

RESILIENCE TRAINING LEAD

RECRUITMENT PACK

“Our aim is to build a future where every person thrives, and no one just survives”



www.developmentplus.org.uk



Supportive | Inclusive | Approachable | Committed | Empathic
developmentplus | Queens Park Community Hub, South Park, Lincoln LN5 8EW | E enquiries@developmentplus.org.uk

Developmentplus | A Company Limited by Guarantee
Registered in England No. 03275199 | Registered Charity No. 1064566

ABOUT US

developmentplus is a Lincolnshire-based charity with 30 years' experience supporting some of the most vulnerable and disadvantaged people in our community. We are proud to provide rough sleeper support, a reducing re-offending service, and personal development mentoring for people facing social and emotional barriers to success. Our services take a person-centred, progression-focused coaching approach, putting the needs, challenges, and aspirations of the people we support at the heart of our work. We build confidence, advocate, develop skills, and provide enrichment to people in-need across Lincolnshire, ensuring that everyone has the chance to thrive, and no one just survives.

OUR VISION

Lincolnshire is a place where everyone thrives.

OUR MISSION

Improving the health and wellbeing of vulnerable, disadvantaged and marginalised people in Lincolnshire through progression-focused support for people experiencing homelessness, the justice system and neurodiversity and mental health challenges.

OUR VALUES

- Approachable - People who need us can ask for help safely
- Committed - We work hard to get the best for people in-need
- Empathic - We care about the individual experience of each person
- Inclusive - People who need us are welcomed, not judged
- Supportive - We lift people up and help them make progress

OUR SERVICES

- Rough Sleeper Support Hub - Helping homeless adults find stability and build safer, healthier futures
- Reducing Reoffending Service - Helping people in the justice system to live successful, productive lives
- Personal Development Mentoring - Helping people with neurodiversity and mental health challenges achieve their goals
- Specialist support and enrichment, including art groups, social cycling clubs, and neurodiversity education

ROLE PURPOSE STATEMENT

To lead on the development, promotion, delivery, and review of training and education programmes in three specialised contexts: neurodiversity education and support, reducing reoffending guidance in relation to effective resettlement and transition after departure from prison, and survival and stability for people experiencing homelessness. While the last of these focuses primarily on local practitioners, organisation partners, and professionals across sectors, the other two are intended to support people with relevant lived experience to develop the tools, resilience, skills, understanding, and foundations they need to ensure they are able to thrive. This role will engage with vulnerable people, professionals across a range of industries, and colleagues across developmentplus.

JOB DESCRIPTION

Reporting to:	Deputy CEO
Location:	Queen's Park, Lincoln, LN5 8EW (working across Lincolnshire)
Salary:	£28,000 per annum
Hours:	Full time (37.5 hours per week), fixed term until March 2028.

FURTHER INFORMATION

Pension:	Statutory pension scheme with NEST Pension – depending on hours and contract. Pension contributions matched up to 5%.
Holiday:	Leave entitlement is 26 days per annum plus statutory bank holidays. In addition, all staff also receive a wellbeing day each year.
Support:	All staff receive an induction and orientation programme and regular supervision meetings with their line manager.
Training:	You will be offered continual professional development training appropriate to your role. This will include training on equality and diversity, safeguarding and data protection.
Other:	Include flexible working, paid travel and expenses, health and wellbeing support, supportive workplace environment and team events and activities.

SERVICE OVERVIEW

Our new Training and Education service will develop and deliver the following training programmes, offered on a rolling basis: neurodiversity education and support programme, reducing re-offending work, and work with professionals supporting rough sleepers. Funded through the Crisis & Resilience Fund, this work will also directly support local residents to develop the skills, confidence and resilience needed to navigate future challenges, particularly in financial contexts, and will build resilience in the wider community.

By strengthening the knowledge and confidence of both vulnerable and disadvantaged people, and of professionals and organisations supporting vulnerable residents, we can contribute to a more informed and responsive support network for resilience, improving long-term outcomes and helping prevent people from reaching crisis. In relation to our neurodiversity education, for example, this work will support neurodivergent adults to develop the skills, confidence and resilience needed not only to access employment, but to thrive and sustain positive outcomes in the workplace, using our existing resources as a basis. Recognising the close relationship between neurodiversity, mental health and employment, the programme will help participants understand their individual strengths, identify potential workplace challenges, and develop practical strategies to effectively self-manage their wellbeing at work.

Specialist knowledge will be drawn upon and developed with colleagues from our Reducing Reoffending Service, Rough Sleeper Support Hub, and Personal Development Mentoring Service. Across this work, there are a number of key outcomes for our beneficiaries, including:

- Improved mental health, wellbeing and emotional resilience.
- Improved communication, interpersonal and self-management skills.
- Increased knowledge of workplace rights, reasonable adjustments and support available.
- Reduced barriers to employment, training and volunteering opportunities.
- Increased financial resilience through improved employability and job sustainability.
- Increased independence, stability and capacity to manage future challenges positively
- Bespoke and specialist outcomes for each programme in the training and education delivery

We believe that building resilience must extend beyond the individual and into the wider community of support that surrounds them. While much attention is rightly given to helping people develop the skills and confidence to manage future challenges, equal importance should be placed on ensuring that professionals, volunteers and local communities are equipped to understand and respond to those challenges effectively.

KEY TASKS

Training Design, Development, and Delivery

- Designing engaging, flexible, and accessible training and education content on the primary subjects detailed above, including a range of activities and take-home resources
- Develop clear programme structures, learning aims, education approaches, and delivery timelines
- Work with developmentplus colleagues to develop appropriate content and approaches, making best use of their specialist expertise
- Provide regular, accessible, subject-based training, on specific topics under the theme of resilience, to a range of community and professional audiences
- Create all teaching and learning materials and additional resources
- Develop clear referral pathways through which beneficiaries can receive education and training

Networking and Engagement

- Draw upon beneficiary lived experience and professional expertise to ensure a consistently high-quality, fit-for-purpose programme of learning across all subjects
- Undertake a range of community-based engagement activities to ensure referrals to and uptake of the range of training and education on offer
- Network with a range of local organisations to sell bookings onto professionals-focused training activity

Monitoring and Evaluation

- Develop mechanisms for qualitative and quantitative feedback, consistently seeking beneficiary and professional feedback about quality and impact of programmes
- Lead on service review processes, including funder-required monitoring and evaluation
- Regularly report progress (in line with CRF requirements), challenges, learning, and impact to the line manager and share information more broadly with senior leaders and the wider developmentplus team

Organisational Behaviours

- Clear adherence to developmentplus policies and procedures and consistent reflection of the organisation's vision, mission, and values
- Treating beneficiaries, and professional partners, with respect, sensitivity, and courtesy
- Maintaining appropriate levels of safeguarding, data protection, and other legal frameworks

- Direct leadership of the service, and use of leadership behaviours in supporting, engaging, and collaborating with developmentplus colleagues
- Commitment to self-development and supporting the learning of other colleagues
- General administration, self-organisation, and related office and operational activities

PERSON SPECIFICATION

Experience	Essential	Desirable
Directly delivering training, learning, or education to a range of audiences	X	X
Creating and developing training, learning, and education for a range of audiences with a range of needs	X	
Working with either vulnerable and disadvantaged people, people with complex needs or trauma, or those with learning differences		X
Working in or in partnership with charitable organisations		
Qualifications	Essential	Desirable
High levels of literacy and numeracy	X	
Training, teaching, or education qualifications, ideally focused on adult learning, or significant qualification by experience	X	
Evidence of further professional development, learning and training		X
Skills & Knowledge	Essential	Desirable
Able to communicate well, both verbally and in writing	X	
Confident and comfortable working with complex beneficiaries	X	
Able to engage a range of audiences, including community beneficiaries with varied needs and local professional at a range of levels	X	
Understanding of the importance of boundaries, safeguarding, confidentiality, professional standards, and data protection	X	
Able to work on own initiative, and be responsive, pro-active and flexible	X	
Strong organisational and administrative skills	X	
Established IT skills across all Microsoft products and others	X	
Understanding of the charitable sector, complex needs, neurodiversity, the criminal justice system, and homelessness		X
Valid driving licence and access to own vehicle		X

For any queries contact enquiries@developmentplus.org.uk

Closing Date: Tuesday 15 September, 12pm

Interviews: Thursday 24 September, times TBC