



WELLSPRING

We Make A Difference

# Landscape Architect



## About the Trust

**Wellspring is an established and growing Multi-Academy Trust with a difference. We operate 33 Primary, Secondary, Special and Alternative Academies across Yorkshire, Lincolnshire and the Humber. We are committed to making a difference to the lives and life chances of the young people and communities we serve.**

**Our Academies are vibrant, autonomous, community focused and highly successful.**

The Trust strives to be a diverse and inclusive place where we can ALL be ourselves.

At Wellspring, we have always talked about ethics and values as the heart of our culture. They have been our guiding lights. We have taken the harder path many times to remain true to them. Every member of the Wellspring community is a custodian of our collective culture.

As the Trust continues to develop, our roles offer pathways for ambitious and dynamic individuals who are determined to make a difference. We value our people; collegial working at all levels is central to our culture. High quality induction training and ongoing professional development support are guaranteed. There will be a broad range of opportunities for you to realise your professional vision and ambitions within the Trust.

We are committed to equal opportunities and to promoting diversity. We want our people to reflect the diversity of our communities, and we welcome applications from people from all backgrounds, especially from under-represented groups, including those from Black, Asian and minority ethnic communities.

We aim to raise expectations and ambitions for every young person in our care. **We aim to make a difference.**

### Post Title:

Landscape Architect

### Reporting to:

Capital Lead

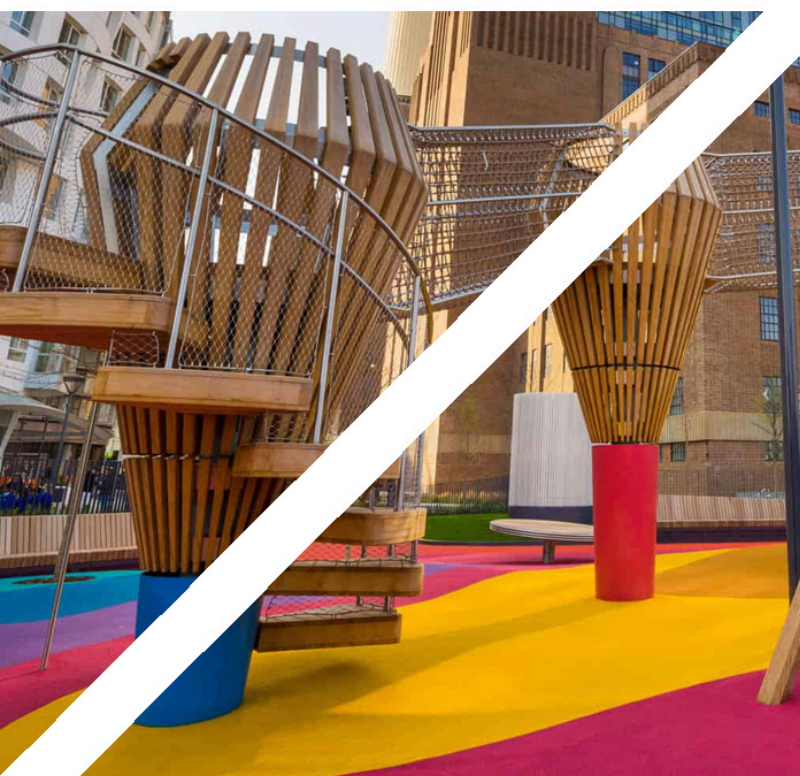
### Location:

Hybrid. Regular travel to Barnsley HQ and academies across the Trust

### Salary:

£34,726-£42,286 pa

(Dependent on skills and experience)





## Summary of the post

**At Wellspring, we are ambitious about the potential of our external environment. Creating vibrant, diverse, exciting outside spaces is central to our *Cathedral Thinking*. All too often, environments for children are austere and uninspiring. This role is designed to disrupt the status quo, re-imagining the potential of the education estate.**

The outdoor environments at our settings are as crucial as the indoor spaces in shaping how our young people learn. As we grapple with the existential threat of climate change, the way we develop and utilise our outdoor spaces will play a vital role in addressing these challenges. Biodiversity is one of the five key areas of Wellspring's *Sustainability Strategy*, reflecting our commitment to enhancing the public realm. This commitment benefits not only the planet but also our staff, pupils, and the wider community.

This opportunity is a new role reporting to the Trust Capital Lead. The Capital Lead is responsible for the strategic, prioritised investment of the Trust's capital allocation, including supporting the construction of new facilities, extensions, adaptations and the development of our outdoor environments.

We're seeking an individual whose expertise can help shape the future of Wellspring's outdoor spaces. The ideal candidate will have a background in designing educational settings and will support our Capital Lead in the strategic development and management of Wellspring's external estate.

You'll be responsible for designing and developing innovative outdoor spaces that inspire learning, play, and environmental awareness. You'll implement sustainable landscaping strategies to promote biodiversity and ecological balance, creating engaging play areas that encourage physical activity and imaginative thinking.



At Wellspring we are ambitious about the scale of change we strive to effect, creating nurturing, vibrant environments that support our young people and their communities to thrive, whether this be through diverse planting schemes or community gardens.

A key aspect to ensure we can deliver such change will be the development of site master plans for every one of our academies. Wellspring has committed to every academy having a fully developed site master plan by 2030. You will play a vital role in the delivery of this ambition.

***‘Successful school environments are those that are designed through the eyes of a child.’***

At Wellspring we believe that school environments should be imaginative and inspiring places that are focused on what makes a child happy. This extends to our outside environments. We are looking for an individual that is not just passionate about nature but also about developing bespoke, colourful and creative play spaces for our young people. The successful candidate should possess a strong creative vision and a deep understanding of child-centred design.

By collaborating with schools, staff, and students, you'll gain a deep understanding of their needs and preferences, ensuring that your designs meet their specific requirements. You'll also oversee projects from concept to completion, ensuring timely delivery and budget adherence.

We offer a supportive environment to explore innovative design ideas, the chance to make a tangible difference in the lives of young people, and opportunities to grow your skills and advance your career. You'll work alongside passionate educators and like-minded professionals, enjoying a comprehensive benefits package, including pension, a generous holiday entitlement, and professional development opportunities.

Join us in creating inspiring outdoor spaces that nurture young minds, foster a sustainable future and ignite imagination.

## Main Duties will include

### Design & development

- Develop Master Plans for the outside environments for all academies and joining academies.
- Develop site plans, planting plans and construction drawings.
- Produce detailed design proposals including 3D visualisations.
- Implement sustainable landscaping practices such as rain water harvesting, rain gardens
- Designing sensory gardens to stimulate the senses, promoting well-being, calmness and a connection with nature.

### Biodiversity enhancement

- Implementation of sustainable landscaping strategies across the Trust estate to promote biodiversity.
- Selection of school appropriate plants species to attract pollinators and wildlife.
- Designing of natural play spaces and wildlife corridors throughout the school grounds.

### Creative Play Spaces

- Designing of bespoke play equipment that is visually colourful and bold. This may include working with artists in cross collaboration.
- Designing of playgrounds that encourage physical activity and the imagination of young people.
- Ensuring that play spaces cater to all children of differing ages and abilities.

### Project Development

- Support academies in the development of external spaces projects across the Trust from inception through to completion with over sight from the Capital Lead.
- Management of budgets, timelines and resources to ensure projects are delivered on time and within budget.
- Development and management of project programmes, risk registers and project trackers.
- Co-ordination with contractors, suppliers and other stakeholders to ensure smooth project delivery.
- Monitoring of progress and address any issues or challenges that arise.

### Community engagement

- Aid schools in developing relationships with their local community through their landscapes.
- Help school develop community initiatives such as community gardens, community allotments, gardening workshops etc.
- Aid the school through design in being able to open their sites up to the public during non school time.

### Sustainability and Environmental impact

- Consideration of the environmental impact of design decisions, such as materials selection, energy use and

water consumption.

- Promotion of sustainable materials and practices, such as recycled materials, low-maintenance planting and water efficient irrigation systems.
- Contribute to the Trust's overall sustainability goals and targets.
- Monitor and evaluate the environmental performance and impact of outdoor spaces.

### Other duties include:

- In partnership with other lead and promote a strong Health and Safety culture across the Trust.
- Aid the Capital lead in the development of documentation for project reporting purposes.

### Standard duties in all trust job descriptions

- Show a commitment to diversity, equal opportunities and anti-discriminatory practices.
- Show a commitment to ensuring that children and young people learn in a safe environment.
- Participate in relevant and appropriate training and development as required.

### Method of working

Wellspring Academy Trust expects all staff to work effectively and co-cooperatively as part of a team, delivering high quality support. This requires dealing with people politely and tactfully, and in accordance with Trust guidelines, policies and procedures. Wellspring Team members are expected to respect confidentiality and safeguarding practices at all times.

### Public relations

Considerable importance is attached to the public relations aspect of our work. Members of the Team must project a positive image of the Trust at all times and through all activity.

### DBS Certificate

The Wellspring Academy Trust takes its duty to safeguard the young people with which it works seriously. All Wellspring Team Members are required to undertake a Disclosure and Barring Service (DBS) check.



Criteria	Essential/ Desired	Application / interview
Qualifications and Certification		
Bachelor's Degree or equivalent in a Landscape Architecture	E	A
Master's Degree in Landscape Architecture	D	A
Demonstrable post qualification experience.	E	A
Chartered member of Landscape Institute	D	A & I
Evidence of continuous professional development	E	A & I
Project Management Qualification e.g. MSP, Prince II or equivalent experience	D	A
Contract management in Landscape Works Contract 2017 (JCLI LWC 2017) & JCT contract administration	D	A & I
Experience		
Demonstrable practical experience in landscape design and project management, with a proven track record of delivering high-quality projects.	E	A & I
Experience of carrying out master planning for school environments.	E	A & I
Significant experience in working with schools or educational institutions, understanding the unique needs and challenges of these environments.	E	A & I
Proven ability to design innovative and inspiring outdoor learning spaces, play areas, and sustainable landscapes.	E	A & I
Experience in developing detailed technical drawings for bespoke playground equipment.	D	A & I
Experience in developing varied planting schemes to create a bio-diverse site, with preference within educational settings.	E	A & I
Experience in the implementation of sustainable landscaping design practices across a large organisation.	E	A & I
Experience and knowledge of all of the main project management concepts, tools and techniques.	D	A & I
Demonstrated experience of managing contractors in pre and post contract stages and managing the tendering process	D	A & I
Experience of risk management assessment and developing mitigation plans.	D	A & I
Experience of quality improvement systems and processes	D	A & I
Demonstrated ability to work in a fast paced and high pressure environment, to meet often tight deadlines, and to work pro-actively as part of a team.	E	A & I
Substantial experience in proactively managing health and safety on projects.	D	A & I
Knowledge & Skills		
In-depth knowledge of landscape design principles, including site analysis, planting design, construction detailing, and materials specification.	E	A & I
Strong understanding of sustainable design principles, such as ecological design, water conservation, and climate-responsive design.	E	A & I
Excellent communication and interpersonal skills, with the ability to effectively communicate design ideas to leaders, contractors, and stakeholders at all levels.	E	A & I



Strong facilitation skills with a high degree of commercial acumen and knowledge of planning and project controls.	E	A & I
Excellent written and numerical skills with an ability to analyse, develop and present clear, concise and focused reports on a range of technically complex external environment related matters.	E	A & I
A strong understanding of child development stages and how outdoor spaces can support learning and play.	D	A & I
Advanced keyboard and information technology skills in the use of a number of standard software's including AutoCAD, Sketch up, Adobe creative suite and Google Workspace.	E	A & I
Demonstrable knowledge of all current legislative requirements regarding external environments, play equipment, drainage etc.	E	A & I
Familiarity with relevant building regulations and planning permissions, particularly regarding outdoor spaces in educational settings.	E	A & I
Understanding of SuDS principles and their application in landscape design.	D	A & I
Knowledge of how to design spaces that stimulate the senses and promote well-being.	D	A & I
Knowledge of ecological surveying techniques and habitat management practices.	D	A & I
Fluent in Spoken and Written English	E	A & I
<b>Personal Attributes</b>		
An ability to empathise with children's perspectives and design spaces that spark imagination and wonder.	E	I
A passion for pushing boundaries and pioneering new approaches to landscape design.	E	I
Personal integrity and a commitment to the Nolan principles of public service.	E	I
Political awareness and adaptability, within rapidly changing environments.	E	I
A commitment to professional development.	E	I
Excellent relational skills, building rapport and enjoying influence with a variety of stakeholders.	E	I
Highly effective problem solving and decision-making skills, exercising professional initiative and creativity related to complex issues.	E	I
An ambition to develop your career with the aid of Wellspring Academy Trust.	E	I
An affinity with Wellspring's culture and purpose.	E	I
<b>Other</b>		
Full drivers license and flexibility to travel across the Trust's operations, areas currently include Lincolnshire, North Lincolnshire, South and North Yorkshire.	E	A



# WELLSPRING

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## Applications

If you would like any further information on the role please contact Shaun Kiernan on [S.Kiernan@wellspringacademies.org.uk](mailto:S.Kiernan@wellspringacademies.org.uk)

**Post Title:** Landscape Architect

**Reporting to:** Capital Lead

**Department:** Central Support Team

**Duration of post:** Permanent

**Work Commitment:** Full time, 52 weeks per year

**Start date:** As soon as possible

**Closing date:** 12:00, 31<sup>st</sup> January 2025

**Interview dates:** To be confirmed

**Salary:** £34,726-£42,286 pa subject to qualifications and experience

**Location:** Hybrid. Regular travel to Barnsley HQ and academies across the Trust

## How to Apply

Further information on how to apply for this role can be found on our website:

<https://wellspringacademytrust.co.uk/careers/current-vacancies/>

## Further Information

Wellspring Academy Trust recognises that it has a statutory and moral duty towards safeguarding the welfare of children, young people and, if appropriate, vulnerable adults who participate in any Trust activities and expects all staff to share this commitment. An Enhanced DBS is required for this post. As this role involves working with children in regulated activity, please note that it is an offence to apply for the role if barred from engaging in regulated activity with children.

References will be requested and an online search carried out for shortlisted candidates, prior to attendance at interview. Further pre-employment checks, including prohibition from teaching, childcare disqualification and section 128 checks, if deemed relevant for the role, will be completed for the successful candidate upon acceptance of the post.

If you are currently living overseas or have lived / worked overseas in the last five years please be aware that you will be required to provide an overseas criminal records check from the country/ countries you have resided in, if you are the preferred candidate for the post

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Discover how we make a difference at

[wellspringacademytrust.co.uk](https://wellspringacademytrust.co.uk)