



JOIN THE LINE -UP

Surfers Against Sewage

Recruitment Pack

Education Coordinator

July 2025

WELCOME

Surfers Against Sewage
Recruitment Pack



Ocean health is vital to all of us, wherever we live. The food we eat and the water we drink. The places we work and play. The weather around us. The climate we depend on. Even the air we breathe. Society has been shaped by a healthy and stable ocean. For people to continue to thrive and live life to the fullest, the ocean must thrive too. The planet is at tipping point and change is needed now.

From a handful of activists to a nationwide movement over the last 35 years, Surfers Against Sewage has grown into one of the UK's most successful marine conservation and campaigning charities. 35 years on, sewage and plastic pollution remain huge threats to a thriving ocean.

We must therefore continue to grow our impact to change the systems which create these issues by putting profit over people, and which promote short-term thinking to solve issues with long term consequences.

The heritage of our organisation is anchored in the ocean. Yet our reach and influence now permeates communities



and institutions nationwide, from a programme of school engagement, through to supporting community groups to monitor and lobby for better protection of inland bathing waters.

In this decade devoted to the ocean, we will redouble our efforts and continue to mobilise and equip the biggest and most authentic community of ocean conservation campaigners and volunteers in the UK.

**If this inspires you
then please read on to
find more about who
we're looking for.**



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THANKS FOR TAKING AN INTEREST IN OUR CHARITY!

As we move into a new strategic plan, I'm excited about applying the wisdom we've gained over the last 35 years to win on

sewage and plastic, in the context of a new set of environmental, social and political challenges. Our staff, volunteers, communities, and supporters make up our Ocean Activists; this is a powerful tribe which will continue to demand change and I remain optimistic that we will achieve it.



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JOB DESCRIPTION



Role:	Education Coordinator
Salary:	£23,900 - £26,442
Reports to:	Education Manager
Hours:	30 hours (Part time)
Contract:	Permanent
Annual Leave:	Starting on 25 days' annual leave plus Bank Holidays, pro rata.

About the Role:

The Education Coordinator is key to delivery of the core operations and communications that support Surfers Against Sewage's education programmes.

This postholder will take some responsibility for aspects of supporting programme delivery (Plastic Free Schools, Pupil Power Assembly, Ocean School); delivering schools-facing communications, coordinating digital resources and tools, and ensuring effective CRM and data operations.

This role is well-suited to someone who thrives in a fast-paced environment and is comfortable balancing multiple workstreams with autonomy.

What You'll be Doing

In this role you'll:

- Be the key point of contact for Plastic Free Schools, managing sign-ups, school journeys, and evidence submissions.
- Support the delivery of major education moments (e.g. Pupil Power Assembly) through registration coordination, resource preparation, and communications support

Schools Engagement & Communication

- Be the first point of contact for all school enquiries via email and phone.
- Draft and distribute school newsletters, updates, and information campaigns across platforms.
- Support blog writing, social media drafting, and amplification of education stories in collaboration with the comms team.

JOB DESCRIPTION



Digital Tools & Content Support

- Upload and maintain education resources on the website.
- Help test and review user journeys to ensure an excellent experience for schools using new tools.
- Liaise with web/app developers or internal stakeholders as needed to troubleshoot minor issues or offer user feedback

CRM & Data Management

- Support on day-to-day CRM tasks.
- Regularly generate reports on school engagement and evidence submission, feeding into impact reports.
- Ensure all data complies with GDPR and internal systems protocols.

Resource Management & Logistics

- Oversee the ordering, stock-keeping, and dispatching of education packs and event materials.
- Track stock levels.

- Pack and ship resources efficiently and professionally.

Project & Events Support

- Contribute actively to team meetings.
- Take responsibility for prioritising tasks and meeting deadlines across a flexible working week.
- Bring energy, initiative, and solutions to a values-led, youth-focused environmental education programme

Location

This role will be based at our ocean-side office in St Agnes, Cornwall. Our hybrid working model means you can enjoy the benefits of both office based and remote working. Reasonable adjustments as well as specific office-based needs will be considered for those with long term health conditions and disabilities.

PERSON SPECIFICATION



For this role, you'll need:

- Excellent written and verbal communication skills
- Confidence in drafting school-facing comms
- Strong organisational skills
- Able to juggle multiple workstreams independently
- Proficiency in Microsoft Office and cloud-based systems
- Including Excel, SharePoint, and collaborative tools
- Attention to detail
- Especially in data entry, content management, and proofing
- Experience in an administrative or project coordination role
- Particularly within education, youth work, or non-profit sectors
- Strong interpersonal skills
- Collaborative, supportive, and great with young people and educators
- Enthusiasm for environmental issues and education
- Alignment with SAS's mission and voice

Desirable

- Experience using CRM systems (e.g. Salesforce, Beacon)
- Or confidence to learn quickly
- Experience with basic CMS or web admin tasks
- Uploading resources, updating pages, etc.
- Knowledge of UK education system and sustainability in schools
- From a teaching, volunteer, or NGO perspective
- Experience supporting events
- In-person or digital

EQUITY, DIVERSITY AND INCLUSION

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Here at Surfers Against Sewage, we are not ones to shy away from the big topics. Equally, we are self-aware enough to realise where we have work to do.

We are setting ourselves ambitious but attainable targets and we recognise our engagement in Equity, Diversity and Inclusion needs a dedicated, organisation-wide strategy.

The impact of plastic pollution, water quality and climate change disproportionately affects marginalised communities, yet there is significantly lower representation in Ocean Activism from within these communities. We want to change that. Our aim to create Ocean Activists everywhere isn't a tag line, it's a mission.

We are all connected to the ocean, regardless of distance, age, gender, race, disability, sexual orientation or belief system. We want to help reconnect us all to the ocean, waterways, rivers, lakes and even the water we use in our homes and schools. It's all connected – let's protect it together.



And finally, even if you don't meet every single requirement and don't surf, here at SAS we are committed to building a diverse, inclusive and equitable workplace, so if you like the look of this role and even if your past experience doesn't align perfectly with everything in the job description, we would still like to hear from you!

You may be just the right candidate for this or other roles.



BENEFITS



What are the benefits to working at Surfers Against Sewage, apart from being part of an amazing, dedicated and inspiring

Flexible working hours and TOIL

We offer a flexible approach to working hours between 7:30am and 6:30pm, and we provide Time Off In Lieu when staff are required to work occasional evenings or weekends. Our contracts specify working hours, but we focus on outcomes over where, when, and how people work.

Hybrid & Home Working

Our roles are specified as either Hybrid working, with a requirement to come into the office a minimum of two days a week, or homeworking, with some travel to the office on agreed days (dependent on the role).

25 days of annual leave (pro rata),

increasing each January up to 28 days, plus Bank Holidays.

For the last 3 years we have also been providing 3 additional days at Christmas, and we will continue this in 2025.

Access to confidential advice on mental health and wellbeing, as part of our Employee Assistance Programme.

SAS have partnered with Health Assured who are the UK and Ireland's most trusted health and wellbeing network. Their employee benefits programme is a suite of wellbeing services, offering you and your family a structured way to work through physical or mental health issues and financial.

Membership to Head Space wellbeing.

Guided Meditation and Mindfulness

Four wellbeing days a year

Our mental health and wellbeing policy provides 4 wellbeing days a year, to use as a preventative measure.

Pension

5% (instead of statutory 3%) and will be regularly reviewed. Nest pension with ethical savings options.

Enhanced sick pay

8 weeks full pay and 8 weeks half pay

Enhanced maternity policy

Sabbatical policy

Giving the option for those with longer (>3 years) service to request sabbaticals or career breaks.

We also have an amazing office space for those based locally, overlooking the sea and with an invigorating headland walk, access to Trevaunance cove for swimming, or grab a surfboard from the rack and squeeze in a lunchtime surf. And best of all well behaved pets are allowed in the office, and we're pleased to provide never-ending Yallah Coffee for staff!

Many of the above benefits are noncontractual, and therefore can be changed without consultation. We are committed to creating an ever more progressive and open culture, and we believe the biggest benefit of working at sas is working somewhere that you can own your impact. We are also pleased to be able to offer a bunch of other great stuff alongside!



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I, myself have taken a couple of wellbeing days this year which have proved invaluable, allowing me to recharge and decompress at a time I really needed to.

CC

I am often out and about around the Country, petitioning parliament and attending events and the Surfers Against Sewage's Time off in Lieu Policy means that I can take my time back and recharge my batteries so I can continue to fight for our oceans.

CC

My role feels rewarding in the sense that the skills I've been employed for are valued and trusted to deliver on the role. There's a great culture of 360 feedback being welcomed at SAS too which always makes you feel like you have a voice.
Sophie, SAS'



VALUES

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The ever-growing SAS community believes in staying connected with the ocean. To strengthen this bond, we live by six core values, that matter deep down, to us all.

01. COMMUNITY

We are a community of staff, volunteers, and ocean activists. We make sure we look after our community by nurturing and supporting, treating each other as humans:

With compassion, kindness and care.

02. PURPOSEFUL

We're serious, experienced, rigorous, determined and dedicated. We know the impact of people power and how our actions on the ground, and at the top, make a difference.

03. OPEN

We're passionate, down to earth campaigners with a deep, unrelenting love of the ocean. We believe in building diverse, inclusive and active communities.

04. AUTHENTIC

We're human, doing our best for the ocean that we all love and rely on. When we don't get things right, we learn from it. We believe in authenticity. You can't fake trust.

05. DYNAMIC

We're active, energetic doers. From the beachfront to the frontbench, we bring people together, empowering them to get stuck in and make real change happen.

06. DARING

We're creative risk-takers, willing to disrupt the status quo and show how being different makes a difference. We have edge and energy that we put to use, pushing back against norms and pushing forward a counterview of what's possible for our planet.

TEAM CHARTER

When you start at SAS, you will be provided with our Handbook and Team Charter, which we collectively created to set out expected behaviours and ways of working;
a manifestation of our values.



How to Apply

Please submit your CV and cover letter explaining how your skills and experience meet the requirements of the role to **recruitment@sas.org.uk**

You should receive an automatic email response after submitting your application. If you fail to receive this confirmation from us, please email **recruitment@sas.org.uk** or call us on 01872 553001.

Closing Date:

27th July 2025

Interview Date:

Week Commencing 11th August 2025

We will work with you to accommodate any reasonable adjustments for interview.

