

BALTIC



Vacancy

Birds, Bees, Bikes and Trees Evaluator (Young People)

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Job Title	Birds, Bees, Bikes and Trees Evaluator (Young People)
Evaluator Fee	£3,500 - 14 days at £250 per day (7.5hrs)
Contract	Project is expected to be delivered October–December 2026. This role will include some weekend work, attending BBBT events and activity strands.
Deadline	Monday 5 October 2026 23:59

We are seeking a freelance Birds, Bees, Bikes and Trees Evaluator (Young People) to evaluate the Birds, Bees, Bikes and Trees (BBBT hereafter) project, with a particular focus on understanding the difference the project is making in relation to:

- The local community's connection with nature as a result of attending Front Room activities
- Young people's understanding of, and engagement with, environmental justice
- Institutional learning and legacy

Expression of Interest

To express an interest in the freelance Birds, Bees, Bikes and Trees Evaluator (Young People) role, please provide a copy of your CV or equivalent with an accompanying letter/email telling us about your relevant experience. The letter should be no longer than two sides of A4 (or up to 1000 words at 12pt standard font.)

Alternatively, you can contact us at the below email address to arrange a phone call or in-person meeting to share this information verbally. Please return this by email with the subject header 'Birds, Bees, Bikes and Trees Evaluator (Young People)' to annieb@balticmill.com no later than Midnight on Monday 5 October.

This role is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, and the successful applicant will be required to undertake an Enhanced DBS and barring check.

About Birds, Bees, Bikes and Trees



Birds, Bees, Bikes & Trees (BBBT) is a three-year National Lottery Climate Action Fund project, now in its final year. It is a partnership between Baltic Centre for Contemporary Art, North East Young Dads & Lads (NEYDL) and Newcastle University, supporting young dads to build skills and confidence while helping local communities connect with nature in an urban environment.

The project includes:

- A school's programme
- A young people's programme
- Creative learning opportunities for Baltic visitors and community groups
- Training and green-economy skills development for young dads
- A focus on creating new green spaces and increasing biodiversity around the Baltic building

Learning and evaluation of the project uses storytelling as a method for sharing insights and encouraging greater engagement with nature and climate action.

Project Themes

Birds: From March to August each year, around 200 pairs of red-listed kittiwakes nest on Baltic's building as part of the internationally recognised Tyne Kittiwake Colony. Free daily kittiwake tours are offered during the nesting season.

Bees: Two rooftop honeybee colonies sited in Baltic's rooftop are managed by NEYDL beekeepers and used as a training opportunity for young dads. Various talks and hands-on opportunities educate Baltic visitors about bees. Honey produced is sold in Baltic Shop to raise funds for NEYDL. Our green spaces aim to increase forage for a range of local bee species.

Bikes: Baltic currently has public and staff bike storage. BBBT aims to improve cycling facilities by installing a bike repair station, enhancing bike storage, and offering public cycling tours. NEYDL also stores bikes onsite for their Wheelie Good Dads programme.

Trees: Outdoor planting around the building is limited. Through BBBT, we aim to significantly increase green urban spaces around Baltic, creating new Spaces for Nature.

Job Profile

Birds, Bees, Bikes and Trees Evaluator (Young People)

Key Outputs and Accountabilities

- Work together with project partners, including Baltic staff, North East Young Dads and Lads and Newcastle University to create a clear evaluation plan for the final stages of the BBT project that describes what we will explore and how.
- Collect feedback from young people taking part in the project, Baltic staff and wider participants in BBT programming.
- With support, analyse the feedback and communicate it to project staff in an engaging and creative way, to inform best practice for continuing activities beyond the project.

Person Specification

Essential

- Strong interpersonal skills, able to actively listen to people, and build a rapport.
- Experience working with children and young people, schools and/or community groups, in a delivery and/or evaluation role.
- Good quantitative and qualitative analysis skills.
- Good IT skills.
- Outstanding written and verbal communications skills, including creative presentation of information and use of data visualisations.
- Good understanding and commitment to equal opportunities, diversity and inclusion and the protection of children, young people, and vulnerable adults.

About Baltic

Since 2002, Baltic Centre for Contemporary Art has stood as an iconic landmark and much-loved gallery, on the Newcastle Gateshead quayside. We are the largest art gallery in the UK without a permanent collection, free to access and receive over 400,000 visits each year. Baltic boasts four galleries, community spaces, library, sensory room, cafe, shop and rooftop restaurant, and breathtaking views of the Quayside.

We capture the public's imagination with our dynamic mix of awe-inspiring exhibitions, community gatherings, and opportunities to learn. Baltic's daring exhibition programme focusses on new work, platforming local, national and international artists through twelve annual commissions. We have exhibited over 850 artists from 78 nationalities, including world renowned names Martin Boyce, Antony Gormley, Yoko Ono, and Jenny Holzer.

Baltic inspires the next generation of artists by empowering children and young people to experience art, create art and enhance their confidence, skills and wellbeing. We build lifelong engagement, creating clear stepping stones from early engagement with young people via local schools, to supported opportunities and pathways into creative careers. 29% of our visitors are aged below 24, and 41% are Family groups.

Baltic is supported by Arts Council England, Gateshead Council and Northumbria University. We generate earned income through our commercial activities including Baltic Shop, venue hire, donations and catering outlets.

Our Values

We value listening: A listening organisation is a relevant organisation. We create positive impact by understanding and responding to the needs and motivations of our audiences and communities.

We value accountability: An accountable organisation is transparent and rigorous. We build trust by behaving with honesty and integrity.

We value courage: A courageous organisation is bold and takes risks. We platform progressive and thought-provoking ideas and practices.

We value equity: An equitable organisation values equality, inclusion and diversity. We champion equity and challenge racism and prejudice.

We value sustainability: A sustainable organisation is resourceful and environmentally conscious.