

STEM Programme Manager

Delight

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October 2026

Thank you for your interest in joining Delight.

About Delight

Delight is a leading creative learning charity with a mission to embed creative learning practices in primary school culture to ensure every child, regardless of their socio-economic background, race, or special educational needs and disabilities, has an equitable opportunity to thrive during their school years and beyond. Our STEM-in-a-Box programme currently spans delivery across primary schools in Year 1, Year 2 and Year 5 with plans for further development into secondary schools.

Over the past 5 years, supported by a corporate partner, Delight has developed STEM-in-a-Box which is a completely free-to-schools, inclusive and immersive STEM education programme designed to align with the National Curriculum topic of 'Materials'. It is a multi-year programme with each strand offering access to high-quality scientific equipment, extensive teacher resources and hands-on learning through experiments. The programme is designed to build scientific confidence and develop critical thinking and teamwork whilst enriching topic learning.

About the role

Delight is looking for an efficient and competent STEM Programme Manager to oversee the delivery of STEM-in-a-Box which is currently supporting over 2,800 primary aged children across North England, the Midlands, West England and London. You'll have strong management capabilities and be skilled in running a multi strand programme, problem-solving, and managing deliverables to a high quality. The first part of this role will be hands on managing one of the strands of our STEM-in-a-Box offer to allow full understanding of operations and will involve on a short term basis travelling to partner schools around England as a key requirement with occasional periods of working away with overnight stays. This recruitment pack includes a detailed Job Description and Person Specification.

For more information about our work, please explore our website **www.delightcharity.org.uk**.

For more questions, please contact our Head of Creative Learning Jess Clarke **jess@delightcharity.org.uk**



STEM Programme Manager Job Description

Delight is looking for a strong STEM Programme Manager to oversee the smooth delivery of our STEM-in-a-Box programme. We are currently expanding our STEM-in-a-Box school offer and this new role is needed to fully manage these schools, oversee the team delivering school engagement, teacher training and programme resourcing, and ensure all aspects of the work are carried out to a high standard.

You'll have strong management capabilities and be skilled in running a team, problem-solving, and managing deliverables to a high quality. Initially, the role involves travel to partner schools in different regions and periods of working away with overnight stays, approx. twice a year.



Key responsibilities

Leading the STEM-in-a-Box team

- Line managing the STEM-in-a-Box programme team currently made up of a Programme Lead and Content Creation Lead, but also to include an additional Programme Lead and Resource Lead starting in 2027
- Provide consistent frameworks, systems, insight and guidance to STEM-in-a-Box Programme Team ensuring roles and responsibilities are met and outcomes are delivered
- Oversee the training and development of the STEM Programme Team
- Reporting to the Head of Creative Learning with regular STEM-in-a-Box updates

Working with Schools

- Build and maintain strong relationships with Science Leads at existing partner schools
- Set up new schools within the programme
- Oversee Programme Leads coordination of STEM-in-a-Box partner schools
- Oversee teacher training delivery to partner schools

Quality Control

- Ensure quality control for all school delivery
- Ensure quality control for all printed, digital and physical educational resources
- Oversee annual programme refinements

Finance

- Oversee budget expenditure with STEM Programme team and ensure we are working within agreed budgets
- Report to the Head of Creative Learning on budgeting and forecasting

Resources

- Oversee the creation of printed resources
- Oversee the creation of digital resources
- Oversee procurement and fulfilment
- Oversee Programme Leads replenishing resources at partner schools

Impact & Reporting

- Oversee data gathering and impact tracking with partner schools
- Oversee on evaluating programme outcomes
- Lead on writing quarterly reports to agreed targets and annual STEM-in-a-Box Impact Report

Other

- Driving licence
- Work collaboratively within a small team
- Adhere to Delight's policies and procedures at all times

Interim management of the Year 2 programme strand

- To allow full understanding of Programe Lead operations this role will coordinate and manage the STEM-in-a-Box Year 2 Strand, Materials Super Scientist, for an interim period
- This will involve travelling to partner schools around England as a key requirement with occasional periods of working away with overnight stays

Person Specification

In your application, please make sure you show us how you would bring the following skills, knowledge and experience that we are looking for to this role. We value the different experiences that people bring and will always look to provide opportunities for you to learn more about your role and help you gain more experience working at Delight.

You will be highly organised, a good communicator and a skilled problem solver. You will have excellent organisational and team leading capabilities, a proactive approach to your work and well-developed prioritisation and time-management skills. You are committed to high-quality delivery and know what to put in place to ensure the right quality levels. You can pivot where needed to keep delivery on track.

Experience and Knowledge

- Experience managing or leading a team, including setting objectives and supporting development
- Experience delivering or coordinating educational programmes
- Experience managing multiple projects or workstreams simultaneously, including planning, scheduling and monitoring delivery
- Experience working in the charity sector or in an education or community setting
- Understanding of primary education – how schools work, the pressures teachers face, and what effective partnership with schools looks like
- Understanding what high-quality programme delivery looks like, including quality assurance and impact measurement

Skills and Abilities

- Strong organisational and planning skills – able to manage competing priorities and keep complex delivery on track
- Clear and confident communicator
- Strong attention to detail and how this contributes to quality control
- Ability to lead, motivate and develop a small team
- Problem-solving - able to think on your feet when delivery doesn't go to plan
- Able to use data to monitor impact and report on outcomes

Personal qualities

- Genuine commitment to Delight's mission and belief in the power of creative practices
- Comfortable working in a small, agile team where roles sometimes overlap and everyone contributes to the wider mission
- Warm, collaborative working style - someone who can build trust with schools, partners and colleagues
- Resilient and adaptable – comfortable with the unpredictability of working in schools
- High standards – takes quality of delivery seriously and holds the team to the same standard

Desirable

- Lived experience of the communities we serve and/or are currently under-represented within Arts and STEM organisations
- Experience specifically in STEM education or with STEM-focused programmes
- Experience of writing or contributing to impact reports
- Previous experience in a nonprofit organisation
- Previous experience in education sector

Delight Values

These values shape how we work, who we are and form our daily practices.

Creative: We embrace imagination, originality and fresh thinking

Rigour: We maintain high standards of quality, challenge ourselves and are meticulous in our attention to detail in all operational processes

Relationships: We have a collaborative professional style, prioritising meaningful connections with the team, stakeholders and partners

Curious: We actively listen and ask questions, explore new ideas and look for solutions

Inclusive: We apply an inclusivity lens to all areas of our business internally and externally and build our organisation to reflect this

Warmth: We lead with positive energy; we are approachable and empathetic

Contract Terms

Delight aims to be an accessible and adaptable employer.

Job title
STEM Programme Manager

Reporting to
Head of Creative Learning

Key internal relationships
- Head of Creative Learning
- Schools Partnerships Manager
- STEM Programme Team

Salary
£35,000-£38,000 depending on experience.
This is a full-time role.

Working hours
37.5 hours per week over 52 weeks.
Based at our Delight offices, with the opportunity to work from home one day a week.

Benefits
- Annual leave of 28 days, including bank holiday allowance
- Company pension
- Employee Assistance Programme

Place of work
9b Station Avenue, Caterham, Surrey CR3 6LB and The Q, Quadrant House, 47 Croydon Road, Caterham, CR3 6PB

Probationary period
4 months. Your notice period during probation is two weeks for both you and Delight.

Notice Period
2 months' notice.



How to apply

Delight believes in creating an inclusive, diverse and equitable workforce. We welcome applications from candidates currently under-represented within arts and STEM organisations.

Application deadline
11.59pm on Sunday 1st Nov 2026.

First interview
w/c 16th Nov 2026.

Second Interview:
w/c 23rd Nov 2026.

Ideal start date
Monday 4th January 2027.

To apply, please send a current CV and cover letter telling us how you meet the Person Specification to **recruitment@delightcharity.org.uk**

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Thank you very much for your interest in this role. We look forward to hearing from you.

