



**RECRUITMENT**

**PACK**



# WHO WE ARE

## OUR VISION

Empowering PEOPLE to live more sustainable lives, to enjoy and love their PLACES and to protect our PLANET so that together we can all flourish.

## ABOUT US

We are part of a federation of Groundwork charities across the UK and internationally.

The Groundwork federation supports local communities and businesses to build capacity and resilience. This is vital if we are to tackle hardship, achieve a just transition to net-zero and help nature recover in a way that reduces inequality and leads to better work and healthier, happier lives.

The first Groundwork charity was established in 1981 as a radical experiment to improve quality of life and promote sustainable development in places that had become run-down and neglected.

This concept was proven to be successful across various regions and in 1990, we were established under our former name of Groundwork Greater Nottingham.

Recently, we have expanded our reach to include Derbyshire, Leicestershire, Lincolnshire, Nottinghamshire and Rutland - and changed our name to Groundwork Five Counties to reflect this.

The principle of creating dynamic partnerships for action is still at the heart of our approach.



# WHAT WE DO

**We're passionate about creating a future where every neighbourhood is vibrant and green, every community is strong and able to shape its own destiny and no-one is held back by their background or circumstances.**



We will help people improve their lives and communities by providing sustainable solutions.



We design and develop green community spaces and support volunteers to protect their environment so that all lives flourish.



We help people into green jobs and volunteering, ensuring we can all be better guardians of our planet.



By improving energy efficiency, we support well-being and save people money. In all kinds of ways, through our unique green offer Groundwork Five Counties empowers local communities to live more sustainable lives by being better guardians of our planet.



Photo by Plumb Images



# OUR WORK

Each year we deliver dozens of great projects that help local communities.

Below are just a few examples of the good work we do. To see more, visit our website: <https://www.groundwork.org.uk/fivecounties>



## Green Doctor

We understand the challenges of living in a cost-of-living crisis. This is particularly so for people in low-income households. Green Doctors are trained energy-efficiency experts that help people stay warm, healthy, and take back control of quickly mounting household bills. Our Doctors offer free, impartial advice through home visits.



## Beyond Barriers

We know that everyone is unique, and that each person has their own path to follow. We offer an employability programme moulded around the individual, based on their needs. Our approach encourages people to develop themselves and overcome obstacles. Our focus is on building confidence and readiness for work.



## Wellies in the Woods

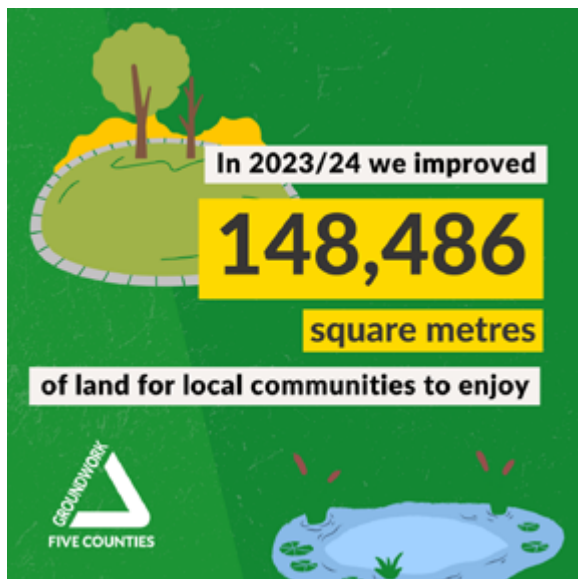
Giving families the opportunity to be active, get to know nature and improve their mental wellbeing in beautiful green spaces. Activities include play sessions in nature, open and accessible to everyone. They provide the perfect opportunity for children and grown-ups to get out of the house, meet new people and enjoy the great outdoors.



## Outdoor activities

Being in green spaces is known to have positive impacts on our mental health and wellbeing. Our goal is to create open, easily accessible areas that offer increased biodiversity for everyone to enjoy. To achieve this, we work with local volunteers, and offer them training and support to carry out regular maintenance tasks.

# OUR WORK: IMPACT IN 2023/24





# WHY WORK FOR US



## VALUES DRIVEN CULTURE

It's our mission to Change Places and Change Lives for the better. Your role, whether working directly in the community or in a supporting capacity, makes a real difference to individuals and communities.



## WELCOMING ENVIRONMENT

We pride ourselves on creating a welcoming work environment and ensure colleagues, who are spread across the region, stay connected through regular Sharing Sessions and quarterly Team Days.



## FLEXIBLE WORK OPTIONS

We operate a flexi time system which allows employees flexibility in their hours of work. Our flexible workplace arrangements means you can work from our office in Nottingham, or work remotely at home.



### **VOLUNTEERING DAYS**

Each member of staff gets two days of volunteering time, to be used on a project of their choice - whether that's Groundwork Five Counties or a different organisation.



### **A SUPPORTIVE WORK CULTURE**

All staff have regular Personal Development Reviews, one-to-ones with their manager, and access to in-house and external training. We support professional CPD and regularly meet to share knowledge and best practice. We want to support you in achieving your career goals.



### **ACCESS TO EMPLOYEE ASSISTANCE PROGRAMME**

Our employees, and members of their immediate family living at the same address, have access to external confidential counselling services, offering free advice on a range of personal and family matters.



# OUR BEHAVIOURS

## FRAMEWORK

We have standards that all staff must adhere to, so we can get the best results for the communities we support.

- Demonstrate high levels of professionalism at all times
- Demonstrate a commitment to excellence in practice through the advancement of diversity, equity, and inclusion
- Be able to put the needs of our beneficiaries at the heart of everything we do – being considerate of them at all times
- Be on time and self-manage effectively and efficiently
- Be positive in outlook - have a growth mind set and willingness to learn new skills.
- Have a passion to help people, place, and planet
- Have a default to work in partnership with others for the collective good.
- Be respectful of colleagues - communicating effectively, responding to requests, and letting people know your availability
- Be accountable and take responsibility
- Be adaptable and self-motivated
- Be aware of the bigger picture and how your role contributes
- Take pride in your own work and that of your team members – be willing to CELEBRATE and SHOUT ABOUT all of our good work



# JOIN US

# MAKE A DIFFERENCE

Thank you for your interest in working with Groundwork Five Counties.

Every day our work positively impacts the people and communities we serve and the environment in which we live. We are very proud of the difference we make.

We hope this insight into our charity and the wider Groundwork federation inspires you to want to join us.

We look forward to hearing from you!

**Penny Halewood**  
Executive Director of Groundwork Five Counties



## FIVE COUNTIES

DERBYSHIRE • NOTTINGHAMSHIRE  
LEICESTERSHIRE • LINCOLNSHIRE • RUTLAND

