



## **Culture Education Specialist Teacher**

National Botanic Garden of Wales

The National Botanic Garden of Wales is an iconic and dynamic charity, dedicated to the research and conservation of biodiversity, sustainability, lifelong learning and the enjoyment of our visitors. The 560-acre estate comprises the National Botanic Garden and Waun Las National Nature Reserve.

We are looking for someone who is passionate, energetic and inspiring to lead our Education Department. This is a fantastic opportunity for an individual to develop and implement an innovative plan for both formal and informal education within the Garden and Waun Las National Nature Reserve Delivering a successful and growing programme for all ages and abilities including early years, schools, colleges, universities and lifelong learning. Specifically leading and supporting on the development of an education program to support Welsh culture and to be delivered in the medium of Welsh.

The successful candidate will understand and be committed to the Garden's mission and have knowledge and experience of the education sector. The Garden has a strong track record of delivering for early years and primary level, and is looking to extend and develop provision at secondary, FE and HE level. They will be an excellent communicator and have strong leadership skills, commercial awareness and an ability to make an immediate and positive impression. We are looking for a self-starter with a 'can do' attitude focused on delivering results. Fluency in written and spoken Welsh, as well as commitment to the people, language, and culture of Wales, is Essential

As a national institution, the National Botanic Garden of Wales has a vision to connect with every child in Wales during their schooling because every child deserves to experience and learn about the exciting world of plants and nature and its connection to culture.

### **OUTLINE DETAILS OF APPOINTMENT**

This is a full-time position, 37.5 hours per week (1FTE) on a fixed term basis for 12 months from the start date. There will be a requirement for travel and possible weekend work. The salary is £37,739 pro-rata per annum.

**Informal enquiries are welcome and any applications should be submitted to the HR Manager.**  
[HRManager@gardenofwales.org.uk](mailto:HRManager@gardenofwales.org.uk).

**We welcome applications in Welsh and they will not be treated any less favourable than those made in English.**

**Applications should be in the form of a full CV and a cover letter detailing how you meet the criteria of the position.**



## BACKGROUND OUTLINE

### THE GARDEN

The Garden opened in May 2000 and is dedicated to the research and conservation of biodiversity, sustainability, lifelong learning and the enjoyment of our visitors. Its focus on conservation of biodiversity means that an ethos of sustainability is core to the way in which the organisation operates, delivers education, maintains its estate, and its business activities are conducted and arranged.

Developed as one of three significant Millennium investments in Wales the Garden estate extends to some 560 acres in a combination of planted botanic garden and farmed NNR, all set in a former Regency Parkland of heritage importance in the Towy Valley. The Garden's estate facilities, buildings, and infrastructure includes Grade II listed buildings and parkland, an iconic world class architect designed Great Glasshouse, variety of Education teaching spaces, Science Centre, offices, a visitor reception Gatehouse, a corporate function facility, restaurant, teaching buildings, horticultural glasshouses, and a number of small-holding farmhouses around the periphery.

The Garden is a vital and important Education and Science centre recognised as a National Asset in the Science Strategy for Wales. It is also a STEM (Science, Technology, Engineering, and Mathematics) hub. It routinely achieves more than 25,000 education and outreach engagements – the majority of these as on-site visits. Its education facilities include specially designed Aqualab teaching space, purpose built classrooms, outdoor 'back to nature' landscaped areas with dipping ponds and shelters. The Garden attracts pupil visits from schools in 17 of the 22 Welsh local authority areas as well as those from England and intermittent overseas groups. It offers over 60 curriculum-linked courses, in a range of taught and self-led modes.

Education activities are embedded and integrated as a core part of the Garden's purpose and extend from Foundation stage to Higher Education in close collaboration with conservation research, outdoor land-based teaching, horticulture training, and other aspects of the Garden's activities.

As a regional visitor attraction and economic asset it is the most visited garden in Wales, has hosted over 2.2 million visitors, and has been voted the number one 'Wonder of Wales', 'Most Romantic Garden' and 'Best Children's Garden' by the Western Mail. Various high-profile media polls have recognised the Garden and it has been voted the 'No 1 Garden to Visit in Wales'.

The Garden is a charity that receives a proportion of its financial support from the Welsh Government and Carmarthenshire County Council. It is also a company limited by guarantee and generates over half its income through its own activities including commercial endeavours. It is vigorous in bidding for additional resources from diverse external sources and grant-making bodies and enjoys a good rate of success in this.



**NATIONAL BOTANIC GARDEN OF WALES**  
**GARDD FOTANEG GENEDLAETHOL CYMRU**  
**Job Description**

<b>Post Title</b>	Culture Education Specialist Teacher
<b>Department</b>	Education
<b>Reports to</b>	Education Development Manager
<b>DBS</b>	Enhanced (Child barred list)
<b>Salary</b>	£37,739
<b>Contract</b>	Full-time, Fixed term 12 months
<b>Welsh Language</b>	Essential

**Purpose of the role**

This post will lead the development, testing, launch and evaluation of Welsh-medium cultural education programmes aligned to the Welsh Government's Priorities for Culture and the Curriculum for Wales. It will enhance NBGW's bilingual education offer by embedding Cynefin and the stories of Welsh heritage across In-Garden, Outreach, Online and Teacher CPD programmes. The role contributes directly to the Every Child in Wales initiative, ensuring every learner has meaningful access to culture and heritage through plants, landscape, and story.

**Responsibilities and Principal Accountabilities**

1. Working with the Education Development Manager to further strengthen the education team in culture education, improve the Welsh-language offer, enable the Garden to better align with the Priorities for Culture and deliver new, culturally focused education programmes as part of its Every Child in Wales initiative.
2. Develop, trial, test and refine innovative culture focused teaching and learning activities and associated resources so as to launch and evaluate a new programme of activities for In Garden; Outreach; Online and Teacher CPD.
3. Maximise opportunities for engaging children to be part of the trialling and evaluation process to increase NBGW capability in culture education and the delivery for all ages and abilities, including early years, primary, secondary, FE, HE, lifelong learning, public engagement and training.
4. Working with the Education Officers to develop course content and trial and refine new education courses.
5. Manage and develop networks of relationships with a range of partners and external stakeholders including schools and colleges, involved with the development and implementation of curriculum and policy in culture education.
6. Develop a monitoring and evaluation framework, and produce periodic reports that fully demonstrate the impact of the Education programme.

7. Contribute, as a member of the Garden staff team, to any activities aligned to this role or duties that support and promote the Garden and Welsh heritage and language, and help in its overall success.
8. Work within the Welsh language standards outlined by the government to promote and develop the Welsh language further within the Garden. Prioritising activities that can be created and delivered in the Medium of Welsh.

## **PERSON SPECIFICATION**

- Specified below are the criteria considered necessary to fulfil the role.
- This information is made openly available to applicants and will form the basis for the recruitment and selection process.
- Only those applicants who meet the criteria will be shortlisted.

	<b>Criteria and Evidence expected</b>	<b>Assessment Method</b>		
		Application	Interview	Exercise
	Education/Qualifications Knowledge/Experience Competencies/Abilities			
	<b>Essential Criteria</b>			
1	A teaching qualification and qualified teacher status is required	√	√	√
2	Fluency in written and spoken Welsh, as well as commitment to the people, language, and culture of Wales.	√	√	√
3	Proven leadership skills, with demonstrated ability to work with and engage stakeholders	√	√	
4	Experience of the education sector with proven hands-on professional competence in the development and delivery of culture focused curriculum-based and informal education and public engagement, at primary and secondary level.	√	√	√
5	Skilled in the development and evaluation of new teaching resources.	√	√	√
6	Excellent and well-developed personal communication skills in both English and Welsh including oral articulacy, fluent written style, presentational confidence.	√	√	√
7	Evidence of capacity to inspire enthusiasm, engage and motivate teachers and learners. Creativity, imagination, flair, and ability to generate innovative educational ideas and activities.	√	√	√
8	Proven organisational and planning ability with keen attention to detail. Ability to operate both strategically and operationally hands-on.	√	√	√
9	Good numeracy, keyboard skills, and IT capability. Able to manipulate data and information, to interpret and report on trends and results.	√	√	
10	Track record of working to a high level of individual responsibility and accountability with minimal supervision delivering outcomes against targets.	√	√	√

11	Genuine passion for the mission and purpose of the Garden and enthusiasm for contributing to its success, team spirit, reputation, and ethos.	√	√	√
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