

Appointment of

Director of Science Engagement

Wonderseekers

Winchester Science Centre

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A Welcome from our CEO



Hello and thank you for considering a role at Wonderseekers!

We are a people-powered charity, and our work is made possible by the talented, dedicated people who come together to bring our mission to life. We're looking for people who share our passion for inspiring curiosity and making science accessible to all. Whatever your role, you'll have an important part to play in helping us turn our ambitions into reality. Perhaps you could be part of that journey?

At Wonderseekers, we believe curiosity has the power to change lives. By inspiring children to discover the wonder of science, we aim to empower them to lead happier, healthier and more sustainable lives, while helping to improve life on Earth. It's an ambitious purpose that drives everything we do.

Our people sit right at the heart of this mission - every visitor welcome, every experience delivered, every partnership nurtured, every project brought to life starts with the talent, creativity, and commitment of our teams. From front-of-house, to behind-the-scenes expertise and support, from public engagement to income generation, science learning, impact and evaluation, it is the collective effort that keeps Wonderseekers moving forward.

We have teams working across three main sites: Winchester (Winchester Science Centre), Eastleigh (our Head Office) and Basingstoke (Science Projects). Across these locations, colleagues bring together a wide range of skills, knowledge and expertise, united by a shared purpose.

We're proud to be an inclusive, family-friendly, flexible and fun employer. We recognise that work is an important part of life and want everyone to feel happy, supported and able to grow. Our comprehensive staff benefits package reflects these commitments, and we also make time to come together, celebrate our successes and enjoy being part of a wider team – whether at our annual conference, summer family gathering or festive party.

We're looking for people who share our values, thrive in a collaborative environment, and are excited by the opportunity to help shape the future of a growing charity, all while having a bit of fun along the way. In return, you'll join a passionate team, enjoy a supportive working environment, and play a meaningful role in making a genuine difference.

Thank you again for considering joining Wonderseekers, we can't wait to hear from you.

Ben Ward
Chief Executive Officer
Wonderseekers

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About our Charity

Wonderseekers (the charity behind Winchester Science Centre) strives to engage all children with science so they can live happier, healthier and more sustainable lives, and contribute to improving life on Earth.

Our charity operates Winchester Science Centre, a vibrant, hands-on experience for young people and families. With curriculum-linked school trips, an exciting programme of live science experiences, a magnificent planetarium and a year-round calendar of events, the Science Centre welcomes more than 200,000 visitors every year. Alongside this, Wonderseekers delivers a free and impactful community programme for priority audiences who may not otherwise have the opportunity to engage with science, reaching over 10,000 people annually. Through its work both on-site and out in communities, the charity brings science to life in imaginative, fun and accessible ways, ensuring everyone can be included.

In October 2026, Wonderseekers entered an exciting new chapter as the Science Projects joined the charity. Building on a long-standing relationship and a shared commitment to inspiring curiosity through hands-on learning, this development significantly expands the charity's reach, expertise and impact.

The Science Projects team has an outstanding reputation for designing and manufacturing innovative interactive exhibits for science centres, museums and visitor attractions across the UK and internationally. By combining this engineering and fabrication expertise with Wonderseekers' strengths in accessibility, co-creation, audience engagement and evaluation, the charity is creating an even stronger offer for partners and clients.

Together, these complementary strengths enable Wonderseekers to offer a complete end-to-end service, from audience insight and concept development through to exhibit design, manufacture and evaluation. The partnership also creates new opportunities for innovation, sustainability and growth, extending the charity's work beyond science centres into museums, zoos, aquariums, galleries and other visitor attractions both in the UK and around the world.

Today, Wonderseekers is a growing and ambitious charity, united by a belief in the power of curiosity, discovery and accessible science engagement to create meaningful impact for children, families, educators and communities.

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Every Role Contributes to Our Mission

Whether working directly with our visitors or supporting behind the scenes, when you join Wonderseekers you're contributing to work that creates real impact. Here's what our team helped achieve in 2025/26.

101,905

public visitors to Winchester Science Centre.

Children and their families, friends, peers and community groups who visited in their leisure time.

The total includes 454 tickets to carers and community groups (59% decrease on previous year) and 4,226 carers/ personal assistants.



41,790

educational visitors to Winchester Science Centre.

Children and their accompanying adults who visited as part of a school trip, SEN school or group visit, or home education visit.

39,520

people visited Winchester Science Centre for a special event.

Children and adults who attended out-of-hours events, including Van Gogh Alive and our Cosmic Christmas daytime experience.



12,268

people engaged through our Equity, Community and Outreach programmes this year.

This represents a decrease of 27% on the previous year, largely due to the end of the mobile dome offer and a reduction in team capacity from four staff members to three.



15,269

Visitors experienced Van Gogh Alive, the first of its kind at Winchester Science Centre. These are included in our special events numbers.

Fusing science and art, this nine-week digital exhibition connected children and adults to the natural world through the lens of this iconic artist.

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Our Strategy: People and Planet 2030

Everything we do is guided by our vision of a world where people and planet thrive through science. Our strategy sets out the difference we want to make and the values that guide us along the way. As you explore this application pack, we hope it helps you understand what it's like to be part of Wonderseekers and how every role contributes to our mission.

Vision

A world where, through the wonder of science, people and planet thrive.

Mission

To create a more equitable world where all children can treasure science and are equipped and empowered to improve lives and protect and heal our planet.

Values



Inclusive



For the planet



Bold



Fun



Open and honest



Collaborative

Outcomes

- Children are connected to nature
- Children use their science enquiry skills
- Children want to play their part
- Children value and see the relevance of science

Objectives

- Diversify our reach and grow impact
- Champion equality, diversity and inclusion in science
- Work long-term with children who need our support the most
- Protect and heal our planet and inspire others to do the same

Key themes

Be the change

Respect. Protect. Action.

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Job Details

Working Hours: 37.5 per week / 5 days per week. Flexibility will be considered working a minimum of 30 hours per week. Salary and pay will be adjusted accordingly.
Work Pattern: The majority of hours will be worked during normal office hours, Monday to Friday. Occasional out of hours work will be required. The charity operates 7 days a week. Any additional hours worked outside of the normal work pattern will be compensated through time off in lieu (TOIL).
Location: This role is based across multiple sites, including Winchester Science Centre, The Point (Eastleigh), and Science Projects (Steventon, Basingstoke). There is the opportunity to work from home for up to one day per week; however, this arrangement will need to remain flexible.
Salary: £50,000 per annum (pro-rata for part-time hours)
Contract: Permanent
Line manager: Chief Impact Officer
Responsible for: Family Engagement Producer, Creative Learning Producer (Schools), Planetarium Officer, ECO Officer (Communities)
Holiday: 27 days per annum plus bank holidays based on working 37.5 hours per week. Option to buy/sell some leave and gain additional days for continuous service after four years. The post-holder will not usually be expected to work bank holidays however when duties require, time off in lieu will be available.
Benefits: Health cover, life assurance and much more (see below)
Closing Date: 6th January 2027, 09:00
Interview Dates: See below

The Role

We're looking for an imaginative and ambitious leader to shape science engagement across Wonderseekers, creating experiences that deliver meaningful impact for children, families and communities while contributing to the charity's commercial success and financial sustainability.

Your remit will span science engagement at Winchester Science Centre, community outreach, regional and national programmes, and scientific content and interpretation developed with and for other organisations. You will champion excellent science communication, evidence-informed pedagogy and consistently high standards of engagement.

You will directly line manage approximately four managers and provide overall leadership for the wider team including our engagement delivery team (12+ Inspirers / Duty Coordinators). You will set a clear direction, develop your managers and create the conditions for the whole team to do their best work.

Working alongside the wider leadership team at Wonderseekers, you will turn ambitious ideas into inspiring, achievable programmes, partnerships and commissions. You will bring scientific and educational expertise, working collaboratively to connect beneficiary needs and audience interests with opportunities for income generation and the charity's capacity to deliver.

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Reporting to the Chief Impact Officer, you will work closely with the Executive and Leadership teams to develop proposals and secure approval for new activity. You will then take ownership of delivery, making decisions within agreed budgets, capacity and delegated authority. This is a remarkable opportunity to lead science education at the heart of a children's charity, shaping experiences that spark curiosity, build confidence and open up new possibilities. Through your leadership, you will help more children see science as something for them, with the power to change their lives.

Main Responsibilities

Scientific Leadership and Programme Curation

- Lead the scientific and educational direction of Wonderseekers' engagement programmes, translating the charity's strategy into relevant content, clear learning outcomes and compelling experiences.
- Curate science learning experiences, programmes and projects that combine beneficiary impact with commercial potential and financial sustainability.
- Oversee scientific content and interpretation across exhibitions, live science, workshops, outreach, events and learning resources.
- Connect science with everyday life, local places and cultural perspectives, responding to contemporary research and regional and national opportunities.
- Encourage innovation and thoughtful experimentation, challenging established approaches where doing things differently could improve engagement and outcomes.
- Maintain scientific accuracy and credibility through appropriate research, leading expert and academic input and content review.
- Work with client project teams to develop scientific content and interpretation for other organisations, meeting agreed briefs and maintaining educational quality.

Engagement Methodology and Quality

- Champion evidence informed approaches to science learning and public engagement, including science enquiry, play, experimentation, artistic expression and storytelling.
- Establish clear standards for scientific content, interpretation, facilitation and delivery across the charity, by supporting managers to embed these standards through training, observation, constructive feedback and reflective practice.
- Ensure engagement methods respond to different ages, interests, experiences and access needs of all our audiences
- Lead how children, families and communities in shaping programmes, ensuring their lived experience influence both content and delivery.
- Build the team's scientific confidence and engagement expertise, maintaining a culture of continuous improvement, this is an exciting team to be in!

People Leadership and Delivery

- Provide strategic and operational leadership to a multi-layered team, leading through approximately four managers to establish clear priorities, develop management capability, build accountability and ensure consistently high standards of delivery.
- Present ambitious, achievable proposals to the C-suite, then own approved delivery within agreed budgets, capacity, timescales and delegated authority.
- Coordinate competing priorities and resources, making timely decisions, reporting progress and escalating significant risks or changes.

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Existing Programmes, Projects and Commissions

- Lead the scientific and educational development of existing programmes, projects and commissions across Winchester Science Centre, community outreach and regional and national engagement.
- Work alongside the Commercial Operations Team to curate a coherent Winchester Science Centre's programme of exhibitions, live science, activities and events that strengthens the visitor experience, attracts new audiences and encourages repeat visits. Together you will shape programme themes, formats and timing around audience insight, and coordinate with marketing so experiences reach the right people at the right time.
- Lead the community engagement programme funded through the National Lottery Community Fund's Reaching Communities programme, Roots to Fruits supporting managers and delivery teams to build trusted relationships and fulfil agreed commitments.
- Support the scientific and curatorial elements of the Faraday Institution's national Battery Roadshow, collaborating with scientific partners, designers, project colleagues and audiences.
- Work alongside the Director of Income Generation as they lead the development of commercial opportunities and client relationships for Science Projects, you will help translate client ambitions and audience needs into clear scientific narratives, learning outcomes and engaging experiences.
- Review and report on programmes using evidence of participation, audience development, beneficiary outcomes, delivery quality and financial performance to guide improvements

Partnerships and External Relationships

- Develop curatorial, scientific and educational partnerships that enrich content, strengthen scientific credibility and pedagogy, and extend participation, both far charitable benefit and commercial success.
- Bring partner's together around shared ambitions, agreeing clear contributions and maintaining active relationships across science, education, community and cultural networks.
- Represent Wonderseekers through public speaking, sector activity and external relationships, building confidence in our work and expertise

Evaluation and Improvement

- Work with the Chief Impact Officer to embed the charity's impact framework into programme outcomes and practical evaluation, supporting teams to gather meaningful evidence and audience feedback.
- Use findings and team reflection to improve content, engagement methods and delivery quality.
- Contribute evidence and learning to charity-wide impact reporting, funder reports and future proposals.

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What You'll Bring

Experience

Essential:

- A strong track record in science communication, education or public engagement, demonstrating scientific credibility and deliver meaningful educational outcomes and measurable impact for audiences.
- Experience translating strategic priorities into operational plans, managing resources and holding teams accountable for delivering agreed outcomes.
- Experience leading multi-layered teams, with the ability to lead delivery teams effectively through managers, develop people and deliver organisational change.
- Evidence of developing innovative programmes or experiences that deliver meaningful outcomes for children, families or communities.
- Experience managing multiple projects, partnerships and budgets, balancing ambition with available resources.
- Experience building partnerships and working across teams to develop funded programmes, commercial experiences or client commissions.

Desirable:

- Experience spanning science centres, museums, community outreach or national engagement programmes.
- Experience developing scientific interpretation for exhibitions, touring experiences or external clients.
- Experience contributing to funding bids, commercial proposals or client pitches.

Knowledge and Skills

Essential:

- A strong scientific background, developed through study, research or substantial relevant professional experience, with a sound understanding of scientific principles and methods.
- Strong understanding of pedagogy and effective approaches to informal science learning and public engagement. With a depth of knowledge in at least one scientific discipline, alongside the breadth and curiosity to engage confidently with subjects beyond your specialism.
- Ability to translate complex science into accurate, accessible and compelling experiences for different audiences.
- Ability to provide scientific and educational oversight and quality assurance, identifying inaccuracies or oversimplification and ensuring content remains scientifically robust, which created with our audiences in mind.
- Excellent relationship building, influencing and public speaking skills, bringing people with different perspectives together around shared goals.
- Strategic thinking, sound decision making and the ability to turn a vision into achievable plans.
- Understanding of inclusive engagement, audience development and evaluation, using evidence to improve practice.
- Commercial awareness and the ability to balance beneficiary impact, educational quality and financial sustainability.
- Good connections across scientific, educational, public engagement or cultural networks.

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Commented [GB1]: I think there is something about creating strategy and translating into operational delivery and accountability:

Experience translating strategic priorities into operational plans, managing resources and holding teams accountable for delivering agreed outcomes.

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- Confidence working with researchers and subject specialists, asking informed questions and applying their expertise to programme and content development.

Desirable:

- Knowledge of quality assurance and professional development approaches for engagement teams.
- Understanding of co-design and approaches that build children's confidence, agency and sense of belonging

Personal Attributes
Essential:

- An imaginative innovator and changemaker, willing to challenge convention and explore bold approaches to creating impact.
- A motivating, empathetic leader who builds trust, empowers others and sets clear expectations.
- Collaborative and curious, valuing community voices and the expertise of colleagues and partners.
- Organised, adaptable and decisive, comfortable managing competing priorities while keeping the wider vision in view.
- An outward-looking approach, bringing ideas and learning from beyond your own organisation.
- A willingness to share practice and contribute to the wider science engagement sector.

Qualifications
If a science degree isn't part of your career story, that's okay. What matters most is that you bring a depth of relevant experience, strong scientific knowledge and credibility, and a proven ability to lead science communication that delivers meaningful educational impact.

Appointment will be subject to an appropriate Disclosure and Barring Service check.

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Why Join Wonderseekers?

At Wonderseekers, we're committed to creating a workplace where people can thrive. As a values-led and people-focused employer, we place a strong emphasis on wellbeing, flexibility, inclusion and supporting colleagues through all stages of life. We offer a comprehensive range of benefits designed to promote work-life balance, personal wellbeing and financial security, making Wonderseekers an incredibly rewarding place to be.

As Director of Science Engagement you will have access to a range of benefits including private health cover, life assurance, an electric vehicle salary sacrifice scheme, flexible holiday schemes which increase with service, generous family-friendly leave, a wellbeing and mental health support, a cycle to work scheme, pension contributions, annual inflationary pay reviews, discounts, free tickets and much more.

Our Selection Process

For this role, we anticipate a two-stage interview process. To help you feel confident and fully prepared, interview questions will be shared in advance.

Provisional interview dates are 18th January 2027 (stage one – online via teams) and 28th January 2027 (stage two – in person).

The panel will include key stakeholders. Candidates can also expect a pre-interview task or presentation, a tour, and the opportunity to meet members of the wider Leadership Team informally.

Apply Now!

To learn more about working with us and explore our current opportunities visit our careers page.

Ready to apply? Submit your application using our recruitment portal.

To apply through our recruitment portal, you will need to provide your contact details, upload both a CV and cover letter (maximum of 2 pages), and answer a small number of application questions. Applications submitted without a CV and cover letter will not be considered. Use your answers to tell us about your experience, achievements and motivation for the role, keeping your responses concise, relevant and impactful. Our screening questions for this role are:

1. **Tell us about a science engagement experience or programme you developed that challenged established practice.** How did your understanding of learning and engagement shape your approach, and what difference did it make for your audience?

2. **Describe a time you brought a team and external partners together to turn an ambitious idea into reality.** How did you establish a shared direction, manage competing priorities and support others to deliver?

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We'd Love to Hear From You

If you'd like to arrange an informal conversation about the role, explore whether it's the right opportunity for you, or ask any questions before applying, please get in touch at **hr@wonderseekers.charity**.

Need information in a different format or would prefer to apply in an alternative way? No problem. Contact our People and Culture team at **hr@wonderseekers.charity**, **01962 863791** or **07483 371391** and we'll be happy to help.

We're always pleased to talk about the role, our culture and the meaningful impact our teams make every day.

No recruitment agencies, thank you.

Apply Now!

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We look forward to hearing from you!



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