

JOB DESCRIPTION

JOB TITLE:	GLAD (Grassroots Leadership Awards) Project Lead (Fixed Term – 3 years)
FUNCTIONAL AREA:	Impact and Insights
LOCATION:	Robertson House, Glasgow
REPORTING TO:	Head of Impact and Insights
SALARY:	Grade 3 – £24,662 (£41,104 FTE) – 0.6 FTE

MAIN DUTIES / RESPONSIBILITIES

Job Purpose

- Lead responsibility for managing the Trust's new GLAD (Grassroots Leadership Awards) initiative.
- GLAD will fund and support 12-14 emerging lived experience leaders (changemakers) from diverse backgrounds to tackle aspects of poverty and trauma that matter to them and their community, enriching people's lives long-term.
- The GLAD Project Lead will work directly with changemakers, as individuals and as a cohort, identified as a good match for the initiative by nominating partners. The role will involve understanding the needs and goals of participants, developing timely and practical support which removes barriers and enables them to achieve their plans.
- The role holder will work as part of a cross-team group at TRT, benefit from specialist coaching support from [Ten Years Time](#), engage with peers and the appointed learning partner, and work with an advisory circle of nominating partners and stakeholders.

Key responsibilities

1. Develop and support changemakers to take action towards social change

- Develop trusted relationships with GLAD changemakers both on a 1:1 and whole/sub-group basis as needed, bringing the self-awareness, skills and experience of working with people with experience of the barriers created by poverty and trauma.
- Apply knowledge of grassroots social change initiatives from Scotland, the UK and beyond to build the capabilities and capacity of participants to evolve, develop, and adapt to meet their goals.
- Support participants to be self-aware, practice self-care and build resilience.
- Deliver and/or source appropriate training and upskilling opportunities in support of the above, including working closely with Nominating Partners and Ten Years' Time to draw on their specialist expertise.

2. Manage GLAD in ways aligned to Purpose

- Build collective understanding of the factors that help and hinder the people and places we are here to support.
- Work closely with TRT colleagues, through regular update and planning conversations with the Senior Manager towards achievement of the Purpose for GLAD.
- Work closely with the Advisory Circle of Nominating partners to ensure clear and agreed strategic direction for the work.

- Work closely with the Learning partner (to be commissioned) to identify what helps and hinders achievement of our shared purpose.
 - Bring a strong approach to priority-setting with flexibility in responding to the diverse, changing support needs of GLAD changemakers while achieving the overall purpose.
- 3. Lead collaboration aligned to our Mission, Vision and Values**
- Apply collaborative ways of working to reflect the Mission, Vision and Values of the Trust and contribute to enhancing our culture.
 - Ensure that the Trust's [EDPR commitment](#) (Equity, Diversity, Participation and Rights) is embodied in your day-to-day work.
 - Engage with colleagues who lead on our Impact and Insight Framework to ensure a consistent feedback cycle is in place, drawing on insights from GLAD changemakers, colleagues and Nominating partners, as well as beyond, to identify areas for ongoing improvement.
 - Engage with colleagues who lead on our Scholarship and Funder Plus activities, building on relevant practice lessons for GLAD.
- 4. Develop trusted relationships with peers and partners**
- Build trusted relationships with peers and other partners engaged in social change initiatives with individuals and communities.
- 5. Manage risk and opportunity to build assurance**
- Working with the Senior Manager and colleagues, gauge how to manage risk and opportunity within GLAD.
 - Build assurance for GLAD changemakers, nominating partners, TRT staff and Trustees, contributing to regular updates and communications.
 - Drive ongoing improvement based on active learning, potential internal audit recommendations and other sources of insight.

Signed by:	Zoe Ferguson	Date	16 July 2025
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PERSON SPECIFICATION

FUNCTIONAL AREA: Impact and Insights	VACANCY REF. No:
JOB TITLE: GLAD (Grassroots Leadership Awards) Project Lead	LOCATION: Robertson House, Glasgow

THE EMPLOYEE	ESSENTIAL	DESIRABLE
Experience, Skills and Capabilities	<ul style="list-style-type: none"> • Commitment to TRT's Mission, the ARJ Fund Mission and ways of working aligned with TRT Values. • Knowledge and experience of grassroots social change initiatives. • A track-record in working with individuals and communities at grassroots level. • Excellent inter-personal skills, demonstrating a high degree of adaptability as well as cultural competence, care, consistency and presence in working with people from diverse backgrounds. Excellent listening, analysis and responding skills. • Being strategic, creative and clear in planning, day-to-day working and communicating. • Project and budget management skills and experience. • Experience of working in a strong Equity, Diversity, Inclusion and Belonging practice environment. 	<ul style="list-style-type: none"> • Experience of identifying and making connections with individuals/ organisations with diverse range of skills /expertise. • Excellent communication and presentation skills for a range of diverse audiences. • Experience of supporting individuals/ organisations to develop and embed learning as a core part of their work.
Circumstances In terms of personal circumstances, what will the job demand / provide?	<ul style="list-style-type: none"> • There will be some travel required, on occasions • The pattern of work will be responsive to the needs of GLAD changemakers and may involve some activity outside of core hours • The Trust is committed to hybrid and other forms of flexible working • The Trust is open to reasonable adaptations to overcome barriers. 	