



RECRUITMENT

PACK



WHO WE ARE

Our Mission is to empower local communities to live their lives more sustainably.

We enable people to improve their lives and communities by providing resources and building resilience, empowering them to create their own solutions.

We support people to protect, replenish, and enjoy their local green spaces, helping wildlife and biodiversity to thrive and to enable nature's recovery.

We create opportunities for people to develop green skills, supporting their journey towards employment, volunteering, and becoming better guardians of the planet.

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 to improve quality of life and promote sustainable development in places that had become neglected. This concept was proven to be successful and in 1990, we were established under 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.



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 enable people and communities to thrive, live comfortably and build resilience
- We support community led nature recovery in local places
- We cultivate green skills for a fair and sustainable future.
- 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.



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 the cost-of-living crisis, particularly for people in low-income households. Green Doctors are energy-efficiency experts that help people stay warm, healthy, and take back control of quickly mounting household bills. We offer free, impartial advice through home visits that can save hundreds of pounds.



Green Community Hub

We have two outdoor community hubs where we host events for the whole family - from children's play sessions to adult green skills courses. Our Hubs in Worksop and Nottingham support local communities and the environment, providing a safe and inclusive space for all to enjoy nature, meet new people, and learn.



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, make friends 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 'Friends of' groups, and offer them training and support to carry out regular maintenance tasks.

OUR WORK: IMPACT IN 2025/26

Take a look at some of our statistics for last year!

More can be found in our Impact Report 2025/26: www.groundwork.org.uk/fivecounties/about/our-impact



5,102 people

supported across
all our projects



231 people

supported into work,
education or training



367 volunteers

helped us to look after green
spaces, giving us **1,651 hours**,
valued at **£20,990**



4,125 people

supported by our Green Doctor
energy efficiency experts



£729,612

total domestic
utility bill savings



1,492,099 kg

of CO2 equivalent saved
= driving 4,418,853 miles



36 organisations

supported and made
more resilient



415,964 m²

of landscape restored
= 58 football fields

WHY WORK WITH US?

> VALUES DRIVEN CULTURE

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

> FLEXIBLE WORK OPTIONS

We work fully remote, with a flexi time system which allows employees flexibility in their hours of work.

> WELCOMING ENVIRONMENT

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





> 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.

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 join us.

We look forward to hearing from you!

Penny Halewood
Executive Director of Groundwork Five Counties

