



**Morecambe
Bay**
Partnership



Recruitment Pack 2026

Registered Charity 1173489

Welcome from the Chair



Thank you for your interest in joining our team.

Morecambe Bay Partnership is a dynamic charity with a broad multi-sector view working for people, nature and heritage around the Bay.

If successful, you will join us as we embark on a new 3-year business plan which will set out how we can be a more impactful charity in the face of a raft of external challenges.

We'd like to welcome new team members who would enjoy being part of a group of dedicated individuals who will motivate, support and challenge each other.

This pack will help you to find out more about the opportunity of joining us as a member of staff.

If you share our enthusiasm to make a difference and give something back to the Bay's communities, then we'd love to hear from you.

Kerry McLoughlin

Chairperson

Welcome from the Chief Executive

Thanks for your interest in joining our team! Now is an exciting time to join us as we enter a new project partnership with colleagues at Lancaster University, Lancaster & Morecambe college, and the University of Cumbria. Together, we have secured multi-year funding from the National Lottery Community Fund's Climate Action Fund, to develop a meaningful and impactful programmes of work with young people, ensuring they can be the future change makers and leaders Morecambe Bay needs. The project is called [Our Bay Our Future](#). We have two roles on offer where you'll support young people aged 3-16years to discover and connect with Morecambe Bay, build confidence and raise environmental awareness. If you would like to share your skills to make a real difference to young people's lives, empowering them to act for nature & heritage where they live, we'd be delighted to hear from you.



Sarah Mason, Chief Executive



About Us

Morecambe Bay Partnership is a place-based charity which champions Morecambe Bay as a great place to live, work, study & visit. We work in partnership to help everyone appreciate, access & nurture the nature, landscapes & communities of this special place. We are a sustainability-conscious charity that strives to minimise our impact on the planet in all activities, and through leading by example.

Our charity's vision is for Morecambe Bay to be an exceptional place to live & an outstanding place to visit. A place where the local economy provides healthy, happy, low carbon living for everyone. Nature is more abundant, heritage is understood, protected & celebrated, and our culture is thriving.

We are unique. We are the only charity solely dedicated to championing Morecambe Bay in this holistic way, connecting people with the nature, heritage & culture of this special place.

We work by identifying needs, seizing opportunities, and galvanising partnerships. We work with partners and the community to achieve the best for the Bay. Together we strive to protect the unique Morecambe Bay area and bring benefits for everyone.

We believe the natural & historic environment of the Bay is under threat from climate change, unsustainable development & disturbance. We believe that equality, inclusivity, diversity & respect are vital in a fair society. We believe that people benefit from the intrinsic value of the nature, heritage & culture of Morecambe Bay & they can make a positive contribution to its protection.

We are a Charity working for People, Nature & Heritage in Morecambe Bay

The outcomes we want to see:

- ✓ Morecambe Bay is an outstanding destination for responsible tourism.
- ✓ People who live in and visit Morecambe Bay are respectful of nature, because they can access and enjoy nature responsibly and contribute to caring for it for mutual health and wellbeing.
- ✓ People who live around Morecambe Bay are well-supported to understand the effects of climate change and how they can adapt.
- ✓ Archaeology, heritage & our shared culture, are safeguarded to provide inspiration for all.
- ✓ Younger people are empowered to connect to their place.

Why Morecambe Bay?

Morecambe Bay is an outstanding landscape of spectacular scale and grandeur. Full of heart-stopping land and seascapes, shining sands, dramatic headlands, and ever-changing light. It's the largest intertidal area in the UK.

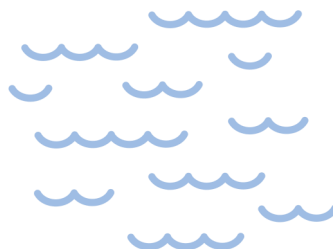


Morecambe Bay from Hampsfell, Photo credit: Robin Zahler



Silverdale coast at sunset, Photo credit: Nigel Hunter

The Bay supports an outstanding diversity of wildlife. It is one of the UK's most important biodiversity hotspots. The extraordinary diversity of habitats mean the Bay is home to internationally significant populations of birds, flora, and invertebrates.



Morecambe Bay also has an ancient and rich heritage. The coast is dotted with nationally significant World War features, impressive archaeology, and a rich fishing history. The Bay hosts important industrial and maritime towns and a city – Barrow-in-Furness, Fleetwood, Ulverston, Morecambe, Lancaster; graceful seaside heritage – Arnside, Grange-over-Sands, Heysham; and wild and beautiful rural villages. Farming and fishing, industry and creativity, culture, and tourism are vital to the area.

The Bay is home to diverse communities too, who look out to one another across the vast sands. Around 419,000 people live in the area – that’s the same as the population of the cities of Bristol or Cardiff.

Working in Partnership

Our strength lies in our partnership and community-based approach. We coordinate action. We collaborate to find solutions to Morecambe Bay’s challenges. We favour a joined-up and holistic outlook, working proactively, flexibly, irrespective of county or political boundaries, or institutional limitations, and across a large area.

Located just south of the Lake District, Morecambe Bay spans the counties of Cumbria and Lancashire. Its considerable geographic area encompasses a vast range of users, interest groups, organisations, public bodies, local authorities, community groups and the private sector.

We are uniquely placed to deliver coordinated support and aspirational programmes that bring multiple benefits for people and place.

This method of working enables us to forge strong partnerships with a wide range of networks to unlock multiple benefits in a way that no other organisation does. We know the area very well and have proved that our holistic and creative nature, heritage, environmental and responsible tourism programmes can be a powerful and inspiring catalyst for change.

Over the last 12 years our key programmes have begun to put Morecambe Bay on the map, with high profile responsible tourism initiatives being delivered alongside wide-ranging community programmes which develop a greater understanding and enjoyment of the Bay area’s natural, cultural, and historic assets, and fostering greater care and better management of them.

Through these programmes we have made a significant contribution to the management of the cultural and natural heritage of the Bay, the health and wellbeing of local people, and have improved the skills of hundreds of volunteers.

Our people

Morecambe Bay Partnership is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission (Registered Charity Number 1173489). It was incorporated on 20

June 2017, having previously operated as an unincorporated organisation since November 2001 (Registered Charity Number 1089559) hosted by Cumbria County Council and several years before that as a department of the Council.

The charity is governed by a Board of skilled and knowledgeable Trustees who delegate the day to day running of the charity to the Chief Executive and staff team who are employed by the charity directly on fixed term or permanent contracts. In April 2026 the team consists of 2 full time & 6 part time staff. [Find out who's on the team here.](#)

Our staff work from their home bases within the Morecambe Bay area, for which a work from home allowance is paid and reasonable office furniture provided. We offer options to book hot-desking space for those that need it and meeting rooms to allow effective collaboration within the team. We meet regularly on-line and in person at different locations around the Bay, and at our small base at Grange over Sands. We (currently) have a lock-up where our events kit is stored, in Kendal.

About Our Bay Our Future

[Our Bay Our Future](#) is a new £1.5million partnership project to grow climate action leaders around Morecambe Bay and will engage thousands of local young people. It is a partnership with Lancaster University (Morecambe Bay Curriculum Team), Lancaster & Morecambe College and the University of Cumbria.

Thanks to National Lottery players, 'Our Bay Our Future' (OBOF) is possible with funding from the Climate Action Fund, a National Lottery Community Fund funding programme that supports communities across the UK to act on climate change and involve more people in environmental action.

The project builds on the highly successful work of the [Morecambe Bay Curriculum](#), a teacher-led approach to valuing and learning about the locality, environment and sustainability, encouraging and empowering local children and young people to become the change-makers and the innovators the planet needs.

Our Charity will lead 3 innovative projects over the next 4 years to engage over 2000 children and young people aged 3-16years with the first projects launching in Autumn 2026.

All the Our Bay Our Future programmes are geared towards developing skills, knowledge and values that spark behaviour change and climate action, essentially empowering the 'youth voice' and enabling young people to feel confident creating positive change.

Set against the 'Green Energy Coast' backdrop which will, by 2050, according to the Lancashire Skills and Employment Hub, see Lancashire and Cumbria projected to have the most 'green jobs' outside of London.

Stretching from Barrow to Fleetwood, the project area includes 120 square miles of coastal, rural and urban environments.

Specifically, focussing on young people, the project will:

- Mobilise action, helping care for Morecambe Bay, one of the most biodiverse places in the country, in addressing the effects of climate change
- Develop green skills, knowledge and values, ahead of significant regional green investment
- Grow a cross-bay network of Climate Action Leaders, sustaining long-term regional climate action

The innovative nine programmes, designed with community input, for toddlers to adults, will create a ‘ladder of participation’ leading from climate awareness to action and leadership.

In these roles, you must be able to work in partnership with external colleagues to achieve the best outcomes both for our charity and for the wider partnership.

Project information and targets:

If you are successful in your application, these are the projects you will be delivering:

Project name	Description	Targets
Green Connections (for those aged 3-7)	<p>Inspiring curiosity and care for nature with groups of parents or in early years settings. Some examples could include:</p> <ul style="list-style-type: none"> • Families experience nature together at local sites in their communities e.g community allotments, local parks. Activities include planting, growing, learning about food, and species discovery. • Sensory nature walk: A slow walk, encouraging hands on discovery e.g. ‘can you find the softest leaf’, ‘if we’re really quiet, what can we hear’ 	Minimum 200 participants over 4 years
Green Researchers (for those aged up to 11)	In groups or individually, children are supported to investigate coastal, marine and wider environmental issues over six months.	Achieve 1000 researchers over 4 years



	<p>They will find a question about their natural environment and are supported to find their own answers.</p> <p>Example projects might include (but these are not fixed)</p> <ul style="list-style-type: none"> • If we created a new path to school, what habitats would we disturb? • How is the coast changing? How can salt marsh and sand dunes help us against flooding? • The problem with Microplastics – using quadrants to analyse microplastics at local beach and feed the data into the national survey. 	
<p>Green Futures Award (for ages 11-16)</p>	<p>Those in youth organisations and extra-curricular eco-clubs are supported to conceive and deliver community-based climate action projects. They will discover how a climate action intervention could solve a problem and then take action.</p> <p>Examples might include:</p> <ul style="list-style-type: none"> • Help bees by planting a pollinator-friendly garden locally • Action through campaigning: Blue Influencers have set up campaigns to inform locals about a particular issue such as pollution. • Re-usable period products and how they can help minimise pollution/blocked drains etc. 	<p>800 participants over 4 years and 80+ community-based climate action projects.</p>

The Roles

We have two roles available: **Youth Programmes Lead** and **Youth Programmes Officer**

We are looking for two self-motivated, energetic and friendly people who can work together to lead, shape and deliver this new youth programme. Over the next 4 years you will engage thousands of local young people from our coastal communities and support them on a path to becoming climate action leaders for Morecambe Bay.

Both roles will involve taking an inclusive approach to working with younger people creating multiple opportunities for them to connect with nature, investigate environmental issues and deliver community-based climate action projects whilst ensuring young people grow in confidence and have new outdoor experiences.

Both roles require excellent communication skills, empathy & understanding of the challenges faced by younger people as well as confidence in delivering face to face sessions and session planning.

The roles require flexibility, creativity, and a willingness to adapt to the needs of the people you are working with. You must have an interest in Morecambe Bay, climate change/environmental issues and be willing to travel around the Bay area. Good organisational skills, the ability to liaise with early years and school communities (including young people, parents/carers, families, teachers or group leaders) and wider community groups and youth settings.

We want to appoint people with knowledge of & a love & enthusiasm for the natural world, particularly coastal places, with which they can inspire and support youth learning in this field but also people with knowledge of the challenges we face through climate change.

The projects you are leading will be delivered around Morecambe Bay, which extends from Barrow in Furness in South Cumbria, to Fleetwood in North Lancashire. Whilst we strongly encourage & incentivise the use of public transport for our staff team, it isn't always possible due to the work we do, so the ability to drive & have access to your own car for work is important. We reimburse agreed transport costs, of course.

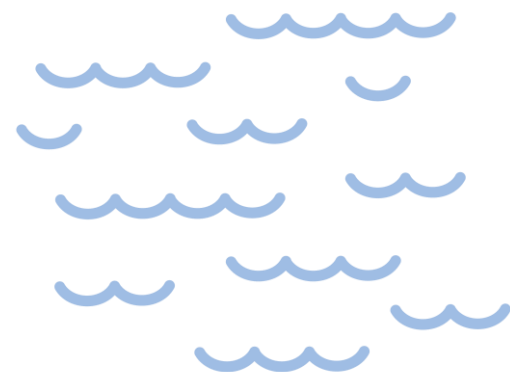
As the role supports younger people to act where they live, & to feel pride & passion for their area, we feel it's important that you live here too. This also helps to minimise travelling within our large operating area and build empathy with local young people.

These roles will work closely together to ensure smooth and effective delivery.

They are hybrid roles with a combination of home-based working (within the Morecambe Bay Area) and regular shared co-working spaces (exact locations to be confirmed to suit successful candidates). As a team, we also meet regularly on-line and in person at different locations around the Bay, and at our small base at Grange over Sands.

In return for your hard work & dedication to the role, you can enjoy a range of benefits including:

- Flexible working with friendly & supportive charity colleagues where you are trusted to get on with work with minimal supervision.
- Feeling like you are doing something positive & which matters to the place where you live.
- A monthly home-working payment contribution to your internet, heating etc.
- A range of family friendly & progressive policies including a sustainable travel policy which gives up to 4 additional days holiday if you travel abroad without flying.
- 26 days annual leave, with 8 bank holidays added (pro-rata).
- Winter shut down of up to 5 days in addition to annual leave.
- Pension scheme to which we contribute 5% and you contribute a minimum of 3%



Role Profile 1

Youth Programmes Lead

As the lead officer on the project, you'll have a love of working on collaborative community projects and a minimum of 2 years' previous professional experience of working with younger people, particularly those experiencing challenges in their lives, through their economic or social situation or through different abilities. You'll know how to lead and coordinate a programme with multiple projects running concurrently, have excellent people skills, experience of line management, budgets, monitoring and evaluation, and best practice working with young people. You'll also be comfortable mixing management and administrative tasks with hands-on delivery.

Salary: £34,000 per annum pro-rata.

Line Manager: Team Leader; Engagement & Fundraising

Staff reporting: 1 – Youth Programmes Officer

Contract: 30 hours per week (0.8 FTE) fixed term for 4 years.

Place: Hybrid. A combination of home-based (within the Morecambe Bay area) and shared co-working spaces (location to be confirmed). You will be expected to travel regularly to locations around the Bay coast (stretching from Barrow to Fleetwood) and work flexibly.

Other:

- There is an expectation that you will work regularly alongside the Youth Programmes Officer in a shared working space, and with wider OBOF project partners.
- The role is expected to operate with an approximate balance of 70% programme management and 30% hands on delivery. This may shift depending on programme needs, and you'll work flexibly and collaboratively with the Youth Programmes Officer to ensure smooth and effective delivery.
- Occasional evening & weekend work is expected to meet the needs of the post for which a time off in lieu system operates.

Key purposes:

- To have lead responsibility for Morecambe Bay Partnership's role in the Our Bay Our Future programme.
- To manage, plan, co-create and deliver a suite of three key projects within the Our Bay Our Future (Climate Action Fund) Programme namely 1) Green
- Connections 2) Green Researchers & 3) Green Futures. (See below for project details and targets). You will be supported by the Youth Programmes Officer.

- Through these projects, develop new ways of engaging young people in the nature and environment of Morecambe Bay, removing barriers, to create meaningful connections with their local places.
- Through these projects, empower young people from diverse communities to explore their place, think creatively, identify solutions, enact positive change and support them to take climate action and show leadership. You will help them develop green skills, knowledge, shared values and confidence, to understand their local environment & contribute to its care.
- With project partners, support and grow a network of organisations such as schools, community groups and institutions in the Morecambe Bay area which are supporting young people to be Climate Action Leaders.
- Deliver and promote the ‘Head, Hands, Heart’ approach created by the Morecambe Bay Curriculum which is a golden thread that runs through the Our Bay Our Future Partnership programme.
- Evaluate and monitor the Our Bay Our Future projects for Morecambe Bay Partnership (MBP) according to funder and partner requirements and highlight needs and/or future opportunities & partnerships in the community.

Key responsibilities

1. To be the main Our Bay Our Future contact point for the programme owner which is the Morecambe Bay Curriculum Team at Lancaster University. Additionally, to be the contact point for other contracted project partners including Lancaster & Morecambe College and the University of Cumbria.
2. To lead, manage, plan and deliver the 3 projects in accessible and inspiring ways. This will include a mix of programme management and direct delivery with young people including indoor/classroom sessions, site visits and creating interactive activities.
3. Manage project budgets and resources.
4. Line manage and support the Youth Programmes Officer and direct/oversee their work programmes.
5. Work collaboratively with Green Facilitators (student ambassadors) from Lancaster University.
6. Facilitate learning around countryside, coastal, marine and environmental issues affecting nature and their communities.

7. Ensure that all activity and engagement with young people complies with Safeguarding and Health & Safety legislation, policies and procedures.
8. Evaluate, communicate & share the project outcomes, including project monitoring, facilitated group evaluation & reporting.
9. Work with the Morecambe Bay Curriculum Team to meet funding criteria and follow due diligence guidance.
10. Build local and regional momentum for environmental action amongst young people.
11. Attend relevant training and networking events to develop professional skills or enhance the project.
12. Act as an ambassador for the Morecambe Bay Curriculum and Youth Climate Action for Morecambe Bay Partnership.
13. Promote access for all to the countryside to a wider range of young people including those who rarely access the countryside.
14. Manage/prepare written communications for MBP including news releases, newsletter, and website to promote the projects and celebrate successes according to funder requirements and in association with the Morecambe Bay Curriculum team.
15. Use social media effectively to publicise the projects, engage the wider local community and celebrate the projects' achievements as required.
16. Take responsibility for personal health, wellbeing, and safety and that of others whilst at work promoting a positive health and safety culture.
17. Work constructively with colleagues at Morecambe Bay Partnership and contribute professionally to all aspects of the work of Morecambe Bay Partnership.
18. Prepare and deliver presentations about the project to the Morecambe Bay Partnership Board of Trustees, the Morecambe Bay Curriculum, and other audiences as appropriate.

This role profile outlines the principal responsibilities and duties of the post holder. It is not meant to be, nor is it, an exhaustive list of specific responsibilities and duties.

The post holder will be expected to undertake any other duties which could reasonably be expected as being within the remit of the post and which arise out of changes of legislation, regulations, orders, funding commitments, rules and working practices, methods and procedures and reviews, as directed from time to time.

Youth Programmes Lead - Person Specification

	Essential	Desirable
Qualifications		<p>Training in at least 2 relevant areas such as:</p> <ul style="list-style-type: none"> • Ecology, nature recovery, environmental management, climate change, marine science. • Community engagement and participation • Outdoor learning • Project management • Project evaluation • Outdoor First Aid
Experience to be demonstrated in the application	<p>Minimum 2 years' professional work experience in a similar field e.g. youth participation/youth voice/youth leadership/youth empowerment.</p> <p>Leading a programme of work and delivering multiple projects simultaneously.</p> <p>Engaging with diverse communities.</p> <p>Staff line management.</p> <p>Budget management and implementation.</p> <p>Working within a nature/environmental context (paid or non-paid).</p> <p>Writing risk assessments.</p>	<p>Youth leader, coaching or mentoring.</p> <p>Leading environmental activities with youth groups, early years, primary and secondary schools.</p> <p>Experience of marketing projects and opportunities to local communities.</p> <p>Partnership working.</p> <p>Use of social media in a professional setting.</p>

	<p>Monitoring and evaluation of projects including collecting data, participant feedback & report writing, analysing learning outcomes.</p> <p>Best practice in working with young people.</p>	
<p>Knowledge & understanding to be demonstrated in the application</p>	<p>Good understanding of the coastal environment & nature in the Morecambe Bay area.</p> <p>An understanding of the effects of climate change on coastal communities.</p> <p>Empathy for and understanding of the needs of young people, particularly with eco-anxiety.</p> <p>Safeguarding policy and best practice.</p> <p>Commitment to equal opportunities.</p> <p>Understanding of the true barriers faced by all young people in Morecambe Bay, particularly those from underserved communities.</p> <p>Appreciation of health, safety and wellbeing aspects relevant to work area.</p>	<p>Familiarity with the Morecambe Bay Curriculum</p> <p>Familiar with the geography, and socio-economic context of Morecambe Bay and youth provision.</p> <p>Best practice in outdoor learning techniques.</p>
<p>Skills to be demonstrated in the application</p>	<p>Excellent people and communications skills - able to reach new community audiences, build trust, communicate with and inspire a wide range of young people and their responsible adults.</p>	<p>Nature ID skills.</p> <p>Media communications e.g. writing press releases, creating social media and website content, presentations.</p> <p>Producing audience-specific creative interpretation and session materials.</p>

	<p>Management skills to line-manage and support a staff member.</p> <p>Able to work independently and manage own workload.</p> <p>Excellent organisational skills and initiative.</p> <p>Ability to be flexible and adapt to the needs of others.</p> <p>Integrity, sensitivity, tact and cultural awareness.</p> <p>Demonstrable teamwork.</p> <p>Microsoft 365, Word, Excel etc.</p>	
<p>Other</p>	<ul style="list-style-type: none"> • Demonstrable enthusiasm and passion for working with young people. • Ability to champion and advocate for Morecambe Bay's environment. • Current driving licence with access to a car (insured for business use) and able to travel regularly (by public transport or car) around the Morecambe Bay area as required. • Preference for someone who lives within the Bay area. • Able and comfortable to work from home when needed. • Able to work occasional evenings and weekends to suit needs of the young people you will be supporting. • Enhanced DBS Certificate. 	

Morecambe Bay Partnership is committed to safeguarding and promoting the welfare of children and vulnerable adults and expects all employees and volunteers to share this commitment.

Role Profile 2

Youth Programmes Officer

For this role, you will have a genuine love of working with people of all ages, especially those as young as 3 to aged 16. You'll have at least 1 years' experience of communicating and leading sessions directly with young people and thrive on sharing the natural world and different places with participants. You'll be confident in helping create interactive activities and have experience of delivering projects to high standards, according to best practice, safely and in partnership with others. You'll also be well organised, and able to work flexibly.

Line Manager: Youth Programmes Lead

Contract: 30 hours per week (0.8 FTE) fixed term for 4 years.

Salary: £28,000 per annum pro-rata.

Place: Hybrid. A combination of home-based (within the Morecambe Bay Area) and shared co-working spaces (location to be confirmed). You will be expected to travel regularly to locations around the Bay coast (stretching from Barrow to Fleetwood) and work flexibly.

Other:

- There is an expectation that you will work regularly alongside the Youth Programmes Lead in a shared working space, and with wider OBOF programme partners. You will work flexibly and collaboratively with each other to ensure smooth and effective delivery.
- Occasional evening & weekend work is expected to meet the needs of the post for which a time off in lieu system operates.

Key purposes:

- To support the delivery of Morecambe Bay Partnership's role in the Our Bay Our Future programme.
- To deliver face to face sessions with young people from aged 3-16 as part of three key projects within the Our Bay Our Future (Climate Action Fund) Programme. These are: 1) Green Connections 2) Green Researchers & 3) Green Futures. (See below for project details and targets).
- To support the Youth Programmes Lead in the planning and co-creation of all the Our Bay Our Future project activities.
- With the Youth Programmes Lead, develop new ways of engaging young people in the nature and environment of Morecambe Bay, removing barriers, to create meaningful connections with their local places.

- Through these projects, empower young people from diverse communities to explore their place, think creatively, identify solutions, enact positive change and support them to take climate action and show leadership. You will help them develop green skills, knowledge, shared values and confidence, to understand their local environment & contribute to its care.

Key responsibilities

1. To assist in the day-to-day delivery of all aspects of the Our Bay Our Future project.
2. To work side-by-side with the Youth Programmes and together, create and deliver the 3 projects in accessible and inspiring ways.
3. Deliver sessions with young people including indoor/classroom sessions, site visits in coastal/countryside locations and interactive activities.
4. Work collaboratively with Green Facilitators (student ambassadors) from Lancaster University.
5. Facilitate learning around countryside, coastal, marine and environmental issues affecting nature and their communities and support young people to take climate action.
6. Follow all Safeguarding and Health & Safety legislation, policies and procedures as directed by line manager and Morecambe Bay Partnership.
7. Collect evaluation data from participants and the projects as directed by line manager.
8. Attend relevant training and networking events to develop professional skills or enhance the project.
9. Act as an ambassador for the Morecambe Bay Curriculum and Youth Climate Action for Morecambe Bay Partnership.
10. Promote access for all to the countryside to a wider range of young people including those who rarely access the countryside.
11. Contribute to awareness raising of the project, for example through social media posts and newsletter content as directed by line manager.
12. Take responsibility for personal health, wellbeing, and safety and that of others whilst at work promoting a positive health and safety culture.
13. Work constructively with colleagues at Morecambe Bay Partnership and contribute professionally to all aspects of the work of Morecambe Bay Partnership.

This role profile outlines the principal responsibilities and duties of the post holder. It is not meant to be, nor is it, an exhaustive list of specific responsibilities and duties.

The post holder will be expected to undertake any other duties which could reasonably be expected as being within the remit of the post and which arise out of changes of legislation, regulations, orders, funding commitments, rules and working practices, methods and procedures and reviews, as directed from time to time.

Youth Programmes Officer – Person Specification

	Essential	Desirable
Qualifications		Training in at least 1 relevant area such as: <ul style="list-style-type: none"> • Ecology, nature recovery, environmental management, climate change, marine science. • Community engagement and participation • Outdoor learning • Project management • Project evaluation • Outdoor First Aid
Experience to be demonstrated in the application	Minimum 1 years' experience in a similar field e.g. youth participation/youth voice/youth leadership/youth empowerment. Leading environmental activities with youth groups, (this can be paid or non-paid). Engaging with diverse communities. Best practice in working with young people.	Collecting evaluation data & participant feedback. Writing risk assessments. Experience of marketing projects and opportunities to local communities. Partnership working. Use of social media in a professional setting.

Knowledge & understanding to be demonstrated in the application	<p>Good understanding of the coastal environment & nature in the Morecambe Bay area.</p> <p>An understanding of the effects of climate change on coastal communities.</p> <p>Empathy for and understanding of the needs of young people.</p> <p>Safeguarding policy and best practice.</p> <p>Commitment to equal opportunities.</p> <p>Appreciation of health, safety and well-being aspects relevant to work area.</p>	<p>Familiarity with the Morecambe Bay Curriculum.</p> <p>Familiar with the geography, and socio-economic context of Morecambe Bay and youth provision.</p> <p>Best practice in outdoor learning techniques.</p>
Skills to be demonstrated in the application	<p>Excellent people and communications skills - able to build trust and comfortable communicating with young people (aged 3-16years) and their responsible adults.</p> <p>Able to work independently and manage own workload.</p> <p>Excellent organisational skills and initiative.</p> <p>Ability to be flexible and adapt to the needs of others.</p> <p>Integrity, sensitivity, tact and cultural awareness.</p> <p>Demonstrable teamwork.</p> <p>Microsoft 365, Word, Excel etc.</p>	<p>Nature ID skills.</p> <p>Media communications e.g. creating social media and website content</p>

Other	<ul style="list-style-type: none"> • Demonstrable enthusiasm and passion for working with young people. • Ability to champion and advocate for Morecambe Bay's environment. • Current driving licence with access to a car (insured for business use) and able to travel regularly (by public transport or car) around the Morecambe Bay area as required. • Preference for someone who lives within the Bay area. • Able and comfortable to work from home when needed. • Able to work occasional evenings and weekends to suit needs of the young people you will be supporting. • Enhanced DBS Certificate.
--------------	---

How to Apply, Deadline and Interviews

Complete the application form (downloadable from our website) with a **CV outlining your work and education history** & send to Michelle Cooper (Team Leader: Engagement & Fundraising) michelle@morecambebay.org.uk

Please make sure you tick the box on the application form stating which role you are applying for. If you wish to be considered for both roles, please tick both boxes.

Applications should be received by **9am on Monday 13th April 2026**

Please ensure that you apply by the deadline, as we will not accept applications beyond this date and time under any circumstances.

Interview Dates:

- Role 1 – Youth Programmes Lead on **Thursday 16th April online.**
- Role 2 – Youth Programmes Officer on **Thursday 7th May online.**

We may request a follow up in person interview.

Please note that due to the volume of applications we are likely to receive we are unable to update all applicants individually. If you do not receive a response from us within 2 weeks of the closing date, then your application will have unfortunately been unsuccessful in progressing to the next stage.

Thank you for your interest in working for Morecambe Bay Partnership