

**Walking
Scotland**

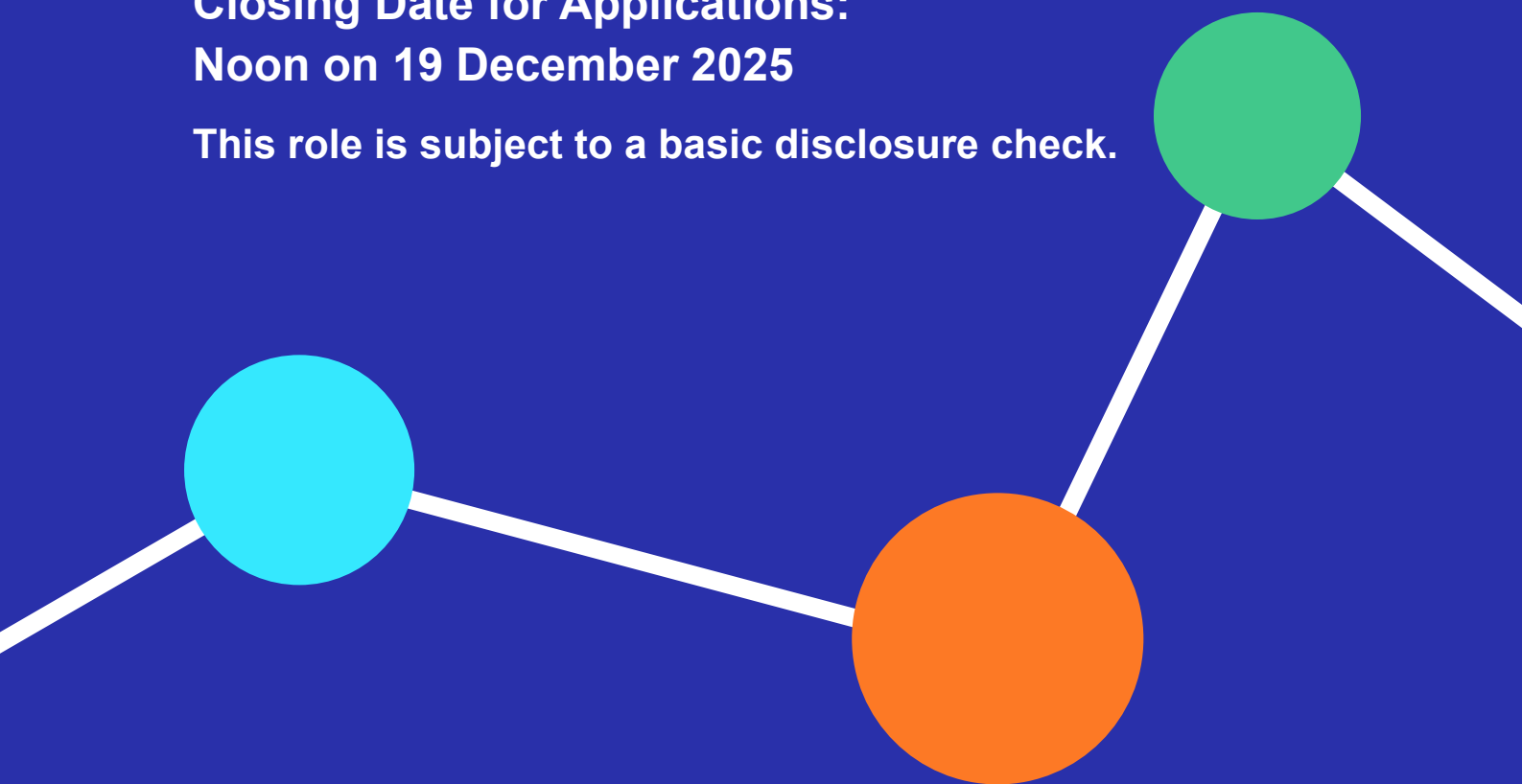
Your national walking and wheeling charity

Head of Walking Programmes

Salary: £46,385 to £51,266

**Closing Date for Applications:
Noon on 19 December 2025**

This role is subject to a basic disclosure check.



Your national walking and wheeling charity.

Who we are

Walking Scotland is a charity that helps make walking and wheeling a part of everyday life. We promote the benefits of walking and wheeling on our physical, social, and mental health. Our programmes connect communities and inspire positive behaviour change. We also improve places and spaces to walk and wheel.

We're an advocate for making walking and wheeling inclusive. We work with partners and local communities to reduce barriers. This ensures everyone has the chance to walk or wheel everywhere they go. By focusing on walking and wheeling, we're helping to solve some of Scotland's biggest challenges, from health inequalities to the climate-nature emergency.

We will achieve our vision and mission by working towards the key themes from our [Step It Up strategy](#):

- Walking and wheeling is for everyone
- Walking and wheeling is for everywhere
- Walking and wheeling is for every day

Our values

We have 4 core values which guide what we do, and how we do it.

Value	Externally: underpinning our approach and work	Internally: underpinning our culture and practice
Integrity	Our work is driven by evidence, impact and improvement. We trust and listen to our partners and the communities we work with. We are open, flexible and fair. We walk our talk.	We trust and listen to our colleagues. We are open, flexible and fair. We are consistent in our approach to work and work practices. We walk our talk.
Collaboration	Working in partnership means we all achieve more. We turn national policy and practice into local actions that make a real difference to people in their communities.	We promote collaborative working to make the most of the skills, abilities and experience across the organisation and sector.
Innovation	We are confident, positive and future-focused. We embrace new technology and creative, diverse ways of working to achieve our goals.	We are confident, positive and future-focused. We embrace new technology and creative, diverse ways of working to achieve our goals.
Ambition	We want long lasting social change. Creating a Scotland where everyone walks or wheels every day means we will always choose the bold path.	We are an employer of choice, creating a work environment and culture that encourages everyone to realise their potential.

Welcome

Thank you for your interest in the role of Head of Walking Programmes at Walking Scotland.

We're Scotland's walking and wheeling charity. Walking and wheeling are the most affordable and practical ways to help solve some of Scotland's biggest challenges, from health inequalities to the climate-nature emergency.

This is an exciting opportunity to join a passionate and committed workforce who are working to support people to make walking and wheeling a part of everyday life.

As a member of the Senior Leadership Team, this role will collaborate with colleagues across the organisation on the delivery of our Step It Up strategy through the aims, objectives and priority actions contained within the organisation's Strategic Plan.

The focus of this role will shape and drive forward all aspects of Walking Programmes, which is one of the 4 functional pillars of Walking Scotland. The role leads the teams which deliver our programmes seeking to create a walking society, connecting communities and inspiring positive behaviour change, alongside working to improve places and spaces to walk and wheel.

This pack provides further details about the Strategic Plan and the specific role of Head of Walking Programmes. It also contains information about the benefits we provide and guidance on completing and submitting your application.

Walking Scotland has been through some big changes this year, and we are excited about the future direction of the charity.

Thank you again for your interest and I hope you apply to join us on this journey.

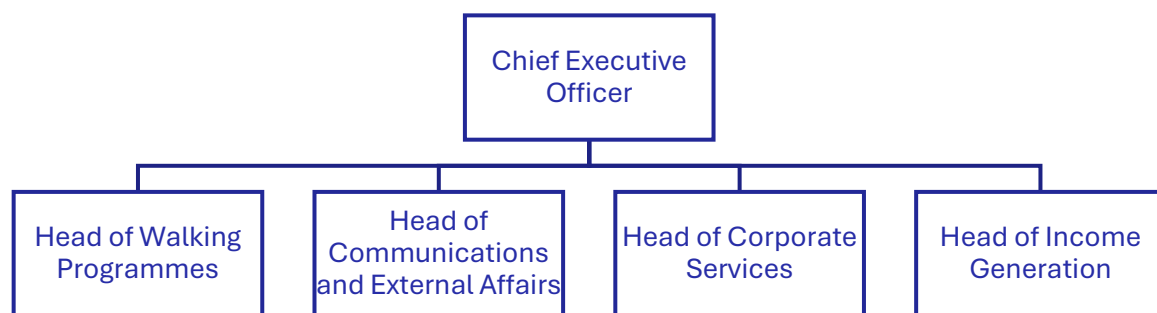


Kevin Lafferty
Chief Executive Officer
Walking Scotland



Senior Leadership Team

The Head of Walking Programmes also has executive management responsibilities as a member of the Senior Leadership Team. Key responsibilities of the Senior Leadership Team include setting the overall strategy, managing resources and finances, overseeing organisational structure, developing culture, and supporting staff through leadership, communication, and resource allocation. This team makes critical decisions on governance and matters like budgeting, programme delivery and risk management for the entire organisation.



Strategic objectives and outcomes

In response to the strategic context, and aligning with the international and national evidence base, our Step It Up strategy identifies 5 key strategic objectives. To measure our impact and assess progress towards our strategic objectives, we have 5 aligned strategic outcomes.

Strategic objectives	Strategic outcomes
Creating a walking society	People in Scotland have an increased positive attitude to walking and wheeling.
Creating walking environments	More places and spaces are safe and attractive for walking and wheeling.
Creating active people	People in Scotland walk and wheel more.
Creating walking systems	Walking is recognised as one of the most accessible and inclusive ways to solve Scotland's biggest and most expensive challenges.
Creating a sustainable organisation	Walking Scotland's sustainability and resilience is strengthened.

Walking Programmes

Our Walking Programmes Team works across 4 key settings to achieve our strategic objectives and outcome.

Our programme settings are based on national and international evidence of what works best to support people to become more active, with walking and wheeling being one of the best ways to achieve this.

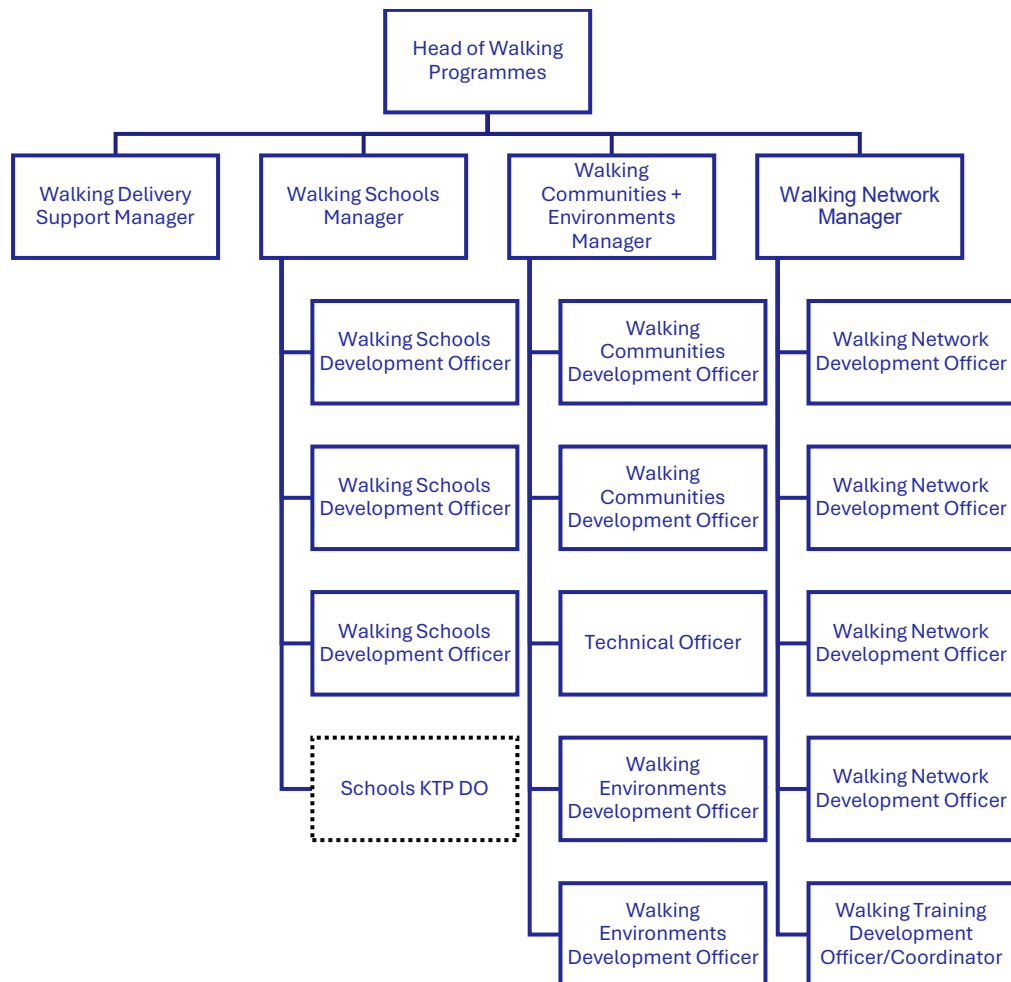
Our direct programme settings are:

- **Walking Schools** – our long term ambition is to develop and promote increased walking opportunities within, and to and from schools
- **Walking Communities** – our long term ambition is to develop and promote safe and attractive walking environments, activities that support people to walk more and improve walking systems
- **Walking Environments** – our long term ambition is to develop and promote safe and attractive walking places and spaces that support people to walk and wheel more
- **Walking Network** – our long term ambition is to develop and promote active people

This approach will support:

- Better alignment of our national and local delivery
- Improved cross-team working to assess and identify strategic linkages and opportunities for added value
- Robust governance processes and systems
- Influencing policy by showcasing implementation of recommendations in the National Walking Framework

Structure Chart for Walking Programmes



Head of Walking Programmes

Job Description

Responsible to: Chief Executive Officer

Office base: Blended working between Stirling office and home working

The Head of Walking Programmes will work to support Walking Scotland to achieve its long-term ambitions through the delivery of our strategic outcomes within the 4 programme settings. This will be by:

- Managing and developing the walking schools programme to deliver increased walking opportunities within, and to and from, schools
- Managing and developing the walking communities programme to deliver safe and attractive walking environments, activities that support people to walk more and improve walking systems
- Managing and developing the walking environments programme to deliver safe and attractive walking places and spaces that support people to walk and wheel more
- Managing and developing the walking network programme to deliver more active people across Scotland
- Managing national and regional path funds.

The Head of Walking Programmes will have specific strategic management responsibility for the Scottish Walking Network, Walking Schools, Walking Communities and Walking Environment teams. In addition, this post has strategic responsibility for national and regional path funds and oversees training and technical advisory services.

The Head of Walking Programmes will act as the main contact for funders and help lead stakeholder engagement at national and regional levels. Overseeing quarterly reporting and claims, working closely with other teams. This includes the development and delivery of high-quality training across the Walking Programmes; oversight of our external network of trainers and embedding Walking Scotland training expertise in-house across the programme teams.

The Head of Walking Programmes will work in collaboration with the Senior Leadership Team to translate Walking Scotland's strategy and strategic objectives into action. This includes developing work plans, programmes, and shaping people and culture across the organisation. The Head supports organisational wide developments with the Senior Leadership Team and has close contact with the Board of Directors.

Main activities

1. Lead on the development and delivery of the Walking Programmes aligned to the objectives and outcomes within the strategic plan.
2. Provide leadership and management to the Walking Programmes team, to enable the delivery of highly effective services which reflect Walking Scotland's objectives and outcomes.
3. Responsible for building, maintaining and managing positive working relationships with funders.
4. Lead on programme monitoring and evaluation and ensuring that funder reporting requirements are met. This includes collaboration with others across the organisation to ensure consistency in evaluation and reporting.
5. Guide the Walking Programmes team on supporting stakeholders in project implementation, delivery, evaluation and reporting.
6. Responsible for the development, review and continual improvement of the Walking Programmes to ensure they are fit for purpose in delivering strategic objectives and outcomes.
7. Guide the programme Managers in relation to collaboration with others across the organisation to identify strategic linkages and opportunities for added value across all delivery programmes.
8. Lead on bid submissions for the Walking Programmes working with the managers to ensure the bids reflect the delivery objectives and outcomes.
9. Responsible for the Walking Programmes operational budget, including planning and management in accordance with Walking Scotland processes and delegated authority.
10. Manage data capture and analysis by the programme Managers for quarterly monitoring and evaluation reports to Senior Leadership Team and reports for the Board.
11. Lead on the preparation of any other reports or reviews required in relation to the programmes.
12. Guide programme Managers with regard to identifying examples of best practice, positive stories and case study information to support media, PR, events and activity to promote the programmes and benefits of walking and wheeling. This work would be in conjunction with the Communications and External Affairs Team.

13. Responsible for ensuring necessary governance, safeguarding, and compliance processes are in place across all programmes to deliver to plan, quality, budget, and risk management.
14. Undertake high-level advocacy work in relation to physical activity with senior officials, politicians and other stakeholders relating to the Walking Programmes. This work would be in conjunction with the Communications and External Affairs Team.
15. Responsible for overseeing the planning and facilitation of learning events, including seminars, workshops and regular networking, to enable and encourage the exchange of information, experience and ideas.
16. Integrate learning from Walking Scotland delivery programmes across the Walking Programmes.
17. Collaborate with other members of the Leadership and Management Group to identify strategic links and opportunities to embed learning into existing and new Walking Scotland products and programmes.
18. Take ownership of any issues and find appropriate solutions.
19. Contribute as a member of the Senior Leadership Team, taking the lead on organisational priorities as allocated by the CEO and deputising for the CEO and other Heads of Service when required.
20. Undertake any other duties appropriate to the post and in accordance with the needs of Walking Scotland.
21. This job description will be reviewed periodically and updated as required in consultation with the postholder.

**Walking Scotland
November 2025**

Person Specification

Work and other experience	• Experience of working at a senior level with strategic responsibilities • Experience of strategic planning, business case development and programme delivery • Experience of line management at a senior level with a focus on inspiring and motivating team members • Experience of developing funding application bids through to submission • Experience of strategic programme management and development, including ensuring necessary governance and compliance processes are in place • Experience of managing and reporting against budgets, KPIs, and financial targets, ensuring that projects are delivered within financial parameters • Experience of strategic partnership working and building effective working relationships • Experience of the management of grant funding schemes and grant management • Experience of executive management and working strategically to deliver organisation-wide objectives • Experience of collating and analysing data to assess performance and inform future delivery • Experience of managing the monitoring, evaluation and reporting on projects and initiatives across teams • Experience of translating policy into practice with on the ground implementation
Knowledge and skills	• Knowledge and understanding of social policy programmes in public or third sector • Ability to develop and implement strategic and operational plans

	• Excellent outcome based project management skills, with the ability to manage multiple projects simultaneously and meet deadlines. • Excellent communication skills, both oral and written • Able to develop and deliver reports and present findings to a wide range of sectors, in a variety of environments • Able to build effective and successful partnerships and develop effective working relationships with a wide range of stakeholders • Able to make sound judgments and decisions considering risk, time/cost and overall benefits • Able to respond to challenges with a solution focused approach • Ability to demonstrate sound professional judgement and act with discretion • Able to be flexible and adaptable to reflect changing business needs • Possess organisational skills sufficient to autonomously manage personal and team work plan and day to day tasks • Confidence and competence in utilising modern office, communications and IT skills in the Microsoft Office Suite
Personal Qualities	• Resilient, adaptable and able to deal effectively with challenges and changing circumstances • Self-motivated and solutions-focused with the ability and drive to take ownership of all responsibilities • High levels of self-awareness with an inclusive and flexible approach • Commitment to Walking Scotland's strategic vision and values

Remuneration and Employee Benefits

Hello, my name is Karen and I am the HR Manager for Walking Scotland.

Thank you for your interest in this role. Alongside information about the role, details of salary and benefits can also help in making the decision about applying for a new role. I have therefore detailed the salary and benefits we offer below.

Salary Scale : £46,385 rising to £51,266 over 2 years

Staff Employment Benefits

As well as a flexible, supportive and rewarding working environment, we offer the following employment benefits:

Wellbeing

- Paid annual leave and public holidays totalling 36 days for full time staff
- Flexitime Policy to enable employees to balance their work responsibilities and personal commitments with generous carry forward of flexitime (21 hours per month for full-time staff)
- Employee Assistance Programme
- Half hour (paid) activity break each week
- Cycle friendly employer
- Paid sickness absence from the start of employment
- Special leave policy
- Staff volunteer days

Financial

- Contributory defined contribution pension scheme – 10% employer contribution dependent on 6% employee contribution
- Supply of business mobile phone
- Salary sacrifice schemes for cycle and home equipment purchase

Work / life Balance

- 35 hours working week (full time)
- Flexible Working Policy
- Hybrid working between Stirling office and home location.
- Maternity/adoption leave – enhanced mat leave pay – 3 months full pay and 3 months half pay after 1 year of service
- Paternity leave – 2 weeks full pay

Having considered the job role, and the employee salary and employment benefits, hopefully you now wish to submit an application.

In order to apply for this role, we ask that you complete and return the application form that is available to download from the careers page on our website. Your completed form should be returned to recruitment@walkingscotland.org.uk.

Also available to download for completion and return is a recruitment monitoring form. While not part of the selection process, it does assist us in the monitoring and evaluation of recruitment and selection campaigns.

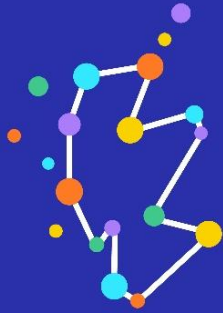
The closing date for completed application forms is noon on 19 December 2025.

We anticipate informing shortlisted candidates in the week commencing 5 January 2026, with interviews taking place in person in Stirling in the middle of January.

I look forward to receiving your completed application.

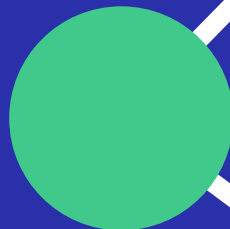
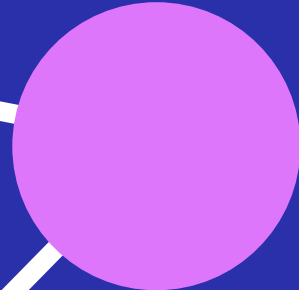
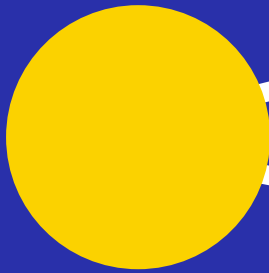
Karen

Karen Fraser
HR Manager
Walking Scotland



Walking Scotland

Your national walking and wheeling charity



Walking Scotland

Kintail House, Forthside Way
Stirling FK8 1QZ

T 01786 641851

E recruitment@walkingscotland.org.uk

walkingscotland.org.uk

Paths for All Partnership (known as Walking Scotland) is a Scottish charity, SC025535, regulated by the Scottish Charity Regulator (OSCR) and registered as a company limited by guarantee, 1068554.