



# Resilience Learning Partnership

## Job Title: Programme Manager

### Who we are and what we do:

Resilience Learning Partnership (RLP) are looking for a Programme Manager to join the team for Maternity cover. RLP are an education and training provider specialising in psychological trauma and lived experience. We are a lived experience led organisation and around 82% of our current workforce have lived experience of psychological trauma. This allows us to embed a deep and meaningful understanding of the complexities to consider when designing/redesigning public policy and service provision in Scotland.

RLP has many projects and initiatives running at any one time. This diverse and innovative approach to working allows us to be very responsive to the current needs of those we serve.

### Some RLP Projects:

The National Trauma Transformation Programme (NTTP) funded by the Scottish Government, and delivered in partnership with COSLA, NHS Education for Scotland (NES), the Improvement Service (IS) and the Resilience Learning Partnership (RLP).

Authentic Voice: Embedding Lived Experience in Scotland is a partnership project from SafeLives, the Improvement Service, and Resilience Learning Partnership, working together with survivors of gender based violence (GBV) and other forms of complex trauma. The project aims to help local authorities and partners develop safe, meaningful and trauma-informed processes that ensure survivors' voices influence and shape services, systems and pathways of support in local communities across Scotland. The project is overseen by the SafeLives Authentic Voice Panel and is also supported by the National Trauma Training Programme.

Trauma Informed Education & Recruitment (TIER) Pathway is a Resilience Learning Partnership initiative for people 18+ with lived experience of trauma. The aim is to support participants to explore and realise their goals and aspirations whether that be college, university, paid employment, voluntary work or further engagement with RLP & TIER. In 2020 TIER Pathway was awarded £200,000 funding over 3 years from The National Lottery Community Fund.

### What our staff say about working for RLP:

**Question:** To what extent do you feel your skills and capabilities have grown in your time with our organisation?

*"Massively!! And I feel like I grow and develop consistently still. Never have I learned so much in a role and been able to develop and grow. I adore that aspect of my role at RLP!"*

*"Hugely! It's hard to measure just what the development has been but there's been so much. Working in a team-leading, collaborating and co-producing. Learning more about the sector. Learning more about trauma, lived experience and the line between personal and professional."*

### Benefits:

- 5 weeks of annual leave per year + 3 weeks off over Christmas (pro rata)
- Enhanced policies such as sick, bereavement and family (after qualifying length of service)
- Casual dress
- Company pension
- Health & wellbeing programme
- Learning & Development opportunities
- Free on-site parking





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Due to the nature of this specific role, we are open to candidates who may come from a consultant or freelancer background. This position can be flexible in relation to the person and/or the hours and work pattern. Likewise, we would also welcome a candidate who would prefer to take on the employed position.

Resilience Learning Partnership is still a new and developing organisation. We started our journey with one staff member and a small Board of Directors just over 5 years ago. And, we now have 12 staff members and an ever-growing Board which we continue to add to.

Our success has been primarily down to- growing organically, being lived experience led and having a strong entrepreneurial approach to much of what we do. Therefore, it is important to us that anyone considering putting forward an expression of interest in this role has a social entrepreneurial vision around their work and the approach that they take.

We are a social enterprise and entrepreneurialism/social entrepreneurialism is an essential element of what we do. We are looking for candidates that can demonstrate an understanding of the importance of this and are excited to hear from you about how you would bring this quality to the role.

As well as the programme management elements, this role includes a high level of responsibility for organisational financial management which could be filled by a separate finance consultant, or a job share arrangement. We are looking for someone to fulfil programme manager responsibilities across at least 3 days per week but if you feel you could fulfil both the finance and programme manager parts then we would accept interest in the post as a full-time contract.

Work/life balance is really important to us. We are open to exploring how this role could work for you and so will accept applications for this post on a full-time, part-time, job share and/or other flexible working arrangements – please state on your application form and detail in a covering letter. We would also welcome expressions of interest from freelance consultants who feel they could fulfil parts of this role and would ask for this to be detailed in your application.

### Application process:

First stage: Expression of interest

Please send your CV and a covering letter by *midday Friday 1st December 2023* to

**info@resiliencelearningpartnership.co.uk**. In your cover letter please share your reasons for applying for this role and how you see your skills and experience fulfilling the criteria outlined in the job description.





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Second stage:

Informal conversations online with potential candidates between *5th – 12th December 2023*

Third stage:

Successful candidates will be invited to interviews *9th -12th January 2024* and notified by *15th January 2024*.

We are looking for the right person to start between the *12th February – 1st March 2024*, however there could be opportunities for an earlier start due to current circumstances.

Due to the volume of applications, you will only receive a response to your application if you are shortlisted for interview. We are unable to provide feedback to unsuccessful candidates at application stage.

As a lived experience led organisation we welcome application from those with lived experience for all our roles at RLP.

If you would like to ask any questions about this role please email [info@resiliencelearningpartnership.co.uk](mailto:info@resiliencelearningpartnership.co.uk) and a RLP staff member will get back to you.