

Leadership Facilitator

“To free the world from mediocre leadership, one manager, one team, one organisation at a time”

Leading companies trust Dove Nest Group to improve their business performance by creating sustained behavioural change in their people. We pride ourselves on industry leading innovative bespoke solutions for Engagement, Leadership Development, People and Team Development, Leadership and Business Agility, Talent Development and Change Leadership supported by our in-house Psychology business where appropriate.

Location: Role based in Crooklands and Crosthwaite, Cumbria with travel nationally for delivery at venues and client sites. In person or Hybrid roles considered.

Remuneration Package:

- Competitive Salary
- 37.5 hours per week (Monday – Friday)
- 33 days annual leave
- Annual paid Well-being day
- Health Assured EAP
- A Range of Health & Wellbeing Resources
- Discounted accommodation at our Lake District Venue, subject to availability.

Behaviour & Values

- **Passionate** about **developing people**
- **Give twice** to receive once
- Demonstrate **compassion** and **courage** in all that we do

Reports to: Operations Director

Leadership Facilitators, like all employees, are expected to act as role models for Dove Nest Group behaviours, to uphold the values and to encourage and promote the development of other employees.

Role Purpose

The Leadership Facilitator role is expected to work with the Leadership Consultants to manage all end-to-end activities in designing and delivering our promised solutions to our clients, in line with our business expectations. The role also requires extensive collaboration and consultation with clients and other Dove Nest staff.

Key Responsibilities

Programme Design and Delivery

- Involved in the design and development of bespoke learning and development solutions, integrating professional qualifications where necessary.
- Delivery of solutions and programmes, including experiential exercises and reviews, coaching and evaluations, with supporting guidance and development.
- Have interest in the client organisation and culture, to build the best solutions to meet their needs and budget.

- Support in the preparation of materials and briefings prior to each programme, and liaise with other facilitators, technicians, support staff and associates to ensure smooth running of the programme.
- Continuously review and evaluate solutions on an ongoing basis, in accordance with Dove Nest standards and client needs.

Business Development and Commercial Support

- Support business development activities both in terms of preparation of solutions and presentations where appropriate.
- Support the provision of subject matter expertise to business development meetings.
- Build strong client relationships to nurture current and new business opportunities.
- Work in collaboration with the client engagement team, develop and demonstrate understanding of the client environment and current and future challenges.

Research and Service Development

- Be knowledgeable and inquisitive about appropriate models and theories for use in programmes, design and delivery.
- Keep abreast of current developments and trends in the L&D, business and management world.
- Continuously evaluate and improve interventions and create new interventions in response to new client needs when appropriate.
- Engage in knowledge sharing with other staff members, including models and theories, feedback, and best practice.

Person Specification

Experience

Essential

- Skills and experience in facilitating people development solutions although training can be provided.
- The ability to engage and inspire learners to grow and develop through facilitation, whether this is face to face or virtual.
- Interested in people development and experiential learning.
- The ability to work autonomously and independently, but also as an integrated part of a team to ensure best practise.
- High level of interpersonal skills
- A passion for continuing professional development.
- The ability to establish and maintain long-term working relationships.
- Prepared to travel to meet the needs of the business, this will include nights away.
- Where appropriate deliver nationally and internationally, which may include unsocial travel and work hours.
- A full clean UK driving license.
- A valid Enhanced DBS Certificate or be willing to apply for one with our help.

Desirable

- Good project management skills demonstrating the ability to prioritise appropriately.
- Commercial and business awareness, to support business development and structuring programmes.

- Experience in learning and development solutions.
- Awareness in the entire learning and development cycle, including design, delivery, evaluation, and refinement.
- Relevant professional training qualifications, such as CIPD, ILM, MBA or other relevant masters.
- High levels of emotional intelligence, resilience, and persistence.
- A desire to 'break the mould' and push the boundaries with new / innovative ideas.

This organisation is committed to safeguarding and promoting the welfare of learners and expects all staff and volunteers to share this commitment.