**Groundwork Recruitment Pack**

**GREEN DOCTOR TRAINEE**

**ABOUT THE GREEN DOCTOR TEAM**

Thank you for your interest in becoming a Green Doctor Trainee.

Groundwork’s Green Doctors help UK residents stay warm, stay well, and save money on household bills. We visit vulnerable people in their homes, offering free, impartial advice and installing energy saving measures to help them take control of their bills, save energy in the home, and access other services and initiatives available. We work with public and private partners to ensure support reaches those who need it most in local communities.

With support from the Cadent Foundation, Groundwork has established the **Green Doctor Academy,** in order to attract diverse talent to take on Green Doctor roles, and to provide paid work placements, training and qualifications for people who are new to the sector. We are now recruiting Green Doctor Trainees to take part in a paid, 12-month work placement via the Academy.The work placement is designed to provide the training, skills and experience needed to deliver energy efficiency advice and to support people who need it most in your local community.

This is one of up to 10 placements that will be created across England. No experience is necessary – just an appetite to learn, a motivation to help others, and an interest in pursuing a career in this field. **We’re particularly interested in receiving applications from people who are from ethnically diverse backgrounds, who are living with a disability, are from low-income households, or are not currently in employment.**

You will receive a good wage from a placement that helps the environment and provides support to people who really need it. There’ll be opportunities to learn about potential careers in the environment sector and to connect with the other people working in Green Doctor roles across the country.

This is a unique opportunity to try something new and to take a first step on a career path where you can make a real difference. The environment sector needs you!

**ABOUT GROUNDWORK**

Groundwork is a federation of charities mobilising practical community action on poverty and the environment across the UK since 1981.

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.

Our vision is of a society of sustainable communities which are vibrant, healthy, and safe, that respect the local and global environment, and where individuals and enterprises prosper. Although unfortunately, we know that this isn’t the reality for many living in London in 2023.

The Covid-19 pandemic and the steep rise in the cost of living have amplified inequalities and challenges facing individuals and communities across London, including poverty, health inequalities, and access to decent work, housing, and open spaces. We are also facing the ever-present global threat of the climate crisis. At Groundwork, we believe that a real lasting change requires a holistic approach that benefits people, places, and the planet, and for us this starts with communities.

Find out more about Green Doctors on our [website](https://www.groundwork.org.uk/greendoctor/).

See the difference Green Doctors makes [here.](https://youtu.be/jSIG38xT2w0?si=Uhn4oyDbxWd2QyhT)

Read what is like to be a Green Doctor [here.](https://www.groundwork.org.uk/helping-people-and-planet/)

**Benefits of working with us**

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| **Tick Black Green** | Holiday Entitlement 25 days plus Bank Holidays |
| **Tick Black Green** | Pension |
| **Tick Black Green** | Training and support provided by the Trust and formal training |
|  | Staff groups and wellbeing |
| **Tick Black Green** | Employee Health Care Cash Plan and Helpline Assistance programme |

Time off in Lieu system when working during weekends and evenings



**RECRUITMENT PROCESS**

**APPLICATION**

You can apply for this placement via the following link:

<https://www.groundwork.org.uk/jobs/greendoctor-trainee/>

If you would prefer to complete your application in MS Word or via an alternative format, or if you have any questions about the application process, please contact: [**LondonJobs@groundwork.org.uk**](mailto:LondonJobs@groundwork.org.uk)

We are a disability-confident employer and encourage applicants with disabilities to alert us alongside their application, to enable us to guarantee interviews for all disabled candidates who meet the person specification. We will also discuss any reasonable interview or workplace adjustments with you.

If you would like to know more about the role before applying, please contact us via the details above.

**INTERVIEWS**

We will contact you to let you know whether you have been shortlisted for an interview.

We expect to conduct interviews by video call the week beginning 18th August 2025.

Interviews last approximately an hour and we aim for an informal format – all candidates will be provided with the topics for discussion and further information beforehand. If you have any questions about the interview process, please contact: [**Daniel.Brittle@groundwork.org.uk**](mailto:Daniel.Brittle@groundwork.org.uk)

**SAFEGUARDING**

We commit to doing everything we can to ensure the safety of those involved in our projects, programmes and services. Our safeguarding team ensures that our safeguarding policy and practices are rigorously implemented and continually reviewed and improved.

Our safer recruitment practices help us to ensure that we recruit colleagues who share our high standards and expectations. All job offers are conditional on the receipt of satisfactory references. This role will require a Disclosure and Barring Service (Criminal Records Bureau) check. We are also obliged to confirm your identity and obtain proof of your right to work in the UK. We ask all staff to undertake safeguarding training when they join us.

**ROLE DESCRIPTION**

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| **Placement title:** | Green Doctor Trainee |
| **Organisation:** | Groundwork London |
| **Contract type:** | 12 Months, Fixed term |
| **Number of hours per week:** | 37.5 hours per week. |
| **Working pattern:** | Mon – Fri, with occasional weekend/evening work |
| **Hourly rate of pay** | £13.85 per hour |
| **Responsible to:** | Senior Green Doctor |
| **Location:** | Groundwork London Offices/Field Based |
| **Anticipated Start Date:** | 8th September 2025 |

The Green Doctor Trainee will work alongside our experienced Green Doctors to help residents use energy efficiently, reduce bills, and to stay warm and well in their homes. The role will include supporting customers by telephone, travelling in the local area to deliver home energy visits, fitting small energy-saving measures (sometimes involving working at height), and taking part in promotional activities to spread the word about our service. You will learn how to use equipment and tools, gather and record data accurately, and ultimately provide high-quality advice to help people who are most in need.

We are seeking an individual who is motivated to develop a career in the energy advice sector, and who is committed to supporting vulnerable people to act more sustainably, to stay warm and well in their homes, and to reduce their household bills.

The ideal candidate would be approachable, professional and motivated to learn. We’ll help you to gain the technical qualifications, skills, knowledge and experience needed, provided you commit to a structured programme of learning alongside other Trainees. The role will involve working in communities and supporting vulnerable people in their homes, so interpersonal skills and a commitment to working safely and responsibly will be critical.

As part of a small team, communication and team-working skills will be essential, as well a willingness to travel to support customers within an agreed geographical area.

**PERSON SPECIFICATION**

We encourage applications from people who can demonstrate:

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| **Tick Black Green** | Motivation and a willingness to learn |
| **Tick Black Green** | Interest in local and global environmental issues |
| **Tick Black Green** | Ability to relate to people from diverse backgrounds |
| **Tick Black Green** | Confidence when dealing with customers face-to-face and on the phone |
| **Tick Black Green** | Ability to use own initiative and work as part of a small team |
| **Tick Black Green** | Time management and organisational skills |
| **Tick Black Green** | A good understanding of IT (Word/Excel/PowerPoint/Zoom) |
| **Tick Black Green** | Confident in English and Maths |
| **Tick Black Green** | Compliance with appropriate background checks |

**\***A Driver’s License is essential and a vehicle will be required due to the geography of the area – a company van will be provided

For an entry-level role, the person specification is for guidance, so if you meet the majority of the criteria and/or have transferable skills or experience you think will help you in the role, then please continue with your application.

**GREEN DOCTOR ACADEMY**

This placement is part of a national Green Doctor Trainee scheme funded by the Cadent Foundation. Trainees will take part in the Green Doctor Academy: a program of training, learning and support. This will include a period of training, support, and observing colleagues before you take responsibility for your own Green Doctor caseload.

The Green Doctor Academy, provided by Groundwork Manchester, will include a 2-day induction for trainees to understand the role and explore key issues of fuel poverty, energy-saving awareness, climate education and property retrofit.

This is followed by a mixture of face-to-face and online training and opportunities to gain qualifications such as:

* L3 City and Guilds Energy Awareness
* Carbon Literacy Certificate
* QNUK Level 2 Health and Safety at Work
* QNUK Level 2 Award in Principles of Manual handling at Work
* QNUK Level 2 Safe Use of Ladders and Stepladders (3 GLH)
* Asbestos Awareness (online module) –Asbestos Awareness - UKATA
* Safeguarding and working with vulnerable residents

To give you an idea of the kind of learning involved in the Green Doctor Academy, Level 2 qualifications equate to a GCSE standard pass (Intermediate GNVQ or BTEC first certificate) and will help you build knowledge in the area. Level 3 covers more complex work and will help you develop your supervisory skills – this equates to

BTEC National Certificate or Vocational A-Level / A-level.

In addition, Groundwork London will provide a full induction to our organisation and how Green Doctor works across our region. Training and support for trainees will include:

* Line manager support to map and review the goals of your placement.
* Informal buddy system during on boarding
* Ongoing training and development along with qualifications in energy saving and retrofitting

**Thank you for your interest in applying for a position at Groundwork. We look forward to receiving your application.**

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| Groundwork London Charity registration number: 1121105  Registered Office: 18-21 Morley Street, London, SE1 7QZ  T: 020 7922 1230 E: [london@groundwork.org.uk](mailto:london@groundwork.org.uk) |
| **CLOSING DATE: 12pm Friday 15th August** |