



**Role Description & Person Specification
Land Based Learning Trainee Facilitator**

2017



About Embercombe

We believe that the world of our longing will come about as we choose to demonstrate authentic, courageous and active leadership.

Embercombe's purpose is to be a powerful and innovative catalyst for the emergence of leaders and change agents who will take courageous action for a just, peaceful, and sustainable world.

What do we mean by leadership?

We choose leadership when we know who we really are and what our purpose is. We believe true leadership is available to all and is a choice and responsibility that is renewed moment to moment as we face the challenges in our own lives.

- If we know what we deeply love, this choice is liberating.
- If we know what our gifts are, this choice can take form.
- If we know what our responsibilities are, this choice becomes a necessity.

How does Embercombe do that?

We offer a range of programmes using elements of nature-based and indigenous wisdom, blended with transformational, psychological and coaching models.

These programmes include:

- Residential programmes in authentic leadership for adults of all ages
- Residential programmes for young people at school, university and those who educate them
- Volunteer and assistantship programmes
- Bespoke facilitated programmes for teams and groups

We also offer group facilitation off-site and venue hire.

Our two guiding principles at Embercombe are the Twin Trail and The Children's Fire. They lie at the core of our Assistant programme.

Twin Trail

We invite everyone in the Embercombe community to follow the 'twin trail' of inner healing and spiritual deepening and of outer action to change the world. By uncovering our true gifts, responsibilities and passions we are able to bring ourselves fully to the world, leading ourselves and others on a path of positive action.

On the assistant programme, we offer structured opportunities to support you on the twin trail, such as coaching and opportunities to organise and attend workshops within the community. While Embercombe will offer a framework, the concepts of responsibility and self-organisation are at the heart of the Twin Trail. We will expect you to co-create your own programme with us, and to carry out your own inner work in parallel with the 'outer work' of your assistant duties.

Children's Fire

The Children's Fire is part of the Earth teachings of the elders of ancient America. Over time the elders came to understand that all human-created institutions needed to reflect the balance and wisdom observed in nature. The Children's Fire was a reminder of the first promise: No law, no action of any kind, shall be taken that will harm the children seven generations hence.

Honouring and remembering the Children's Fire is an essential part of our decision-making process. Our assistants have a responsibility to contribute to conversations and decision-making, supporting Embercombe to develop and bring the world of our longing that bit closer.

The next stage of Embercombe's evolution

As a progressive learning organisation, Embercombe is constantly evolving. The current stage of that evolution is the transition from our early innovative pioneering days to the emergence of a professional, effective, and financially sustainable social enterprise.

Since our founding Embercombe has enjoyed consistent growth in terms of reputation and impact. We recognise that there remains considerable work to do if our exciting enterprise is to achieve its potential and realise its ambitious mission. We now have to successfully transform ourselves by moving from organisational adolescence to adulthood.

Our diverse and dedicated team have played a key part in our success so far, and will play a big role in our future success. It is an exciting time to come to work at Embercombe.

Are you our ideal candidate?

- You will have a view to go on and affect positive change in the world as a 'leader'.
- You will be ready to demonstrate and develop leadership within the role.
- You will be enthusiastic, energetic and have a practical "can do" approach
- You will be innovative in addressing challenges and making effective use of available resources
- You will have good communications skills and work easily and flexibly with others
- You will be reliable and conscientious
- You will be able to work with minimal supervision, organise your own time and pro-actively identify and complete tasks
- You will be able to supervise others to complete tasks on time and to a high standard
- You will be willing to live as part of a residential community on-site and work as part of a wider community, able to meet the challenges that arise as part of your Twin Trail
- You will be willing to flex your working hours and days to meet the operational needs of the organisation and will be happy to cover weekends and evenings in rotation.

If so, and you also possess the skills required for your particular assistant role, we would love to hear from you!

About Embercombe's work with young people and educators

Since 2008, a key part of Embercombe's work has been to develop learning experiences for children and young people from a wide range of backgrounds, here on our 50-acre site and out in schools, using the land as the inspiration for the curriculum. Working with schools, colleges and universities, our programmes are at the cutting edge of developing practices that instigate change through bringing children and young people into a positive relationship with our world. We aim to help them really make sense of their world, fully participate in leaving a legacy for the future, and develop a sense of themselves as change-makers.

Increasingly this work has involved partnering with teachers, university students, higher education and outdoor education establishments to develop programmes which meet student needs and carry Embercombe's impact to a wider audience.

About 'Land-Based Learning'

Our educational work at Embercombe can be defined as 'Land-based Experiential Learning'. The role of the facilitator is to guide the participant through the experiences that we are offering.

We do not see ourselves as teachers with information to pass on, although of course the children and young people need to learn certain skills in order for their experience to be as rich as possible. The child's experience is often profoundly immersive and transformative and the facilitator's role is to build a trusting and supportive relationship with them in order to help them negotiate their way through the experience.

We have clear boundaries regarding unacceptable behaviour yet we do our best to avoid authoritarian or punitive methods in order to deal with those behaviours. Difficult behaviour or things going 'wrong' often provide great learning opportunities for all involved, particularly when we explore with them the meaning of personal and collective responsibility.

We are focusing on a 'relational pedagogy': developing and deepening the young person's relationship to self, each other, community, the natural and farmed environment, and particularly to their own mode of learning. The facilitator's role is to sponsor and support the young person to safely develop these relationships during their time with us and if possible to help to provide them with some tools to develop these relationships beyond Embercombe.

We offer the children and young people an opportunity to fully participate in the daily running and the building of their future world, thus empowering them to feel able to participate as future agents of change.

The meaning of 'facilitate' is to make easy. It does not mean the learning experience will always be easy and it does not mean that we provide the answers. In our context it means that we are supporting the young people to meet the world and themselves in a new way and with a renewed sense of awe, wonder, love and respect for both.

Land Based Learning Trainee Facilitator

Main Purpose of the Role

To develop the skills and knowledge to plan and deliver the full range of programmes we offer, and be involved in the development of new programmes and partnerships.

Role Overview

This position provides a unique opportunity for someone who is passionate about contributing to the creation of a new education paradigm. The successful candidate will be supported by existing facilitators in their professional development in order to be able to fulfil the role.

At this key point in Embercombe's development we are particularly looking for someone with the potential to fully hold the programmes in future, take a lead in developing new programmes, and develop future programme facilitators. For the right applicant there is exciting potential for continuing to play a paid role in the delivery and development of this work at Embercombe once the traineeship is complete.

Depending on the work required at Embercombe, there will be a need to support other areas of work at times, for example on the land, in the office or in business development.

Key Roles and Responsibilities

As well as being a key part of the team delivering the content of courses, you will be involved in all aspects of planning, delivering and developing our programmes, including:

- Programme planning, administration and delivery both at Embercombe and in schools as part of our outreach offering.
- Contributing to the development of the land based learning team and the wider Embercombe team through active participation in meetings, discussions and decision making.
- Contributing to the effective evaluation of the team's activity including the review and development of programmes and processes.
- Getting to know the work of our gardens, our land, kitchen and site, and developing ways of bringing these areas alive during programmes.
- Working with the Business Development team to identify and develop long term creative and mutually beneficial relationships with a wide range of organisations and institutions involved in the teaching and development of young people.
- Working with the Marketing team to communicate and promote Embercombe's work.
- Involving yourself actively in all aspects of our work. Full involvement will offer you the opportunity to enrich your own practice, practically, intellectually and creatively.
- One of the responsibilities on an assistantship is to be on an on-call rota to provide emergency cover out of 'normal' working hours. Time off in lieu will be provided as appropriate.
- To act as an ambassador for Embercombe to nurture a positive and wide-reaching reputation for the work we do.

Who would be great in this role

- You will ideally have some experience of working with children in the outdoor environment

- You have a range of skills in land-based educational activities, for example gardening, nature connection and rural crafts.

Hours of work

- 37.5 hours per week
- 25 days annual leave pro rata plus bank holidays
- This is a fixed-term role that ideally runs from as soon as possible after appointment. Assistant positions will be for up to a year, depending on the role. The length of contract will be discussed with individuals at the interview stage and we are open to proposals of alternative start and finish dates.
- The work is immersive in nature. This can be the most challenging part of the role, but facilitators consistently reap great personal rewards from engaging so intensely in the work. We are looking for someone who is happy to be flexible in their approach to working hours and able to work weekends and evenings. During the busy season or long residencies, there are often sustained periods of very intense engagement on the programmes. Applicants must be prepared and able to work these long hours and often for several days with limited rest time. Time off in lieu will be provided to ensure sufficient rest between busy periods.

Key benefits

- Contributing to Embercombe's mission to inspire courageous action for a just, peaceful and sustainable world
- Contributing your skills, knowledge and ideas to Embercombe's evolution, supporting your own personal and professional development
- Experience of contributing to, and evolving as part of, a dynamic and pioneering social enterprise
- Experiencing some of the benefits of being part of a community and how that could be of wider benefit to the world
- Exploring your worldview by working alongside and discussing with a diverse range of people
- The opportunity to develop, deliver and participate in workshops to benefit the development of the wider team
- On-going professional and personal support and development, including a monthly 1 hour session with a personal coach
- An opportunity to network, share ideas and spark further thinking around action in the world with social pioneers and fellow change-makers including Embercombe founder Mac Macartney
- Contributing to the on-going development of the assistant programme
- Working on a beautiful 50-acre site with woodland, forest gardens and a lake, on the edge of Dartmoor National Park
- £40 a week stipend
- Basic accommodation on site
- Delicious free organic breakfast, lunch and dinner made with locally grown, seasonal produce
- 25 days annual leave plus an allowance equivalent to statutory bank holidays.
- Opportunities to organise and attend events such as film nights and performance nights
- Emberchoir 5-6pm Wednesdays led by choir director Helen Yeomans

How to apply

- Please email a completed application form and a covering letter to Clare Mann (HR & Finance Manager) at clare@embercombe.org, indicating in email the subject line which role you have applied for.
- With reference to the role description and Embercombe's purpose, values and activity, your covering letter should set out what you could bring to the role and to Embercombe as an organisation. Please also mention how you found the vacancy.

Interview dates are still to be scheduled but will most likely take place on the week commencing the 6th February 2016. The interview process will involve staying on site overnight to give you the opportunity to get to know the place and the people, a practical session working with young people, and an interview discussion.

Closing date:

10am on Tuesday 3rd January 2016.