



**SCHOOL
FOR SOCIAL
ENTREPRENEURS**

Learning & Enterprise Development Manager

Job Pack

August 2026



WELCOME



Thank you for your interest in joining SSE. We exist because the challenges facing our communities — poverty, poor health, climate change, inequality — are too big and too urgent for any one sector to solve alone. What we've learned, over more than two decades, is that when you invest in the right people and give them the right support, extraordinary things happen.

SSE isn't a traditional school. We don't lecture. We create the conditions for people to learn from each other, to take risks, and to grow — in a way that's genuinely accessible to people who haven't always been well-served by traditional institutions. We've worked with thousands of leaders of social change and distributed millions of pounds in grants. The organisations we support reach thousands of people.

If you're someone who cares about this work, who brings both skill and purpose to what you do, and who wants to be part of an organisation with serious ambition for what comes next — we'd love to hear from you.

Alastair (Ali) Wilson OBE
Chief Executive, School for Social Entrepreneurs



ABOUT THE SCHOOL FOR SOCIAL ENTREPRENEURS

We can't fix issues like poverty, inequality, health and climate change alone. We are fully conscious of the scale of the challenge that faces the country and the urgent need to respond. That's why the School for Social Entrepreneurs exists, to empower and equip people with entrepreneurial ideas and solutions to grow the social economy.

The social economy is a movement of organisations and enterprises that prioritise people and planet. Together, we are committed to tackling the greatest social and environmental challenges of our time.



OUR PURPOSE

To back people with purpose and build a better world together.



OUR VISION

A fair and sustainable world where the potential of all people is realised.



OUR MISSION

To equip people with skills, funding, and networks to realise their potential, improve lives and protect the planet.



OUR VALUES



Integrity

We do what we say we're going to do. We take ownership and responsibility for our actions. We rely on open, authentic relationships.



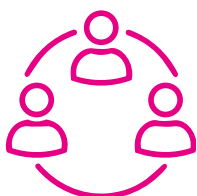
Entrepreneurial

Purpose-led and ambitious, we combine creativity with commercial thinking to deliver real impact. Resourceful and solutions-focused, we turn ideas into sustainable growth and meaningful results.



Impactful

Everything we do is ultimately about creating impact and achieving our vision and mission. We are impact-focused in all we do.



Collaborative

We go further together. By partnering openly and supporting our social entrepreneurs and fellows, we amplify their work, ask for help, share solutions, and enjoy the journey.

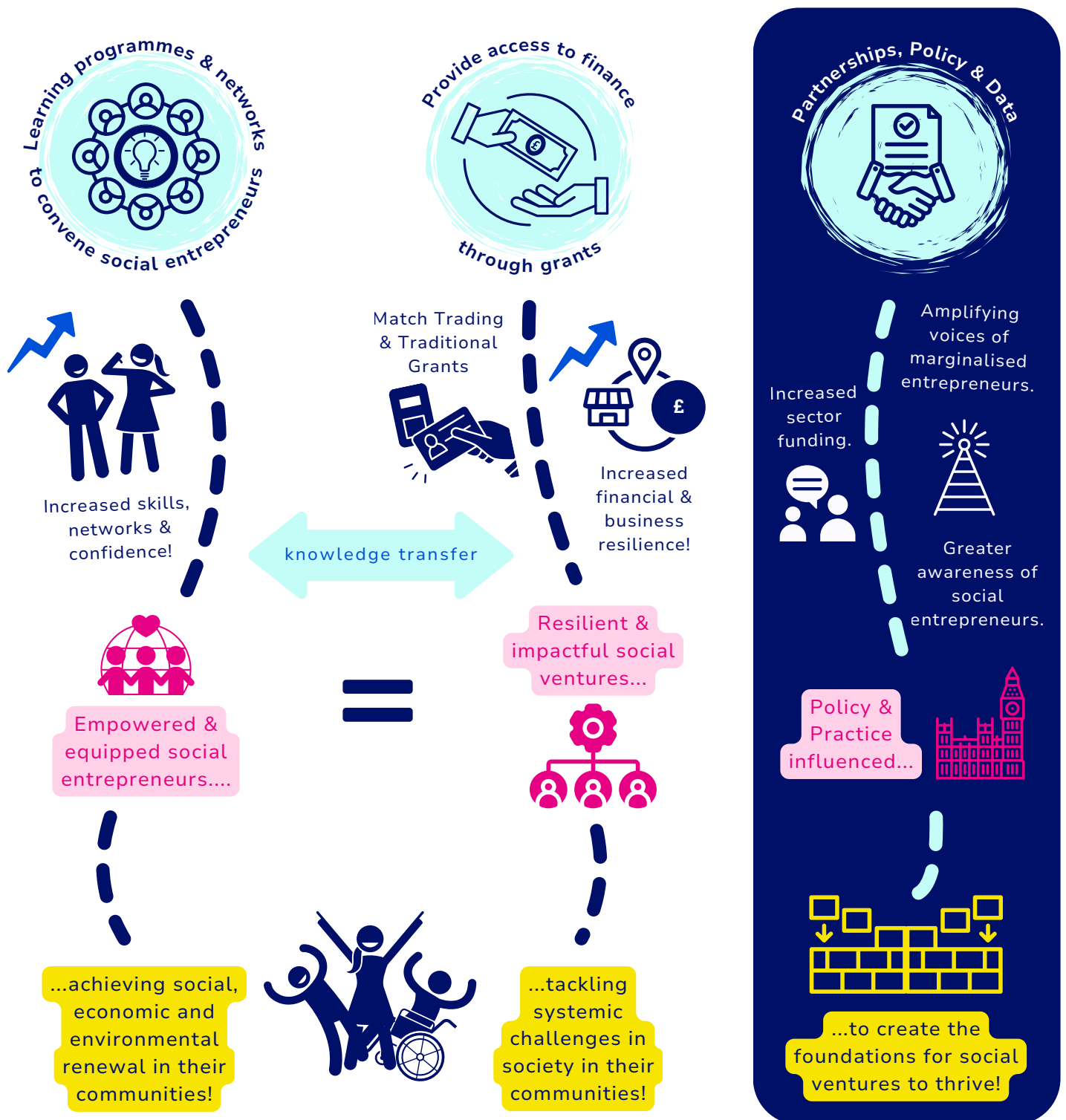


Equitable

We value talent and insight, recognising unequal barriers. We actively amplify underrepresented voices in our programmes and in how we work.



THEORY OF CHANGE



SSE'S VISION

A fair and sustainable world where the potential of all people is realised.



OUR STRATEGY

We are in the second phase of our 10-year strategy, **Bold Repositioning**, and are focused on increasing our impact, deepening our support for social entrepreneurs, and shifting the conditions that enable the social economy to thrive.

Our mission remains clear: to empower and equip people with entrepreneurial ideas and solutions to tackle society's greatest challenges.

Over the next three years, we will work towards three core outcomes:

EMPOWERED AND EQUIPPED SOCIAL ENTREPRENEURS

We will provide accessible, place-based and theme-driven learning programmes, we'll support individuals with lived experience and entrepreneurial talent to develop the skills, confidence and networks needed to drive social and climate change.

RESILIENT AND IMPACTFUL SOCIAL VENTURES

We'll expand our unique Match Trading offer and refine our funding support to help ventures grow their income, business resilience and long-term sustainability.

POLICY AND PRACTICE TO SUPPORT SOCIAL ENTERPRISE

By harnessing robust data and working in partnership across sectors, we'll influence national and local policy and position social entrepreneurship as a driver of regeneration, climate justice, and inclusive growth.

By 2028, we will continue to amplify the voices of underrepresented entrepreneurs and **establish SSE as the go-to convenor, connector and champion of the UK's social economy.**



OUR LEARNING PROGRAMMES

We offer lots of ways than for people to access learning that supports real-world change. From deep, structured programmes to bite-sized workshops and webinars, our course offer reflects the diversity of needs across the social enterprise and VCSE sectors.

Our learning programmes are designed to enable our strategic goal of igniting the social economy.

This is done through three key pillars:



To ignite entrepreneurship in communities to achieve social and economic renewal



To accelerate social innovation to tackle systemic challenges in society and to harness our network and insights



To influence policy and practice

“SSE changed my life! I will forever be grateful to SSE for what you have done for me and the organisation.”

— James Adeleke, Generation Success





BENEFITS OF WORKING AT SSE



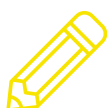
TIME OFF

25 days' annual leave (pro-rata) plus UK bank holidays, with leave increasing incrementally after three years of continuous service.



PENSION & FINANCIAL SECURITY

We contribute 5% to your pension, and all staff are covered by a Death in Service benefit worth twice their annual salary.



LEARNING & DEVELOPMENT

You'll have access to some of our SSE short courses and learning sessions free of charge, alongside an annual development budget.



WELLBEING

All staff have access to an employee assistance programme and free eyecare vouchers.



INCLUSION & CONNECTION

We're a certified Disability Confident Employer and are committed to building a genuinely inclusive culture. We come together as a whole team every two months, with regular online socials and annual in-person away days.



FLEXIBLE WORKING & TRAVEL

We welcome flexible working and have team members based across the UK. For London office-based staff, we also offer a cycle to work scheme and annual season ticket loan.

“ Our culture is incredibly supportive and welcoming. It's something that SSE does exceptionally well. ”

— SSE staff survey 2026



ABOUT THE LEARNING TEAM

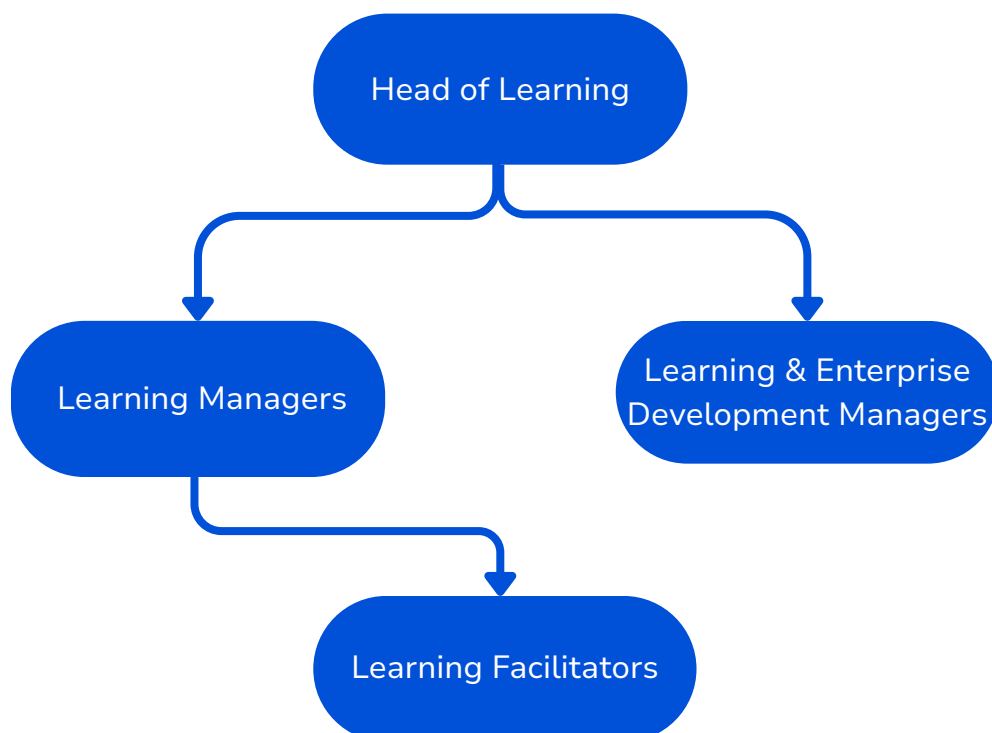
Overview

At the School for Social Entrepreneurs we believe action-based, real-world learning amongst peers is the most effective way for social entrepreneurs to learn, grow and thrive. We combine facilitation and learning expertise with commercial acumen, sector credibility and networks across the funder and investor landscape.

No two days or programmes at SSE are ever the same. One day you might be supporting a workshop full of inspiring changemakers; the next, representing SSE's expertise at a sector forum, shaping how we develop our scale-up offer, or working alongside brilliant colleagues to make our programmes even better.

We're proud to create learning experiences that are practical, inclusive, evidence-based, and rooted in real life. We don't believe in having all the answers. We believe in listening, asking great questions, learning together, and bringing credible, first-hand experience into the room when it's needed most.

Bring your experience, your enthusiasm, and your perspective. Together, we'll empower entrepreneurs to grow their ventures and create lasting impact.





LEARNING MANAGER

About the role

Overview

Social entrepreneurs scaling their ventures face a specific set of challenges including income generation, hiring, organisational culture, HR, governance, hard calls about growth and risk, all alongside scaling their social impact. We're recruiting learning and enterprise development managers who've lived that journey, to bring first-hand credibility and challenge directly to the entrepreneurs on our scale-up and scale-up-plus programmes.

You'll hold ownership of SSE's scale-up approach, shaping our learning content on strategy, profitability and the systems that hold a growing venture together - grounded in what actually works, not just what's written down. Facilitation sits at the heart of this role. You'll design and deliver learning programmes and group sessions for cohorts of entrepreneurs as well as leading 1-2-1 coaching and diagnostics, and delivering Action Learning Sets, SSE's long-standing peer-coaching method (training provided).

We're looking for people who've founded or led a VCSE with an annual turnover of £100,000 or more and held financial accountability such as statutory reporting to the Charity Commission or CIC regulator and, where relevant, Companies House, reporting to a board or funders, managing staff teams, building culture and making hard calls about growth, income and risk.

You'll succeed in this role if you believe in what social entrepreneurship can achieve and want to turn your experience into supporting social ventures to scale and create more impact in their communities and beyond.

Key Responsibilities

Strategic Scope

- Hold, together with the other Learning and development managers, organisation-wide accountability of SSE's scale-up specialism and methodology, acting as an internal reference point for how this capability is developed and applied across the learning offer, rather than within a single caseload

- Alongside the other Learning and Enterprise Development Leads act as SSE's recognised expert on scale-up enterprises and investment readiness providing thought leadership and shaping organisational practice.
- Provide advisory input to learning managers and learning facilitators supporting entrepreneurs at scale-up stage, sharing scale-up expertise across the wider team.
- Contribute directly to the design of SSE's overall approach to scale-up support, contributing to relevant internal strategy discussions alongside the head of learning.

Find and recruit the UK's most promising social entrepreneurs, at both start-up and scale-up stage

- Build relationships with local partners working with social entrepreneurial talent and undertake outreach to ensure SSE is fulfilling its mission in yielding diverse pools of talented applicants.
- Support the design of innovative candidate assessment activities that bring out the best in the talent that applies for SSE's programmes, successfully identifies and tests promising entrepreneurial talent that could best benefit from SSE's programmes and minimises unconscious bias that may disadvantage minoritised applicants.

Design and deliver SSE's innovative support for social entrepreneurs

- Lead the design of multi-cohort learning programmes that support SSE's social entrepreneurs and their ventures to build their capacities for social impact generation and commercial success, drawing on your own experience of scaling a social venture. These programmes should be shaped by SSE's blended learning framework, organisational strategy, funder requirements, and the needs of our social entrepreneurs.
- Provide consultation on programme design and content to learning facilitators, learning managers and other departments.
- Be responsible for integrating our virtual learning environment into the design of learning programmes.
- Line manage learning facilitators / freelance learning facilitators to design and deliver programme sessions for SSE's social entrepreneurs.
- Own a defined area of the learning team processes - develop and keep up to date resources, training and guidance

- Lead 1-2-1 sessions, such as entrepreneurial diagnostics and enterprise coaching sessions
- Lead group sessions for cohorts of social entrepreneurs, for them to grow their capacity for impact and commerce by drawing on the insights of their peers, and 'learning by doing' rather than 'learning by viewing'. Session themes would include financial management, business modelling, impact measurement, marketing, and team development.
- Deliver Action Learning Sets, a peer-coaching method long-embedded in SSE programmes, having received training from experts in how to best facilitate this powerful intervention. (Training provided).
- Support the planning and delivery of events for SSE's social entrepreneurs, including sessions for graduates of SSE's programmes.
- Be responsible for collecting data to feed into the project monitoring and evaluation plan and integrate learnings during project implementation.
- Actively grow, drawing on your network, SSE's pool of speakers, witnesses, consultants, and mentors to create a more diverse contributor pool, promoting inclusivity, and ensuring the programme provides stimulating, relevant, practical, and valuable input.
- To be able to pivot and respond creatively to changing learning needs, challenges, or funder requirements.
- Support programme managers to manage budgets, forecast and financial reporting by maintaining accurate financial records.
- Support colleagues to prepare, collate and present documentation for internal and external auditing and reporting requirements.

Build yours and SSE's changemaking know-how, nationally & globally

- Represent SSE externally at conferences, events and sector forums, enhancing the organisation's profile and credibility in this lived experience area of expertise.
- Mentor and provide professional leadership to Learning Managers and other learning colleagues.
- Build internal knowledge and expertise around the impact areas in SSE's Theory of Change and the global best practice approaches to tackling these to support SSE's social entrepreneurs to innovate.
- Contribute to and support learning facilitators to contribute to SSE's internal bank of learning resources, which are shared across SSE's delivery team for the benefit of social entrepreneurs across the UK and internationally.

- Contribute to evaluation, research and continuous development of SSE's scale-up methodology, ensuring it remains evidence-based and sector-leading.
- Contribute specialist expertise to funding bids, partnership development and programme growth opportunities.
- Advise funders, commissioners and strategic partners on enterprise development approaches, where required.
- Collaborate with programme managers, impact team and project coordinators to ensure programme evaluation in accordance with our quality assurance process and feeding learning back into the SSE team to ensure we are always learning. This will include taking part in regular 360 programme meetings, ad hoc reflection, review meetings and contributing to programme reports.
- To deliver design and deliver expert sessions in area of impact and business you have expertise on - ideally finance and governance
- Own the ongoing development of a strategic specialism for SSE, linked to the operational plan (diagnostics, content and impact measurement) across all learning programmes, providing subject-matter guidance to Learning Facilitators and Programme Managers across the wider Learning directorate to ensure consistent quality and impact reporting.

General responsibilities

- Carry out other tasks that are within the scope, spirit and purpose of the job.
- Be an advocate for SSE and manage reputational risks with participants and funders in collaboration with the programme manager.
- Model open communication, a one team mentality, a positive can-do approach.

Key Relationships

The post-holder will report to the head of learning and will work in project teams led by a programme manager. You will also work closely with the other learning and enterprise development managers, learning managers and learning facilitators, providing line management where necessary.



PERSON SPECIFICATION

Essential

First hand experience of leading a social enterprise, charity or business

- You have personally founded or led a social enterprise, charity or business to an annual income of £100k or more.
- You have held real financial accountability at that scale - including statutory reporting to the Charity Commission and, where relevant, Companies House, reporting to a board or funders, and making strategic decisions about growth, income or risk.
- You've lived through the real pressures of scaling first-hand: cash flow, hiring and team building, governance.
- You're motivated to translate that experience into coaching and challenging other entrepreneurs, rather than continuing to build your own venture full-time.

Learning, facilitation, and learning expertise

- You are a skilled facilitator with a focus on active learning techniques.
- You believe in the power of digital to support individuals and ventures to build their capacity and have experience producing digital content to support similar aims.

Stakeholder management experience

- You are skilled at working with multiple stakeholders and balancing multiple needs including working with funders.
- You're comfortable and credible as an external voice for an organisation - with funders, commissioners, or at sector events
- You have an established network and can harness connections in your network to contribute to learning programmes.
- You have line management experience and are passionate about helping those you line manage to achieve excellence.

Passionate about social enterprise and social entrepreneur development

- You believe in the power of social enterprise to improve communities, systems and people's respective qualities of life.

- You have an understanding of the challenges facing social enterprises (e.g. access to finance, impact measurement, team development, business model design).
- You enjoy working with people and supporting them, build on their strengths and overcome barriers to their goals.
- You have a track record of supporting leaders and/or their ventures to thrive through interventions such as coaching and innovative workshops.

Strategic, results and solution-focused

- You are experienced in shaping strategy, drawing on your own experience of setting direction for a growing venture.
- You use data and evidence to inform the approach you use to achieving your goals and aren't afraid to change course when the data demands this.
- You recognise that, at SSE, our fundamental goal is to support social entrepreneurs to catalyse the change that their communities need and deserve.
- In the face of unexpected barriers to your goals, you're agile and flexible in your pursuit of a solution and enjoy collaborating with others to problem-solve.

Organised

- You're comfortable with using systems to collaborate with colleagues and other stakeholders, and to organise your work without close supervision.
- You're willing to learn how to use systems and software within SSE (e.g. Salesforce) that we use to manage our programmes for social entrepreneurs.
- You're able to manage the demands of direct design and delivery of programmes and providing advisory input across the team, whilst maintaining quality outcomes.

Desirable

- Expertise in governance, legal structures, or finance
- Experience in investment readiness or mergers and acquisitions
- Experience contributing to funding bids or partnership development
- Experience speaking at conferences, sector forums, or in other public-facing thought leadership contexts
- Experience developing digital or blended learning content
- Experience of environmental sector/programmes
- Experience of innovative financial mechanisms such as social outcomes partnerships

Personal Attributes

- Strongly motivated by, and committed to, SSE's mission and the social enterprise sector
- A collaborative team player who is equally comfortable working autonomously
- Solutions-focused, resourceful and adaptable in a busy, dynamic environment
- Comfortable working in an informal, entrepreneurial, small organisation



KEY DETAILS

Salary:	From £43,116 per annum pro-rata + 5% pension
Hours:	Flexible from 28hrs to 35hrs per week, with agreed core hours, but some flexibility on working patterns
Annual leave:	25 days per annum per annum pro rata + bank holidays
Contract:	Permanent
Flexibility:	Occasional evening/weekend work and travel within the UK may be required, especially to support the SSE Network
Location:	Flexible - Candidates must be based in the UK but can work remotely

Please note, we are unable to accept applications from candidates who require visa sponsorship.





TO APPLY

Our application form can be found [here](#). The deadline for applications is Tuesday 8th September 2026 at 9:00am.

First-round Interviews will be held online on 23rd September 2026 and include a timed task. Second-round interviews will be held online on 29th September 2026.

SSE particularly welcomes applications from racialised minorities who are currently under-represented in our workforce. We are committed to building a team that reflects the communities we serve.

If you have any questions, or require reasonable adjustments, please email recruitment@sse.org.uk and title your email 'Learning Manager Application'.

