

People Development Team Lead

Recruitment Pack



Welcome from our Chief Executive

Thank you for your interest in joining Brathay.

As a National Centre of Excellence for Outdoor Learning and expert provider of Early Help community support, our vision is to inspire young people to build brighter futures through transformative residential experiences and community-based support.

For over 80 years, we have been supporting young people from across the UK. At the heart of everything we achieve are our fantastic colleagues. Their passion, expertise and commitment enable us to make a lasting difference to the lives of young people in their communities every day.

As we continue to grow and develop our impact, we are looking for talented individuals who share our values and want to be part of an organisation that is driven by purpose. Our values underpin our culture, shaping the way we work, lead and succeed.

If you are inspired by the opportunity to make a meaningful difference, we very much look forward to receiving your application.

Best wishes,



Teresa Jennings
Chief Executive

teresa.jennings@brathay.org.uk



What Drives Us

Our Vision - Inspiring young people to build their brighter futures

Our Mission - Through transformative experiences, learning and community support, Brathay Trust exists to ignite the potential within every young person, so they can thrive in a rapidly changing world.

Our Strategic Objective - To inspire 40,000 young people to build their brighter future by 2029.

Our Values:

- **Inspire**
- **Empower**
- **Integrity**

What Makes Us Distinctive

Our People – are inspiring. By building trusted relationships, we encourage young people to engage with learning and feel ready to take their next step.

Our Places – provide safe, supportive and inclusive learning environments.

Our Practice – starts with each young person and their own experiences. We create space for them to challenge themselves, develop skills and discover what they're capable of, at their own pace and in their own way.



"Brathay made me feel so complete, like a family member, which helped me so much."

Our year at a glance
(April 2025 – March 2026)

We supported

8,499

young people

An increase of **1,182** young people from 2024/25

1,881

on School & Youth Group Residentials

4,832

on Community Programmes

1,786

on Early Career Programmes

We delivered

119

residential experiences at Brathay Hall

We delivered

21

programmes to meet the needs of young people in their communities

6

across Cumbria

15

in Bradford

4.6 out of 5

Young people and visiting staff consistently share positive feedback, giving our programmes 4.6 out of 5 and say they would recommend our programmes to a friend*.

*Our Net Promoter Score (NPS) across young people and visiting staff is 50 – a score above 50 is considered excellent (Qualtrics, 2023).

With 80 years of experience of supporting people to be the best they can be, it never ceases to amaze us the transformational impact we have on so many.

Harrison

Harrison had struggled to attend school due to severe separation anxiety. Autistic, with ADHD and dyslexia, he was working well below age-related expectations and had very low confidence in reading and writing. By Year 9, GCSEs felt impossible. He avoided lessons, had little contact with peers and relied on 1:1 support.

When his school organised a residential at Brathay, Harrison surprised everyone by agreeing to go, despite never having stayed away from home. He took part in every activity, shared a room with six other boys and built stronger relationships with his teachers. His Assistant Headteacher said residentials helped young people "see us as humans instead of teachers".

The experience became a turning point. Harrison gained confidence to join GCSE English without 1:1 support and began sharing his ideas in class. He also formed friendships that continued beyond Brathay, with the boys now meeting regularly and attending events independently.



The following year, Harrison was determined to return. When a place became available, he was ready: ***"Mum, the bag's already packed."***



Jovan

When Jovan joined ScottishPower's graduate scheme, he found communicating clearly and articulating his thoughts challenging. Moving from university into a professional workplace also left him unsure about workplace etiquette, expectations and how to build meaningful connections through networking.

Over a year, Jovan took part in online and offsite training with Brathay, exploring communication, emotional intelligence and professional behaviours. The programme helped him understand how small actions can be interpreted by others and how to present himself positively.

As his self-awareness grew, so did his confidence. He became more comfortable contributing in meetings and better able to communicate his ideas. He also learned how to adapt his approach when working with people with different personalities and working styles, recognising the strengths each person brings to a team.

The experience has changed how Jovan sees his future, giving him skills he hopes to use as a manager to bring out the best in others while understanding their individual needs.

> ***"If I was to become a manager in the future, I would keep these learnings in mind to maximise team output and bring out the best in others whilst being sensitive to their needs."***

People Development Team Lead

This is an exciting opportunity to play a key leadership role within a purpose-driven organisation, helping us expand our impact across leadership development, early careers, apprenticeships and workforce development.

Reports to:

Head of Delivery (Ambleside)

Responsible for:

6 direct reports within the team

Role and responsibilities:

Lead Brathay's People Development team to design and deliver high-quality experiential learning programmes for organisations across the UK. Based at our Lake District centre, you will shape and deliver early careers and adult leadership residentials that achieve clear outcomes for participants and clients. You will also have responsibility for developing the team, strengthening client relationships and combine excellent delivery with measurable impact and sound commercial performance.

Strategy and Leadership

- Provide clear direction as part of the Departmental management team, translating strategy into effective business plans and procedures.
- Plan staffing numbers, qualifications and experience with the Tech and Resourcing Leads, making effective use of core staff and associates.
- Support the Head of Delivery in the building, forecasting and monitoring of the PD annual budget.
- Develop activities and partnerships that advance PD plans, informed by current people development research and practice.
- Be a member of the charity's wide Leadership Team and support the organisational training and development programme.

People Development Team Lead

Role and responsibilities, continued:

Quality & Impact

- Oversee programme design and delivery, embedding clear outcomes and impact measurement tools aligned with Brathay's Core Approach.
- Use client feedback, course reviews and outcomes to improve programmes and inform team development.
- Maintain professional practice by managing a major client or portfolio segment, working with Business Development colleagues to help secure new opportunities.
- Build strong relationships across departments to deliver an excellent experience for clients and participants.

Management & Operations

- Management & Operations
- Lead and develop consultants through regular appraisals, 1-2-1s with clear objectives and development plans, aligning continuing professional development (CPD) with Brathay's Core Approach.
- Observe programmes regularly and give constructive feedback to consultants and associates, whilst sharing your learning
- Work with management colleagues to shape CPD for the wider delivery team and associates.
- Be confident and hold the experience to deliver programmes across Early Careers and Leadership and Management programmes
- Build and manage the PD budget plan and forecasts, monitor income and programme expenditure, identifying risks and raising concerns promptly
- Ensure accurate, consistent programme pricing that protects margin and financial contribution.
- Lead recruitment and induction for the People Development team and support the recruitment and induction of associates

About you:

Essential Experience:

- Substantial experience of leading and managing teams across varied settings, delivering departmental targets and outcomes.
- Experience of experiential learning and behavioural development, including Early Careers and Leadership programmes.
- Understanding of large organisations and the commercial priorities of client businesses.
- Ability to coach and mentor at all levels, adapting your approach to different needs.
- Strong relationship-building, influencing, negotiation, presentation and communication skills.
- Ability to translate strategy into delivery and continuously improve programme quality and outcomes.
- Confident use of email, internet, spreadsheets, word processing and databases, preferably Microsoft Office.

Desirable Experience:

- Experience of service development, stakeholder analysis and business planning.
- Risk management experience.
- Experience of managing trainers delivering large or repeat programmes.
- Learning and development experience in the charity, private or public sector.



About you:

Education and Qualifications:

Essential

- Educated to degree standard or equivalent or have substantial work experience in similar role.

Desirable

- Educated with a post-graduate or relevant professional qualification, with a learning and development or business management focus.
- Accredited executive coach, higher level consultancy or facilitation qualifications

Other requirements

- Full UK Driving Licence and access to own car
- Willingness to participate in training where relevant
- Be willing to travel if required
- Attendance at team, section and other organisation meetings as required



Why Choose Brathay

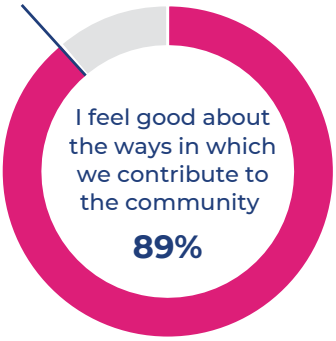
At Brathay, we're committed to creating a workplace where colleagues feel valued, supported, and proud of the contribution they make.

Through our partnership with Great Place to Work®, we regularly seek feedback from our people and benchmark our culture against leading organisations across the charity and not-for-profit sector. Our latest survey in 2026 achieved a 91% response rate, with colleagues highlighting the pride they feel in our impact, our commitment to communities and the quality of the services we deliver.

81%
Benchmark



89%
Benchmark



88%
Benchmark



[21] Benchmarked against 2025 United Kingdom - Best Workplaces - Charities & Not-for-profit - Small & Medium.

What our people say

"Our mission keeps me inspired. I love working with a wide range of people and it's motivating to be surrounded by colleagues who care passionately about our work and our impact."

Eleanor, People Partner, Ambleside

"Come and join us, we're a great team. The work we do is really exciting and the team are fun, supportive and enjoyable to work with."

Imogen – Youth Tutor, Delivery Team , Ambleside



Key information & Benefits:

Key Information of Role

Salary: £40,000 - £45,000 (depending on experience)

Full Time: 35 hours per week

Contract: Permanent

Location: Ambleside

Hybrid working available

Benefits

- 30 days' annual leave, plus bank holidays
- 5% Employer Pension Contribution
- Health Cash Plan
- Life Assurance
- Employee wellbeing support (EAP)
- Annual complimentary night's stay at Brathay Hall
- Refer a Friend Scheme
- Flexible working opportunities



How to apply

To apply, click here or visit our website www.brathay.org.uk. Upload a CV together with a covering letter addressed to Steve Randles, Head of Delivery, explaining why you're interested in the role and what you could bring to Brathay.

The closing date:
For applications is 7th December 9am

Interview stages
Shortlisting 7th December, interviews 15th or 16th December

Safeguarding
Brathay is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.
As part of our safer recruitment process, all appointments are subject to the appropriate pre-employment checks, which will include a Disclosure and Barring Service (DBS) check at the relevant level for the role.

Our Commitment to Inclusion:
Brathay is committed to creating an inclusive workplace where everyone feels they belong. We welcome applications from people of all backgrounds, experiences and communities. If you're excited about this role but don't meet every desirable requirement, we encourage you to apply — we value potential as well as experience.

Contact Information

Recruitment contact:
recruitment@brathay.org.uk

Website and social media links:

www.brathay.org.uk

www.facebook.com/BrathayTrust

www.instagram.com/brathaytrust

www.linkedin.com/company/brathay

BRATHAY

Get Involved, Get In Touch
If you want to work with us, we'd love to hear from you.
Scan the QR code or visit us at brathay.org.uk

Brathay is the trading name of Brathay Trust, a charitable company limited by guarantee in England and Wales. Charity Registration Number: 1021586. Registered Office: Brathay Hall, Ambleside, Cumbria LA22 0HP.

Great Place To Work. Certified APR 2026-APR 2027 UK

AHOEC GOLD STANDARD

LOtC Quality Badge Council for Learning Outside the Classroom

Adventure Activities Licensing Authority AALA

AIAC Adventuremark

NHS Collaborative Procurement Hub Partnership with Purpose