- **Community Research & Impact:** Focusing on our partnerships, community-led research and sector capacity building support, our Community Research & Impact team work across all services, teams and wider Lambeth to develop collaborative working practices and strengthen the sector.
- **Community Action:** We provide capacity building support and training to diverse groups and organisations, and support individuals and communities to take social action on issues that matter to them.

High Trees strives to ensure our services remain firmly rooted in the local community, responsive to and driven by local need and always delivered in the spirit of partnership and collaboration.

# ADVENTURE PLAYGROUND MANAGER

## Job Description

<b>Salary</b>	£35,000 - £42,000
<b>Hours</b>	Full-time (35 hours per week)
<b>Location</b>	Tulse Hill Adventure Playground, Greenleaf Close, SW2 2EY
<b>Reporting to</b>	Head of Children, Young People and Families

Our Adventure Playground Manager plays an integral role within our Children, Young People and Families team, supporting our Head of Service to create inspiring, high quality and child focused youth and play services. The work of the Children, Young People and Families team is diverse, and service includes after-school and weekend adventure play, school play sessions, mentoring, holiday activities and youth leadership programmes.

Tulse Hill Adventure Playground is at the centre of our Children, Young People and Families service, and you will have solid experience working in an Adventure Playground, or similar outdoor setting, as you will hold managerial responsibility of the site and resources ensuring that the environment meets the needs of all the children who use it and to enable children to obtain the full benefit of the playground and its facilities.

As a strong and inspiring manager you will lead a team of play practitioners to deliver a range of dynamic, exciting, and meaningful services, ensuring the children who need them most are supported to play, develop, and thrive. You will take both an ambitious, organised, yet hands on approach to your management of the service - we are a small but dynamic team and truly believe services are best when all are involved, from management to practitioners. You will bring enthusiasm and passion to ensure an exceptional service for the children and young people we work with.

You will champion the role that adventure play services play in supporting children and young people to thrive and be an advocate for partnership working, building relationships with parents, schools and other local organisations, to maximise use of the Adventure Playground and the range of services we provide. A strong understanding of how the service sits within the wider work of the organisation and building strong relationships internally and externally is essential to the role.

You will be joining the organisation at a very exciting time as we are just about to undertake a large scale rebuild of the outdoor adventure play structures which will be completed this summer - creating a new and exciting environment for children and young people to play. This will include a range of challenging play structures, a wildlife garden, growing area and outdoor kitchen, along with a small animal enclosure.



## ROLE OVERVIEW

- To lead on the design, development, delivery and management of our services at Tulse Hill Adventure Playground, including our after school service, school play service, and holiday programme.
- To be responsible for creating and delivering a thriving and exciting adventure play service including planning and leading play sessions, supported by play workers.
- To inspire, lead and manage a team of core delivery staff including sessional workers and young leaders, supporting recruitment and training.
- To maintain oversight of the physical space, ensuring health and safety compliance and a high quality play environment for children and young people.
- To initiate and develop meaningful partnerships with community, educational and youth organisations which will strengthen and broaden our offer to the community.
- To ensure that the contractual obligations of our funders and contractors are met, including meeting key performance indicators, delivering services in time and on budget.
- To ensure effective publicity and communication of our adventure play services, as well as promoting the outcomes and impact of our work.
- To support the monitoring and quality assurance framework for the service and ensure this is embedded and used by the play workers.
- To manage and co-operate in complying with relevant safeguarding, health and safety legislation, policies and procedures in the performance of the duties of the post.
- To work with the Head of Service to build a comprehensive play and youth offer locally, ensuring a joined up approach to service delivery.
- To deputise for the Head of CYPF in their absence, including managing safeguarding and staffing.

# PERSON SPECIFICATION

The person specification is an idea of the skills, knowledge and experience required to carry out the job. It will be used in the short listing and interview process for this post.

## Essential

- 2 years experience of working in Children, Young Peoples and/or Family services, with a minimum of 1 years line management experience
- Experience within an Adventure Playground or similar outdoor youth and play setting such as an outdoor education centre or city farm.
- Experience of managing grant funded or contracted services
- Knowledge of the Playwork Principles and experience of putting these into practice
- Able to design, implement and oversee a range of children, young people and family initiatives
- Strong interpersonal skills at all levels
- An awareness and understanding of safeguarding children and young people, equal opportunities, data protection and H&S
- Flexible and adaptable to new situations and able to motivate and inspire others
- Able to cope under pressure and accept responsibility to meet goals
- Willing and available to work outside usual office hours, including evenings and weekends

## Desirable

- Experience of Quality Assurance management
- Experience of implementing policies and procedures
- Appropriate relevant level 3 qualification (Forest School, Play Work, Youth Work or Childcare, Learning and Development)

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## HOW TO APPLY

Please complete the application form and the applicant monitoring form, and send these across to [recruitment@high-trees.org](mailto:recruitment@high-trees.org) with 'Adventure Playground Manager' in the subject line.

**All applications must be received by Wednesday 14th May at 11:59pm.**

**We will be interviewing for the post on a rolling basis, so please apply as soon as possible.**

## QUERIES

If you have any questions about the role or High Trees, please contact [recruitment@high-trees.org](mailto:recruitment@high-trees.org)

# Working at High Trees

We know our staff are our biggest asset and our biggest investment. Our small yet dynamic staff team of 30 have come to High Trees through a variety of paths; some have a long track record of work in the sector, others have brought in skills learned elsewhere and some have joined our staff through using our services. All share a passion for the work we do and a commitment to ensure our impact is meaningful for those we work with.

All our staff are supported to grow and develop through regular one-to-ones with their manager, a programme of organisation wide and individual CPD. They are given the opportunity to contribute to the work of the organisation as a whole rather than focused solely on the work of their team. We're proud of the fact that over 50% of our Management Team have been promoted from within our organisation.

## Employee Benefits

- 35 days annual leave (inclusive of bank holidays and 3 Christmas days) rising by 1 day each year after 2 years' service (capped at an additional 8 days)
- Enhanced maternity/paternity/adoption leave after 2 years' service
- Save money off a new bike with the Cycle to Work scheme
- Up to 7% contribution to the staff pension scheme
- 24/7 Employee Support Line
- Clear pay structure with yearly increments (based on performance)
- Annual Staff away day
- Premium eye-care vouchers through Specsavers and season ticket loans

We know that if you're considering a role at High Trees, you are primarily driven by a desire to make impactful change and we hope you will consider joining our team.

