



BS12 – Aspire Leadership Trainers Level 4

- **Location:** National - primary delivery site is Ryton and Harperley Hall.
- **Daily rate:** £350 plus expenses in accordance with our terms and conditions listed at [Become an associate: Important information.](#)
- **IR35 status:** This engagement is inside IR35.
- **Vetting level:** NPPV 2 + CTC
- **Pool size:** 4

Brief description of role

To support the provision of leadership development interventions nationally for both national and international underrepresented leaders in policing, using a range of learning approaches and methodologies.

Tasks and responsibilities

- Critically review existing leadership products/materials and make recommendations for change.
- Develop and revise leadership development learning materials for senior leaders, leaders from underrepresented groups and national/international stakeholders.
- Deliver leadership development interventions, particularly for senior leaders, leaders from under-represented groups, using a range of learning approaches.
- Engage with and support individual learners to maximise the impact of learning.
- Coach/mentor leaders in policing to support their professional development.
- Plan and conduct leadership development consultation/engagement events for underrepresented leaders.

Qualifications

Please provide scanned copies of certificates for all essential and relevant qualifications required for this associate pool by email to associates@college.police.uk along with your completed [expression of interest form](#).

Essential

- Qualified trainer meeting the College of Policing Standard for Trainers through either a Level 4 Diploma in Learning and Development, a Level 4 Certificate in Education and Training or the College Training Essentials Programme. (Essential). See additional notes regarding obtaining the qualification post-selection.

Desirable

- Leadership and management qualification ideally at level 7.
- BPS Test User qualification and experience of using psychometric tools, for example, MBTI step I, MBTI step II, TKI, EQi 2.0, Strengthscope.
- Coaching / mentoring qualification.

Skills and abilities

Essential

- Sound understanding of equality, diversity and human rights and the impacts on underrepresented leaders in a policing context.
- Excellent verbal and written communication skills with the ability to explain complex and specialist concepts on an individual and group basis to account for learners' preferred learning styles.
- A good understanding of the key strategic challenges facing the police service / public sector organisations.
- Exhibit personal qualities and behaviours which are a role model for others – being open to receive challenge and feedback; value diversity and difference; and to work as part of a team to get the job done.
- Proven facilitation skills, preferably within a learning context.

Experience

Essential

- Experience of delivering leadership development interventions.
- Proven experience of successfully operating in a leadership role, ideally as a senior leader.
- Proven experience of coaching, mentoring, and developing others in a leadership role.
- Demonstrating a long-term commitment to personal growth and continuous professional development.

Desirable

- Experience of designing learning interventions and resources, including for online delivery.

Additional notes

This is a process to recruit to the Aspire Leadership Programme pool, delivering to both national and international underrepresented delegates in the UK. There is no international travel and it should be noted that the current international client will only accept female trainers as it is for a female only programme, but applications for the wider pool is not limited to females only.

Please note that anyone selected who does not have a Level 4 Certificate in Learning & Development or equivalent will be required to enrol immediately and obtain this qualification at their own expense within 18 months of joining the pool. Associates who do not have the level 4 qualification will be paid at the lower rate of £300 per day. All associates are subject to continuous review of their training delivery, which includes multi-source feedback, and where appropriate opportunities for development, and if necessary, removal from the pool if standards are not consistently met. As part of the interview process, we will ask those shortlisted to deliver a short, facilitated session at the interview stage. As part of the interview process all pool applicants will be required to be observed by a college trainer. For those engaged in delivery in the 3 months prior to September it is proposed that those observations will take place as part of those deliveries. The opportunity to undertake an observed session will also be provided to those not undertaking delivery during that period.

Please note that if you are selected into an associate pool, the College cannot guarantee work. Any work arising will be offered on strict rotation. Work will be offered to those in the associate pool in list order. Once offered (even if work is not taken up), the associate moves to the bottom of the list.

The pool will be re-competed (refreshed) in 18 months.

The relevant terms and conditions that apply to these engagements can be found at [Become an associate: Important information](#). These opportunities are open to both personally engaged and corporate associates. A definition of these types of associate can be found in the [associate policy](#).

Express your interest

Please complete and return the [expression of interest form](#) by email to associates@college.police.uk along with any proof of qualifications (if applicable).

- **Closing date:** 3 July (midday).
- **Selection:** Selection will be based on review of the expression of interest form against the set criteria and qualifications.

Contact information

For more information on College of Policing associates, please see the [associate policy](#) and other relevant information at [Become an associate: Useful documents](#).

If you have any questions, please contact associates@college.police.uk.