



Regional Manager East - Walking for All

£38,220 + flexible benefits package

Hybrid working option – home and office

Full time, 36 month contract with possibility of extension

Closing Date: 2 February 2026 at 10am

The Opportunity

Outscape is a vibrant not-for-profit organisation, striving for a more active and healthy society in the outdoors. Since our establishment in 1999 we've been passionate about shaping the outdoors to improve physical and mental health, connect communities and generate economic gain. We have 5 strategic priorities:

1. Championing the Outdoors
2. Delivering Training and Sharing Best Practice
3. Planning and Developing Quality Experiences
4. Increasing Awareness
5. Widening, Increasing and Sustaining Participation

Whilst we have delivered some participation programmes in the past, we now have an opportunity to increase our work in this field at a strategic level as we roll out the Walking for All programme.

This exciting new programme will engage over 14,000 people and volunteers to get walking in rural areas in Northern Ireland and the border counties of Ireland, and is funded by PEACEPLUS, a programme managed by the Special EU Programmes Body. This key initiative will be seminal in tackling endemic societal issues such as physical and mental health, social exclusion and isolation.

The Regional Manager will have responsibility for the delivery of Walking for All East Area which includes County Louth, County Monaghan, Armagh, Banbridge & Craigavon BC, Lisburn & Castlereagh CC, Newry, Mourne & Down DC, Ards & North Down BC.

You're excited about this opportunity because you will:

- Take responsibility for the delivery of the Walking for All programme and targets in your area, supported by Outscape's Head of Participation
- Line manage two Walking for All Officers and performance manage an additional four All Officers, ensuring challenging objectives are achieved, through the establishment of goals, development of workplans, feedback and review meetings.
- Motivate, enthuse, coach, train and share good practice with the Walking for All Officers in your team
- Collaborate closely with employing partner organisations (such as councils and local sports partnerships) where the Walking for All Officers will be based
- Establish close working relationships with local and regional organisations including Health Trusts
- Support the wider Walking for All team by leading several initiatives such as the development, organisation and delivery of information sessions, celebration events, training and volunteer support interventions
- Understand the impact of Walking for All in your area through effective monitoring and evaluation
- Be the Walking for All champion in your area, enthusing a wide audience within and outside the programme

You will be successful in this role by:

- Remaining focused on the objectives for the programme in your area
- Applying a people-first approach through inspiring and motivating your team of Walking for All Officers as well as embracing and supporting the wider network of volunteers and walkers
- Being innovative, as inevitably things don't go to plan sometimes, but you always find another way to reach the desired outcome.

We're excited about you because:

- You have a minimum of 3 years' work experience (within the last 5 years) in:
 - line managing and performance managing a staff team (of at least 3 people)
 - leading and motivating teams to achieve demanding targets
 - managing the varying needs and challenges of partners and stakeholders (including leading meetings and presenting to stakeholders and groups of people of differing levels)
 - organising events and delivering training.
- You have some work experience in:
 - working with local communities such as community groups
 - working with volunteers (work or personal capacity).
- Your verbal communication skills are exemplary, supported by excellent written skills
- You have a genuine passion for people becoming active and enjoying the benefits of being outdoors
- You are very proficient in Excel, Word and PowerPoint
- You have a full current driving licence and use of a car, or access to a form of transport that allows you to meet the requirements of the role

Compensation

- NJC P01 - £38,220 + essential car users' allowance of £1,239 per annum
- Full time, 36 month contract with possibility of extension
- Option for hybrid working (as set out in Outscape's Agile Working Policy); envisaged to be 2 days a week in the Belfast office
- UNUM Health Cash Plan: access to health and wellbeing services, money back on health care expenses
- NILGOSC pension – employer contribution payable at rate set by NILGOSC (9% from April 2026); your contribution will be 6.5% of pensionable salary (rate may fluctuate slightly based on NILGOSC contribution rate bands)
- 25 days annual leave plus 11 public holidays; opportunity to buy/sell leave days
- Flexible working (as set out in Outscape's policy)
- Please note: the nature of this role will mean you will have to travel at times within Northern Ireland and the border counties and occasionally do some evening and weekend work

Application

- Completed application form and equal opportunities monitoring form (applications will not be accepted by any other method and CVs will not be considered) to be submitted by email to wendy@out-scape.com. Previous applicants to a Regional Manager role need not apply.
- Closing date: 2 February 2026 at 10am
- If you would like further information on the opportunity, contact Aideen Martin – Head of Strategic Projects at aideen@out-scape.com to arrange a confidential discussion
- Interviews: Please note that first interviews will take place on 9 February in Belfast. If required, second interviews will take place on 13 February.

More about Outscape

Based in Barnett Demesne in south Belfast, Outscape is a small, dynamic not-for-profit organisation focused on the outdoors. We pride ourselves on being a great place to work and have a very high staff retention rate. Currently we have a team of 27 friendly staff who work on a wide range of outdoor recreation projects from developing walking trails to writing strategies. You can find out more about our vision, our staff and projects on outscape.com.

More about Walking for All

Walking For All is a volunteer-led walking participation programme. Whilst we have operated similar programmes in the past, Walking for All is on a more significant scale and has been in development for almost a decade. It is a strategically important programme for Northern Ireland and the border counties and is included in the Department of Health's draft Obesity Strategy in Northern Ireland.

Walking For All aims to create healthier rural communities by encouraging participation in walking through organised, volunteer-led walks. These short walks, guided by trained volunteers, will be held in local community spaces and will also aim to bring diverse communities together, fostering acceptance and respect for differences.

The programme involves 19 partners. Delivery on the ground will be undertaken by 16 Walking for All Officers. These Officers will be employed by Councils and eNGOs across Northern Ireland, whilst delivery in the 6 border counties will be undertaken by the Local Sports Partnerships. Support throughout the programme will be given by Sport Ireland, Mountaineering Ireland and the Public Health Agency in Northern Ireland.

As lead partner, Outscape will have overall responsibility for developing and implementing Walking For All both in terms of administration and finance. Day-to-day management of the programme will be led by Outscape's Head of Participation. This role will be supported by a Communication and Training Officer, Monitoring and Evaluation Officer, Finance Manager, Business Support Officer and 3 Regional Managers.

The Regional Managers will performance manage the 16 Walking For All Officers, providing ongoing support, agreeing their work programmes and reviewing programme targets. The Officers will largely be line-managed by the delivery organisation (Councils and eNGOs in Northern Ireland and Local Sports Partnerships in the 6 border counties), however in some cases the Regional Manager will line manage the Officer.

More about PEACEPLUS

Walking For All is supported by PEACEPLUS under the Rural Regeneration and Social Inclusion Investment Area, through the PEACEPLUS Healthy and Inclusive Communities theme. PEACEPLUS is a cross-border funding Programme designed to support peace and prosperity across Northern Ireland and the border counties of Ireland. The total value of PEACEPLUS is €1.14 billion. PEACEPLUS is managed by the Special EU Programmes Body (SEUPB) and represents a funding partnership between the European Union, the Government of the United Kingdom of Great Britain and Northern Ireland, the Government of Ireland, and the Northern Ireland Executive.