**About Lead Scotland**

Lead Scotland is a charity supporting disabled people and carers by providing personalised learning, befriending, advice and information services. We have projects across Scotland and a national helpline and information service. Our local services are community and home based, one to one or in small groups so that people have the right support to learn and participate. We support people to build a bridge to reach their ambitions of personal development, learning, volunteering, and work. At a national level, we provide information and advice on the full range of post-school learning and training opportunities, as well as influencing and informing policy.

**Lead Scotland Vision**

Our vision is of a fair society where disabled people and carers have an equal opportunity to learn, participate and achieve their potential.

**Lead Scotland Mission**

To influence change and provide personalised learning, befriending, advice and information services.

**Strategic Goals for 2020 to 2023**

* Broaden our range of learning and befriending opportunities
* Enable more disabled people and carers to actively participate within communities
* Extend our local and national coverage
* Strengthen our financial sustainability

**Our values**

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| --- | --- | --- | --- | --- |
| * Equality
 | * Integrity
 | * Openness
 | * Mutual respect
 | * Kindness
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**Context**

Lead Scotland operates in the context of a competitive marketplace for educational delivery services and support for disabled people and carers. The organisation is recognised as a leader in the delivery of non-formal and accredited learning and is active in developing new services and products to retain this position as a specialist provider. As a charity and company limited by guarantee in the current financial climate, Lead Scotland has to be responsive to opportunity, alive to the financial pressures of the external environment and ready to act quickly and decisively to changes as, or before, they occur. We have recently restructured our organisation creating a workstream focussed on the development of our befriending services, to take forward our strategic ambition. The Befriending Services Manager is an exciting new position working with the Business Manager & Depute CEO to drive this workstream forward.

**About Lead Scotland’s Befriending Services**

Lead Scotland has over 40 years of experience delivering high quality person centred, non-formal and formal learning opportunities. As well as delivering educational opportunities our constitution includes serving people who are socially excluded, which is a key barrier preventing many people from accessing learning opportunities.

In 2015 we set up our first befriending service for disabled adults in Fife to reduce social isolation and loneliness using the same model as our learning services of involving volunteers to offer people one to one support and encouragement. The pilot was evaluated positively by people who used the service, positive gains included feeling more connected with family and community and some people became confident enough to access our Fife Learning Project.

Building upon this success in 2019 we set up our Fife Young Carers Project for children and young people aged 12 to 18 years to provide space away from their caring responsibilities.

During the pandemic we extended our befriending services across our Learning projects for people who were at risk of disengaging. Staff and volunteers supported people remotely by telephone, email, and online video platforms. This approach led to people staying engaged. 100% of those surveyed said they would like Lead Scotland to provide Befriending Services in parallel to Learning Services.

**About the Befriending Services Manager role**

Within the scope of responsibilities for this role outlined within the job description we seek a postholder who can build upon our successful trials and track record described above to help us understand the market and support the advancement of our Befriending services. Applicants should note the following key dimensions of the role:

This is an exciting time to join Lead Scotland to drive our befriending services forward, not only as we deliver the last year of our current three-year strategic plan, but also as we are now launching the next planning cycle. The post involves managing people and projects, sustaining current contracts, and evolving our befriending services offer to meet the changing demand for services. We expect befriendees to be involved from an early stage in the design and development of new learning products and services, and the postholder will be actively involved in ensuring this is the case. This role involves supporting and providing guidance to staff and volunteers who are undertaking emotionally demanding roles.

This is a home-based role working across Scotland. The postholder reports to the Business Manager & Depute CEO and will work with colleagues across Scotland.

Closing Date: 5pm Monday 14th February 2022. Shortlisted applicants can expect an online panel interview with questions based on the criteria for the post, week beginning 21st February 2022.