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Application Package

Project: WILD C.I.C.

Lead Bushcraft Facilitator





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Role Summary

Job Title: Lead Bushcraft Facilitator

Reports To: Project Manager

Location: Main office in Riccall (YO196PW), operating across Yorkshire

Position Type: 0.5 FTE initially with potential to increase hours.

Salary: £25,400 - £28,000 FTE per annum (depending on experience)

Our Purpose

- **Mission:** At Project: WILD C.I.C., we help people build real, lasting connections with the nature on their doorstep, inspiring wonder, fostering wellbeing, and providing the skills and knowledge to empower individuals and communities to actively care for the natural world.
- **Vision:** We see a future where every child grows up with curiosity and a deep appreciation of our natural world and where the strengthened bond between people and nature enable both to thrive.

Purpose of the Role

As the Lead Bushcraft Facilitator, you will be responsible for preparing, planning and delivering a variety of outdoor session types for all ages and abilities to help people connect with the natural world. At present, our bushcraft offer includes wellbeing bushcraft sessions, to help people find peace in nature; mini bushcraft, for children to have a taste of the activities; and our new corporate team days, using bushcraft as a space to build team cohesion and wellbeing away from the office.

These sessions are complementary to our other environmental education and green skills programmes like Schools Go WILD and the Environmental Leadership Programme, which enable people to strengthen their understanding of the natural world and make a tangible, positive difference to our wild spaces.

This is not an entry level role. Whilst we will provide training, we are looking for an experienced facilitator who is able to jump right in.



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Key Responsibilities

- **Primary Session Delivery:** Lead the hands-on instruction of practical outdoor skills, including fire lighting, campfire cooking, whittling, soft-headed archery, nature walks, foraging, and shelter building; adapting delivery on the fly to suit weather, group dynamics, and varied participant abilities.
- **On-Site Safety & Risk Management:** Act as the designated on-site safety lead during delivery. Conduct rigorous dynamic risk assessments, manage hazards (sharp tools, open flames, etc), and maintain accountability for participant well-being and policy compliance during sessions.
- **Session Logistics:** Take full responsibility for every stage of session preparation and wrap-up. This includes sourcing and acquiring consumable resources, equipment checks, early arrival for site safety sweeps, site set up and complete site restoration following sessions.
- **Team Collaboration:** Work with the Project Manager to tailor sessions to the needs of specific groups and tracked project outcomes. Coordinate with the Project Administrator to manage your work diary for session bookings. Liaise with the Finance Manager to track resource budgets, submit timely receipts and expense claims.
- **Equipment & Stock Maintenance:** Take full responsibility for the longevity and safety of organisational assets, including the cleaning, sharpening and maintenance of hand tools and cooking gear post-session. Track consumable stock levels to prevent shortages.
- **Session Evaluation & Continuous Improvement:** Gather post-session feedback from participants to track delivery outcomes, ensuring data is passed to the Project Administrator. Collaborate directly with the Project Manager to review feedback, refine the curriculum and maximise session impact.



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Person Specification

Requirement	Essential	Desirable
Experience	• Proven experience delivering outdoor activity or environmental education sessions. • Hands-on experience leading bushcraft activities including fire lighting, whittling and campfire cooking.	• Experience working with vulnerable groups or alternative education settings. • Relevant qualifications e.g. Archery Instructor, Forest School, Forestry etc. • Hands-on experience delivering more varied outdoor activities e.g. archery, foraging, guided walks etc.
Knowledge and Qualifications	• Strong understanding of outdoor safety, risk assessment, and tool/fire safety. • Basic knowledge of UK ecology and wildlife.	• Current Relevant First Aid certificate (e.g. 16-hour Outdoor First Aid).* • Relevant qualifications e.g. Archery Instructor, Forest School, Forestry etc. • Awareness of some local, safe plants and fungi for foraging.
Values & Attributes	• A deep, active respect for nature aligning with Project: WILD's mission. • Understanding of how nature can support mental health and wellbeing. • Solution-oriented, flexible, and enthusiastic.	• Experience working within a community-interest or non-profit structure.
Logistics	• Clean driving licence and access to a vehicle with the ability to add on class 1 business insurance.	

*Note: If you do not hold a current First Aid certificate, Project: WILD will fund and provide this training for the successful candidate.



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To Apply

Application Deadline: 23rd August 2026

Contact: Nick Atherton, Managing Director - natherton@projectwildcic.com

Please provide:

1. Your CV
2. A cover letter* of no more than 2 sides of A4, single spaced, size 11 Arial Font, answering the following questions:
 - Tell us about your experience delivering outdoor activities. What is your favourite bushcraft skill to teach, and how do you ensure a group stays safe while having fun?
 - Can you give us an example of a time you had to adapt an outdoor session on the fly to overcome a challenge or make it more inclusive?
 - If you feel comfortable sharing, how has nature played a role in your own mental health, wellbeing, or personal growth?

If you would prefer to submit your answers to these questions in **a video or audio format please email the file with your CV in place of the cover letter and ensure the file is not more than 3 minutes long.*

Next Steps:

You will receive acknowledgement within 5 days of receipt of your application. After the deadline, we will review all applications, and you will be notified of the outcome. If successful at this stage, you will be invited to a formal interview. We may make the final decision at this stage but if we are unable to choose a candidate, we may also have a situational interview to help us make a final decision.



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Our Core Values:

- **Cultivate Connection (Lead with Heart):** We teach with enthusiasm, compassion, and patience because we believe everyone deserves the chance to connect with nature.
- **Clear the Path (Remove Barriers):** We are inherently inclusive. We arrive prepared, we adapt, and we make nature accessible to all.
- **Find the Way (Solutions Oriented):** We are naturally flexible and resilient. We don't just identify challenges; we overcome them.
- **Radiate and Flourish (Work with Joy):** We bring energy to everything we do, finding genuine joy in our work and sharing that spark with others so that we all can thrive.
- **Nurture Growth (Empower Potential):** We believe everyone has a role to play. We value every voice on our team and help every participant realise their own potential.
- **Strongly Rooted (Evidence-led):** Our work is built on evidence. We design programmes based on genuine need, employ continuous improvement and teach with credible expertise.
- **Branching Network (Better Together):** We strive to create new connections within the communities we work in, establishing sustainable foundations that allow nature and people to thrive.