

Nature Nurture Delivery Specialist

Reference No.	FCCT/C&E/NNDS/2026	Type	Individual
Service	Conservation & Engagement		
Job Family	FCCT - Professional	Grade	FC5

Purpose

The Nature Nurture Delivery Specialist will lead the frontline delivery of the Nature Nurture programme, facilitating nature-based sessions for children and parents/carers. The role has a strong focus on safe practice, relationship-based delivery, emotional regulation, and high-quality outdoor learning experiences that build emotional literacy for both parents and children.

Key Responsibilities - For this role, there is an expectation that all, or a combination, of the following will be undertaken:

- Lead the delivery of 4–6 week Nature Nurture group programmes in green and blue spaces.
- Facilitate activities that develop emotional literacy, regulation, confidence and connection.
- Adapt sessions responsively to meet the needs of children and families.
- Work with project coordinator to build session resources and programmatic goal setting and development tools for participants
- Take a lead role in health and safety systems planning, including dynamic risk assessments.
- Ensure safe practice in outdoor environments and all weather conditions.

Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility	E	D
Relevant qualification or substantial experience in outdoor learning, wellbeing, youth or family work	✓	
Professional Outdoor Leadership qualification		✓
Mental health / therapeutic practice training		✓
Experience of work within the Third Sector	✓	
Training in trauma-informed or nurturing approaches, or willingness to learn quickly	✓	
Working Knowledge of mental health challenges, Knowledge of children's emotional wellbeing and family support	✓	

Role Profile

Manage equipment, materials and site suitability
Manage risk assessments and practice development
Build trusting, supportive relationships with children and parents/carers.
Model nurturing, strengths-based and trauma-informed approaches.
Create emotionally safe group spaces that encourage participation and peer support
Contribute to session evaluations, observation notes and reflective discussions.
Share learning with the Programme Coordinator to support reporting and improvement.
Work collaboratively with schools, partners and FCCT colleagues on the ground.
Attend team meetings, supervision and training as required.

Social inclusion policies and agenda	✓	
Planning & delivery of monitoring and evaluation	✓	
Understanding of emotional regulation and nurturing practice	✓	
Substantial experience of developing relationships and multi-agency partnership working within a variety of stakeholder groups.		✓
Successful track record in community development working with voluntary and community groups		✓
Experience working in a school / education setting and referral based services.	✓	
Confident outdoor practitioner with experience managing groups in outdoor environments.	✓	
Excellent organisational skills with the ability to handle multiple tasks simultaneously and manage competing requirements	✓	
Excellent communication and relationship-building skills	✓	
Confident handling sensitive data and safeguarding matters	✓	
Values-driven, calm and emotionally literate, experience working with vulnerable or anxious families	✓	
Warm, calm and emotionally attuned		✓
Ability to identify needs of specific groups		✓
Ability to work within a team as well as on own initiative, Excellent team player, able to put shared goals before self.	✓	

Role Profile

	Direct delivery experience working with children, families, and disadvantaged or vulnerable groups.	✓	
	Excellent team player, able to put shared goals before self.	✓	
	Diplomatic, flexible and empathetic to other views whilst able to get own opinions across.	✓	
	Able to prioritise and manage competing requirements.	✓	
	Strong risk awareness and judgement	✓	
	Flexible, reflective and child-centred	✓	
Undertaking all other duties as required for the role. Duties will be in line with the grade.			

Additional tasks or responsibilities – this is a generic role, however this particular job may also require you to undertake the following:			
Task or Responsibility - For this role, there is an expectation that all, or a combination, of the following will be undertaken:	Person Specification: Skills, Knowledge, Qualifications or Experience - Criteria can apply to more than one task or responsibility	E	D
Regular travel	Flexible mindset.	✓	
Prepared to work early mornings/evenings and weekends on occasion as required.	Flexible working which may include evening and occasional weekend work	✓	
	Access to a car	✓	
	Post holder will be required to travel extensively across Fife.	✓	
Type of Protection of Vulnerable Groups Scheme (PVG Scheme) or Disclosure Check required			
	PVG Children <input checked="" type="checkbox"/>	PVG Protected Adults <input type="checkbox"/>	PVG Both <input type="checkbox"/>
			None <input type="checkbox"/>

E = Essential Criteria D = Desirable Criteria

Role Profile

Type of Protection of Vulnerable Groups (PVG) or other Disclosure check (choose only one).	Basic Disclosure <input type="checkbox"/>	Standard Disclosure <input type="checkbox"/>	Enhanced Disclosure <input type="checkbox"/>	
Additional Information – the following information is available:		Expected Behaviours – It is essential that you display the following behaviours as they are expected of all our employees:		
		<ul style="list-style-type: none"> • Conscientious and responsible • Person Centred Focus • Collaborative approach to work • Embrace Technology & Information • Results oriented 		