## 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.

* **Our Vision** is of a fair society where disabled people and carers have an equal opportunity to learn, participate and achieve their potential.
* **Our Mission** is to influence change and provide personalised learning, befriending, advice, and information services.

## Strategic Goals for 2023 to 2026

* Offer more local and remote learning opportunities, which improve access, offer accreditation, build confidence and skills, reducing educational exclusion.
* Extend our Befriending Services to reduce social isolation and create new pathways to learning.
* Extend our disabled student’s helpline and information services so that more students understand their rights, entitlements and make informed choices about their options.
* More disabled people have the opportunity to influence policy makers, breaking down systemic barriers to improve access for future learners.

**Our Values**: Integrity, Openness, Mutual Respect, Kindness, Equality

## Working for Lead Scotland

Alongside the salary, pension, and annual leave summarised in the recruitment documents, Lead Scotland also offers employees the option of flexible working around agreed core hours. Flexible working arrangements can be revised as required, for example when caring responsibilities change.

We love learning and we encourage our team members to develop and learn through accredited learning and peer-supported informal learning, as well as undertaking CPD with partner organisations as opportunities arise. Being home-based offers staff an excellent opportunity to work with a degree of autonomy and responsibility, within the framework of regular support and supervision meetings with their line manager. Our staff team has a voice in setting business direction, establishing programmes to ensure contract delivery, and we have weekly team meetings online to bring people together for structured sessions as well as more free-ranging discussions to support our culture of mutual respect, kindness, and support.

Closing Date: Noon Monday 15 September 2025. Shortlisted applicants can expect an online panel interview with questions based on the criteria for the post on 24 September 2025.