



12 month FTC - maternity cover

From May 2025

Director of People and Culture



Together

With and without learning disability



L'ARCHE
In the UK

WELCOME

Thank you for being curious about this role!

L'Arche wants to achieve something beautiful, ambitious and really human in the world of social care. We have new L'Arche 2030 goals for people with and without learning disabilities to flourish together.

People and culture are at the very heart of this, because we only fulfil our mission when our Communities are brilliant places for our employees and volunteers to be and belong.

That's why in 2024 we united HR, learning and development, wellbeing, and diversity into a single function under a new Director of People and Culture. The Director has built a new team, and given us new focus on key priorities for the next year: refreshing terms and conditions, building consistent line management, and shaping HR and L&D support to Communities around the 2030 plan.

If you are a relational leader with HR and change experience, could you give us a year of your energy and expertise, to deliver and develop this vision?

Are you up for being part of a UK organisation and a worldwide movement that believes in changing the world - and that might change you too?

If so, please apply, or get in touch for a conversation.



A handwritten signature in black ink that reads "John Casson".

John Casson CMG
National Leader/CEO, L'Arche in the UK

Role Summary

Job title:	Director of People and Culture
Location:	Hybrid, with 2-3 days a week in our London office. Please contact us if you would like to explore being based in another another L'Arche location (with 3-4 days a month in the London office). Regular travel to L'Arche Communities UK-wide, and to national meetings.
Reports to:	National Leader / CEO
Direct reports:	HR Advisor, Head of Learning and Development, Soulful Internship Programme Leader
Key relationships:	<ul style="list-style-type: none">• HR and Learning and Development leads in each Community• National Leader and National Leadership Team peers• 11 Community Leaders• Members of the National Board• Members of the National Speaking Council• Sector-wide bodies and professional networks
Purpose:	Lead people vision, strategy, systems, and services that make L'Arche a great place to work, belong, and grow in Community - so that we live out our mission and values.



Are you
exactly
who we're
looking for?

Introducing L'Arche

INTRODUCTION

L'Arche is a worldwide movement of people with and without learning disabilities building community together. We aim to be a beacon for our society - of what social care can be, what life with learning disabilities can be, and what a more human society can be.

L'Arche in the UK is a registered charity and a regulated provider of care and support. Our 11 Communities in England, Scotland and Wales offer a varied mix of adult supported living, registered care, and day services.

Our UK annual turnover is about £20m. Well over a thousand people across the UK belong to a L'Arche Community, including about 300 people with learning disabilities, more than 600 employees, and hundreds of volunteers.



L'ARCHE UK 2030 VISION AND VALUES

OUR VISION

L'Arche is here to show that everyone belongs.

We create Communities where people with and without learning disabilities live, share, and grow together.

We build relationships with people in our neighbourhoods.

We work towards a world where people with learning disabilities are included and valued.

OUR VALUES

With and without learning disabilities, we try to:

- be welcoming and kind
- be committed to each other
- bring out the best in each other
- celebrate being different and diverse
- encourage one another's spirituality.

Who We Are

L'ARCHE INTERNATIONAL'S WORLDWIDE MISSION

- To make known the gifts of people with learning disabilities, revealed through mutually transforming relationships.
- To foster a community environment that reflects the changing needs of our members and our core values.
- To engage in diverse cultures, working together towards a more human society.

In L'Arche, we celebrate people with learning disabilities, and build Communities with them rather than for them. We aim to combine outstanding care with a distinctive commitment to intentional community, mutuality and the whole person. A feature of our model is that in some L'Arche houses a small number of assistants live in, sharing home life with people with disabilities. We care about everyone's emotional and inner life, building spaces of vibrant friendship, opportunity, spirituality and community life.

People with learning disabilities are integral to everything we do - not just as service users but as members, leaders, activists, colleagues, and friends. Our mission is to discover and share the unique gifts of people with learning disabilities in the world.

We offer our employees an invitation to find in L'Arche, as well as a great place to work, a place to belong, to find friendship and meaning, and to grow through committed, two-way relationships with people with disabilities.

L'Arche was first founded on Christian principles. These principles mean L'Arche stands for the radical inclusion of those who are excluded, and for the right of every person to flourish in their spirituality, whatever their background. We welcome people of all faiths and no faith, including in senior leadership roles - like this one.

FOR FURTHER INFORMATION, VISIT...

Our Unique Approach

www.larche.org.uk/our-unique-approach



Watch the 'We Are L'Arche' video

youtu.be/RSwdYB-czf4



Read our 2022-2023

Impact and Annual Reports

www.larche.org.uk/impact-report-2023



What We Do

PEOPLE AND CULTURE IN L'ARCHE

L'Arche is built on a profound commitment to see everyone flourish in every way. For 50 years, our UK Communities have been places where people find belonging and profound relationships, and grow in human maturity and spiritual depth. Again and again, people tell stories of coming to L'Arche to work, and having their lives transformed.

For most of this history, many of our care assistants came as volunteers, living in L'Arche houses as well as working there. Employing and developing people was done locally .

Since 2012 our people and culture approach has transformed. Employees numbers have increased significantly, and most assistants are now employees living outside l'Arche. The expectations of L'Arche as a professional and values-led employer have rightly increased too. We have built national resources and standards for HR, learning and development, inclusion and wellbeing.

Since 2024 our HR, learning and development, wellbeing and diversity work has been united under a single Director of People and Culture.

The Director of People and Culture leads on our 2030 priority to see people stay, thrive and fulfil our mission, with specific ambitions in retention, recruitment, L&D, HR support, and reimagining the Community Leader role.

The focus in 2025 is on updating terms and conditions, building consistent line management, and continuing the work of building unified people and culture support to Communities around the 2030 plan.

NATIONAL LEADERSHIP TEAM

The National Team is responsible for L'Arche as a national organisation and gives oversight and support to our 11 Communities. We lead L'Arche's UK-wide support services, programmes and strategy.

Our national HR and Learning and Development teams lead on policies and priorities for our Communities, and also provide Communities with direct services - in recruitment, induction, leadership development, databases, and casework advice.



Our National Team



UK-WIDE INITIATIVES IN 2025:

- Delivering a Stronger Finances Action Plan, to close the financial gap created by National Insurance changes and Government underfunding of social care.
- Launching implementation projects for the L'Arche 2030 Vision and Plan, especially strengthening: central support functions, financial management, and line management skills across Communities.
- Rolling out a new Quality Framework, impact survey, and Values, Skills and Behaviours Framework.
- A 2-year programme to digitise our care processes and modernise our IT systems.
- Delivering on our ambitions to see voice and power, employment and opportunity, and diverse, multi-dimensional relationships for people with learning disabilities.



Director of People & Culture role

KEY RESPONSIBILITIES

- Lead L'Arche to be a life-giving place for people to work, belong and grow.
- Recruitment, retention, remuneration, wellbeing and belonging.
- Learning and development.
- HR structures, strategy, and services.

KEY CRITERIA FOR SUCCESS

During the year of maternity cover as Director, you will work with people across L'Arche to:

- Get to know the people, mission, ethos, and daily realities of L'Arche.
- Oversee ongoing performance and flourishing of the national HR and L&D teams, HR leads in Communities, and provide HR advice to leadership.
- Lead our ongoing programme to refresh terms and conditions, consulting and communicating proactively and transparently.
- Lead a campaign to achieve consistent, confident, and values-led line management across L'Arche.
- Develop stronger national HR and L&D structures and resources, and people functions in Communities.
- Lead national recruitment initiatives, especially expanding the "soulful intern" programme.
- Contribute to wider initiatives, including on financial management, EDI, volunteering and attendance management.



Responsibilities

VISION AND VALUES

- Lead across to ensure employees and volunteers stay, thrive, belong and fulfil our mission for care and community.

RECRUITMENT, RETENTION, AND BELONGING

- Lead a new focus on employee retention - with clear data and definitions, and a welcoming culture of equity, inclusion and diversity.
- Oversee recruitment across L'Arche - including outreach, DBS/PVG checks, induction, visa compliance (as UKVI key contact).
- Lead on workforce strategy, pay and rewards, including new models for live-in assistants.
- Support L'Arche Communities to welcome a new generation of volunteers and friends.

LEARNING, DEVELOPMENT, AND FORMATION

- Oversee co-production and roll-out of a new Values, Skills and Behaviours Framework.
- Lead a new initiative on line management skills - so supervision, coaching, and performance management are proactive and consistent.
- Oversee the national Learning and Development team in providing assistant and leader induction and leadership development.
- Oversee development and delivery of a strategy for People and Culture - with agreed priorities, metrics, resources, and ownership.

HR STRUCTURES, STRATEGY, AND SERVICES

- Ensure L'Arche has the skills, policies, systems, and information for consistently good and compliant HR services and line management.
- Lead and develop people functions across L'Arche, to ensure coherent, and cost-effective HR services, people management, and L&D.
- Lead the HR team, Learning and Development team, and national HR and L&D budgets. Oversee HR support to National Teams.
- Oversee admin and data systems, to inform actions and decisions locally and nationally.
- Oversee HR case-working and whistleblowing, managing policies, processes and external advice, and advising on senior and complex cases.

L'ARCHE NATIONAL LEADERSHIP

- Champion the mission of L'Arche and model our values, helping to set organisational culture, strategy, and sustainable financial plans.
- Contribute expertise on HR, inclusion, employment law and learning and development to wider discussions, including the national Board.
- Maximise the voice, power, and engagement of employees and people with learning disabilities.



Person Specification

Experience and knowledge

ESSENTIAL

- Significant management experience of HR systems and decision-making, and employee learning and development.
- Either: CIPD Level 7 / equivalent qualification, OR substantial experience of people and systems leadership.
- Understanding of employment law and of current best practice in people and culture, HR, and learning and development.
- Experience of leading change.
- Experience of planning and managing budgets and analysing financial risks and opportunities.

DESIRABLE

- Experience of UKVI sponsorship requirements.
- Knowledge of social care or supporting adults with learning disabilities and autistic adults.
- Knowledge of regulatory requirements, and qualifications in social care.
- Experience of terms and conditions changes and consultations.

Skills, attitudes, and values

YOU WILL BE:

- Passionate about seeing people flourish, as employees and as individuals, in the context of L'Arche regulated care and community life.
- Someone who innovates, spots new opportunities, and turns ideas into change that sticks.
- A manager who can coach and develop others, and tackle under-performance.
- Organised, and able to prioritise, delegate and work autonomously.
- An effective communicator with different audiences, including with people with disabilities.
- Committed to your ongoing development and to acquiring new knowledge and skills.
- Caring, curious and self-aware, and able to articulate your values, your limits, your spirituality, and your life story.



Terms and Next Steps

Contract Length: This is a maternity cover post available until May 2026 (or until the current postholder returns, or resigns and is replaced, if earlier).

If earlier than May 2026, you will receive at least 7 weeks' notice.

Annual Salary: £72,800 (plus London weighting where appropriate)

Annual leave: 33 days including bank holidays

Pension: A Group Personal Pension Plan.

TO APPLY FOR THIS ROLE:



Apply and submit your CV by scanning the QR code above or clicking the link below larches.livevacancies.co.uk/#/applicant/103

Closing date for applications is 16th February 2025.

The first round of interviews will be between 25 February and 4 March.

Appointment is subject to satisfactory references and DBS check.



Our Diversity Commitment

L'Arche is part of the global movement for inclusion and diversity.

We actively encourage people with a wide diversity of backgrounds and stories to join us.

We will welcome and support applications from people of all backgrounds. We encourage candidates who are disabled, who identify as LGBTQ, or who are from a minority ethnic background, since these perspectives are currently under-represented in our senior leadership team.

Our application process is designed to reduce the impact of unconscious biases, and to support people from backgrounds that haven't always been well-represented to contribute to L'Arche.

If there are a few areas in the job description where you feel less experienced, don't let that put you off. We are happy to support people to learn, and to make adjustments to make this job the right fit for the right person.

L'Arche is committed to inclusive working practices, so during the application process we commit to:

- Pay for childcare while you are at any in-person interviews.
- Pay your travel costs to and from interviews.
- Make any reasonable adjustments for the interview process.

