
Job Title	Senior Facilitator
Job Base	Staffin with some travel around Scotland
Reports to	Team Leader (Staffin) and Partnerships Manager This post is based in Staffin on the Isle of Skye, with regular work from our Community and International Leadership Centre.
Type of Contract	Full Time, Permanent

About Columba 1400

Columba 1400 enables young people, especially those from tough realities, and the key adults in their lives to lead lives of meaning, purpose and contribution. In the last 25 years Columba 1400 has provided a turning point for more than 25,000 young people and key adults across Scotland, including our sister organisation, Columba Leadership in South Africa.

Our vision is that every young person and the key adults in their life share a common experience and understanding of values-based leadership which enables them to make real lasting change in their own lives and in their communities. We base our approach on the words of Scottish novelist, historian and statesman John Buchan:

"The task of leadership is not to put the greatness back into humanity, but to elicit it as the greatness is already there."

Our founding principles of warmth of welcome, warmth of hospitality, and the warmth of being on a shared journey guide everything we do. We believe in creating a welcoming and supportive environment where every individual feels embraced and encouraged to discover their full potential.

Our six Columba 1400 values of Awareness, Focus, Creativity, Integrity, Perseverance and Service are core to our approach. Our values are at the heart of everything we do, from our interactions with participants to the design of our Leadership Academies, providing a framework for participants to explore, understand and develop their own core values.

Overall Purpose of Role

As our Senior Facilitator, you will play a vital role in bringing the Columban experience to life. You will be alongside young people and key adults as they recognise their strengths, build confidence and realise their true potential through our values-based Leadership Academies.

Through your compassionate approach, creativity and values-based leadership, you will help to create a warm, supportive and nurturing environment where participants feel able to take part, reflect and grow. Alongside delivering high-quality Leadership Academy experiences, you will support positive partner relationships through Columba 1400's values-based, relational approach.

Core Responsibilities

This role involves working directly with young people and key adults. The successful candidate will be expected to follow Columba 1400's safeguarding, child protection and health and safety requirements in every aspect of delivery.

Leadership Delivery

- Support the planning and delivery of Columba 1400's values-based Leadership Academies for young people and the key adults in their lives.
- Facilitate sessions across all phases of the Leadership Academy journey, including preparation, residential experiences in Staffin, school or community-based phases, and follow-up activity.

Patron HRH The Princess Royal

Columba 1400
Staffin, Isle of Skye, IV51 9JY
Charity Number SC026987
Company Number SC178379
www.columba1400.com



- Facilitate online sessions where required, including preparation, reflection or follow-up with participants and key adults.
- Create safe, welcoming and supportive environments where participants feel valued, included and able to take part fully.
- Model values-based leadership at all times, inspiring and empowering participants to lead lives of meaning, purpose and contribution.

Participant Experience and Residential Support

- Prepare our Community and International Leadership Centre for the arrival of groups.
- Prepare resources for groups, including photocopying materials, setting up rooms and outdoor kit, and letting relevant team members know when additional materials are needed.
- Welcome and settle groups on arrival, giving a tour of our purpose-built Community and International Leadership Centre.
- Ensure the safety and well-being of participants.
- Take responsibility for the emergency phone overnight on some nights during residential Leadership Academies.
- Drive the minibus and car when required to transport participants during the residential part of the Leadership Academy.

Partnership Management and Relationship Building

- Work closely with the Partnerships Manager and other team members to develop new partnerships and manage relationships, helping to ensure partners have the best possible experience when working with Columba 1400.

Monitoring, Evaluation and Learning

- Contribute to the monitoring and evaluation of programme impact and outcomes to support organisational learning, partner reporting and funder requirements.

Programme Development

- Contribute to the development and design of new and bespoke Leadership Academies in response to community and partner needs.

Facilitation Practice

- Support the Team Leader to enable and develop facilitation practice across the team, including preparation, skills practice, reflection and sharing of learning.

Team and Operational Support

- Attend and contribute to team meetings.
- Liaise with the centre team, including kitchen and housekeeping team members, to support smooth delivery and effective communication.
- Liaise with team members across Columba 1400 and attend cross-team meetings as required to support effective communication and contribute to business and organisational development.

Professional Development and Compliance

- Attend training to develop the professional knowledge and skills needed to perform the role effectively, including programme facilitation, delivery, first aid and child protection.
- Continue to develop professionally through self-assessment, review, reading, research and reflection relevant to facilitation, leadership and working with young people.
- Adhere to all organisational policies and health and safety requirements

Person Specification

Awareness

- Experience of working with groups who may face barriers to participation.
- Knowledge of issues facing young people and their parents or families.
- Able to read the room and respond thoughtfully to group dynamics.
- Highly organised, with good attention to detail.

Focus

- Non-judgemental, with a focus on potential rather than the past.
- Inspiring and able to lead by example.
- Empowering and able to enable positive change.

Creativity

- Able to make decisions and solve problems.
- Able to adapt activities and approaches in response to group needs and unexpected challenges.
- Flexible and dynamic in approach to group work.

Integrity

- Able to build trusted, positive relationships with participants, partners and team members.
- Self-motivated, with initiative and a willingness to innovate.
- Committed to professional development.
- Approachable, open-minded and values diversity.
- Confident using Microsoft Office and digital tools needed for planning, communication and delivery.

Perseverance

- Passionate and absolutely committed to supporting young people and the key adults in their lives.
- Flexible and able to work evenings and attend residential courses as required.
- Full clean driving licence, with willingness to drive a minibus and car when required.
- Enjoys engaging with challenge and does not shy away from difficult tasks or problems.

Service

- Communicates clearly and warmly with a wide variety of audiences.
- Able to work well as part of a team and on own initiative.
- Confident facilitating groups in a values-based, inclusive way.
- Committed to learning, reflection and ongoing personal development.

Why Work With Us: At Columba 1400, you will:

- Work flexibly in a supportive, family-friendly, values-based team.
- Make a transformational difference in the lives of young people and the key adults in their lives.
- Receive high-quality training and development in values-based facilitation and leadership.
- Be part of a movement driving real, lasting change in communities.
- Contribute to Scotland's national ambition for Scotland to be the best place in the world for young people to grow up.
- Feel valued, trusted and supported as part of our close-knit team with a shared purpose: changing lives, one academy at a time.

Additional Information: This post is a regulated role, and successful applicants will be required to undertake a Protecting Vulnerable Groups (PVG) check.

Duties and responsibilities may change from time to time to reflect the needs of the organisation.
August 2026