



SCHOOL  
FOR SOCIAL  
ENTREPRENEURS

# Learning 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.



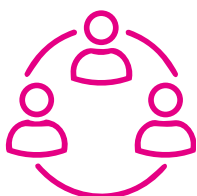
## **Entrepreneurial**

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.

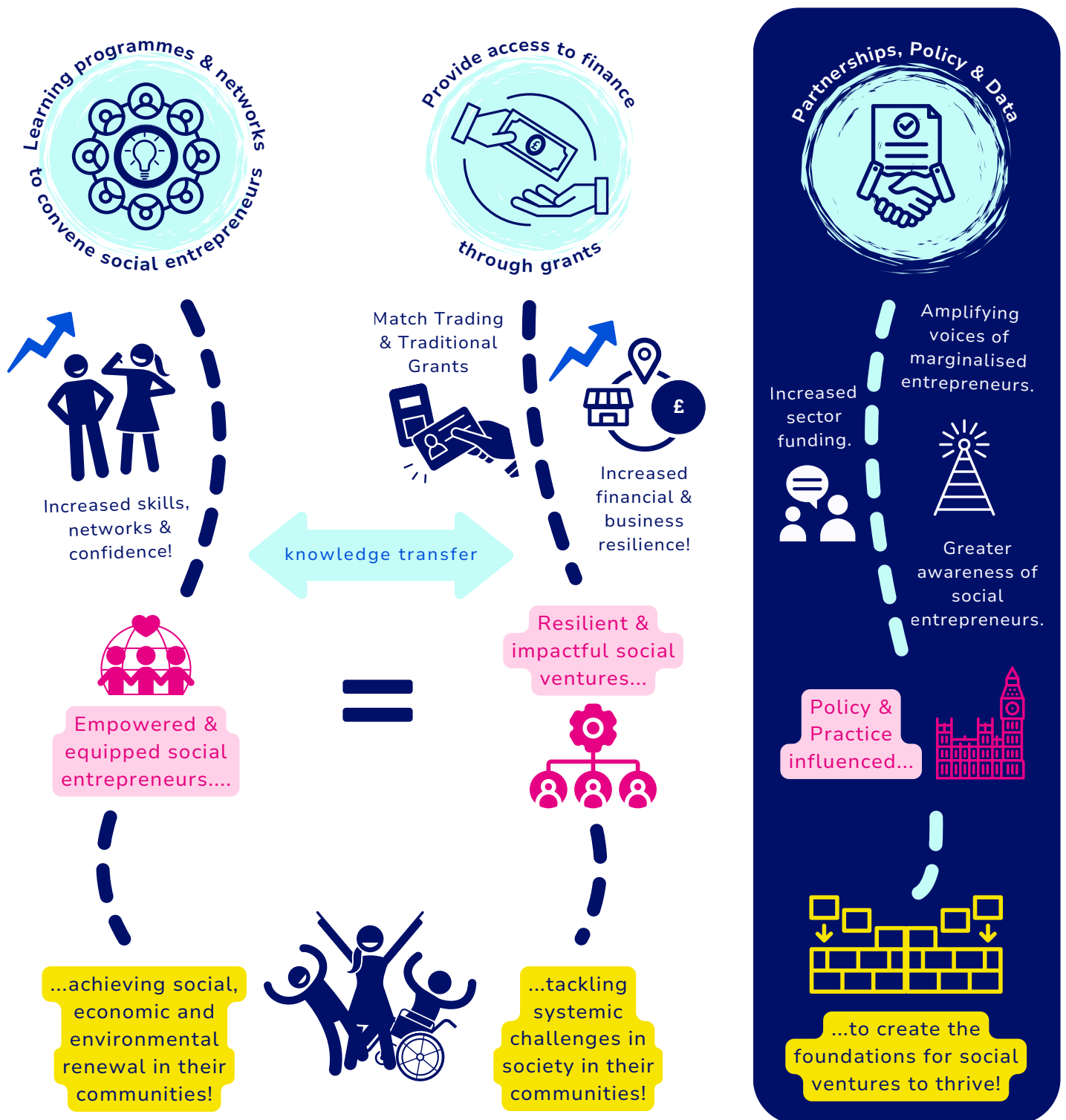


## **Equitable**

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



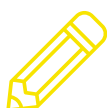
## TIME OFF

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

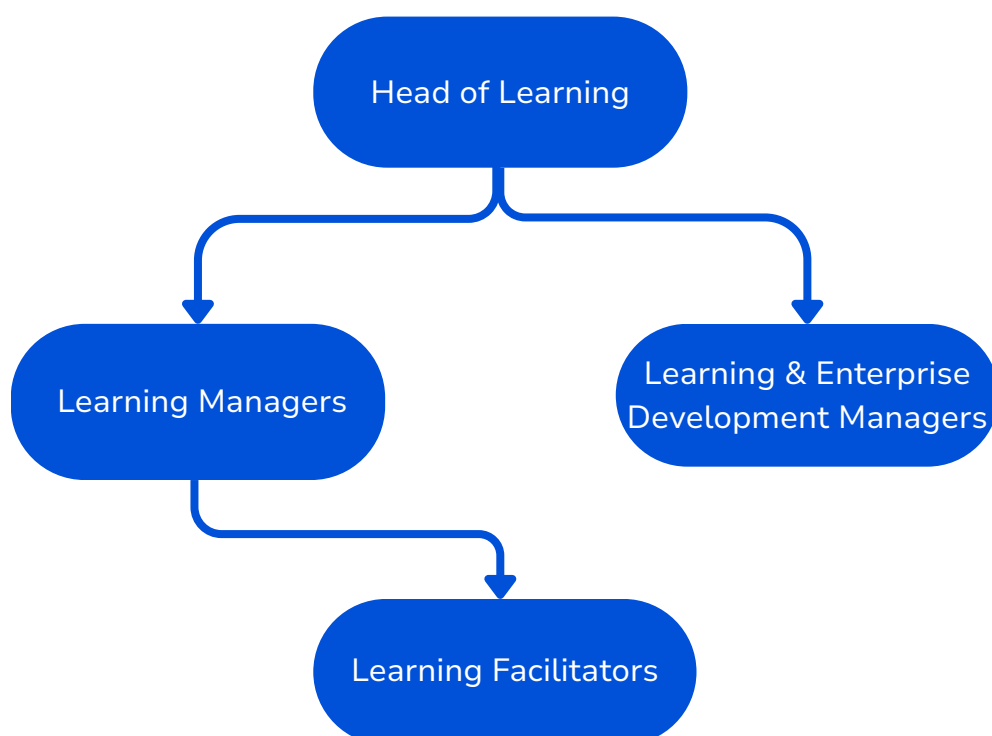
## Overview

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

We are recruiting two Learning Managers - one will be specifically in the North of England (which includes the regions of Northumberland, County Durham, Tyne & Wear, Yorkshire, Cheshire, Cumbria, Greater Manchester, Lancashire, Merseyside, and the Midlands).

The purpose of these roles is to lead the design and delivery of learning programmes that help social entrepreneurs create lasting impact. You'll take direct responsibility for facilitating cohorts as well as leading 1-2-1 coaching and diagnostics, and delivering Action Learning Sets, SSE's long-standing peer-coaching method (training provided). You'll hold accountability for the quality of programmes allocated to you. You'll work alongside our learning facilitators and our learning and enterprise development managers to ensure every programme stays true to our action learning approach.

As SSE deepens its focus on commercial acumen and scale-up support, you'll help make sure that direction reaches every cohort you work with — keeping your programmes as sharp, practical and impactful as everything else we do. You'll bring your own commercial awareness to how you facilitate, and build relationships with contributors, speakers and specialists who can bring real-world commercial expertise into the room for your cohorts.

You'll succeed in this role if you believe in what social entrepreneurship can achieve and want to support social ventures to grow and create more impact in their communities and beyond.

## Key Responsibilities

### Find and recruit the UK's most promising social entrepreneurs

- 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. These programmes should be shaped by SSE's blended learning framework, organizational strategy, funder requirements and the needs of our social entrepreneurs.
- Provide consultation on programme design and content to learning facilitators and other departments.
- Be responsible for integrating our virtual learning environment into the design of learning programmes.
- Line manage learning facilitators and oversee the work of freelance learning facilitators to design and deliver programme sessions for SSE's social entrepreneurs.
- Lead 1-2-1 sessions, such as entrepreneurial diagnostics and enterprise coaching sessions, to support our social entrepreneurs to develop commercial and impact goals and provide 'critical friend' accountability as they work towards them. 1-2-1 sessions should include pastoral and wellbeing support in line with SSE's Health and Wellbeing Strategy, where appropriate.
- 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, 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 (SSE Fellows).
- Be responsible for collecting data to feed into the project monitoring and evaluation plan and integrate learnings during project implementation.
- Contribute and support Learning Facilitators to contribute to the 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.
- Provide consultation on programme design and content to learning facilitators and other departments.
- Own a defined area of the RASCI for the learning team - develop and keep up to date resources, training and guidance
- Advise and share knowledge across the organisation of learning innovation, programme design, best practice, subject matter expertise.
- Embed learning from programmes into funding proposals – provide input, evidence and expertise.

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

- 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.
- Advising and sharing knowledge across the organisation of learning innovation, programme design, best practice, subject matter expertise
- Embed learning from programmes into funding proposals – provide input, evidence and expertise.
- 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 share and utilise your place-based regional knowledge of the sector to contribute to place-based programme design, recruitment, and delivery.
- To have expertise in (some) areas of business (such as marketing, social impact, financial management), that allow you to design and deliver expert themed session

## Specialism

- Lead on a specialism. Each Learning and Delivery lead will have a specialist project that they will lead on within the development of the learning team.

- 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 with the support of a project coordinator. The post-holder will also work closely with other learning managers, learning and enterprise development managers and learning facilitators to share learning and support one another within the learning team.



# PERSON SPECIFICATION

## Essential

### **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 canvassing).
- 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.

### **Learning, facilitation, and learning expertise**

- You are a skilled and experienced learning practitioner 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.

### **Business acumen**

- You're commercially aware and savvy when it comes to financial planning and being conscious of the organisational bank balance.
- You're innovatively resourceful and have a knack for making a little go a long way.
- You're proactive about building relationships with contributors, speakers and specialists who can bring commercial expertise into your programmes.

### **Line management and stakeholder management experience.**

- You have line management experience and are passionate about helping those you line manage to achieve excellence.
- You are skilled at working with multiple stakeholders and balancing multiple needs including working with funders.

### **Results and solution-focused**

- 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 organize 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 overseeing others, whilst maintaining quality outcomes

## **Desirable**

- Experience developing digital or blended learning content, or working with a virtual learning environment
- Familiarity with the wider social enterprise or charity sector's funding landscape
- Prior experience with Salesforce or a similar CRM/database system
- Experience of environmental or sustainability-focused programmes
- Some exposure to a specialist commercial or impact area - such as finance, governance, or marketing - that you could bring into programme content

## **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

|                      |                                                                                                                 |
|----------------------|-----------------------------------------------------------------------------------------------------------------|
| <b>Salary:</b>       | From £38,333 per annum pro-rata + 5% pension                                                                    |
| <b>Hours:</b>        | Flexible from 28hrs to 35hrs per week, with agreed core hours, but some flexibility on working patterns         |
| <b>Annual leave:</b> | 25 days per annum per annum pro rata + bank holidays                                                            |
| <b>Contract:</b>     | Permanent                                                                                                       |
| <b>Flexibility:</b>  | Occasional evening/weekend work and travel within the UK may be required, especially to support the SSE Network |
| <b>Location:</b>     | Flexible - Candidates must be based in the UK but can work remotely. One role is specifically for the North.    |

**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 8<sup>th</sup> 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 29<sup>th</sup> 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](mailto:recruitment@sse.org.uk) and title your email 'Learning Manager Application'.

