

Job Description: Lead Trainer and Facilitator

Programme Delivery | White Ribbon Alliance UK

Job Title	Training and Facilitation Lead — Programme Delivery
Organisation	White Ribbon Alliance UK
Contract	Fixed term, 12 months
Hours	Full-time (37.5 hours per week)
Location & Travel	Home-based with regular travel across England as an essential part of the role, approximately 10 days per month depending on the delivery schedule. At least 30 days' notice of travel will be provided in advance whenever possible.
Reporting to	Co-CEO
Salary	£40,000 – £45,000 depending upon experience
Start Date	Oct/Nov 2026
Application Deadline	8 September 2026, 6pm BST

Note: all applicants must already have right-to-work in the UK. We cannot sponsor visas.

About White Ribbon Alliance UK (WRA UK)

WRA UK is a UK-based organisation advancing sexual and reproductive health and rights, with a primary focus on maternity and perinatal care. Our approach centres education, partnership working, and community-led advocacy, ensuring those most affected by inequity are central to shaping change.

Role Purpose

The Lead Trainer and Facilitator is the senior delivery practitioner in the organisation, reporting to one of our Co-CEOs. They are responsible not only for delivering sessions themselves but for how the training and facilitation function operates in practice: the standards it upholds, the quality it produces, the people it deploys, and the systems it uses to improve. The postholder owns the operational delivery of a workstream and is expected to make decisions within their area and take accountability for delivery outcomes. They work closely with the Co-CEO who retains oversight of content direction, proposition development, and quality sign-off. This is a co-design and co-creation model in which the postholder leads on execution and operational quality, developing approaches and systems in collaboration with the Co-CEO, who provides direction and final approval before anything is implemented or shared externally.

WRA UK's current training programmes include a national anti-racism and anti-discrimination programme for NHS maternity and neonatal services, and Free From Harm (FFH), an obstetric violence training programme for healthcare professionals. The postholder will lead delivery across both and any new workstreams as the portfolio develops, working within WRA UK's established frameworks including Ask Listen Act and the IMPACT Framework for racial equity leadership.

Core Responsibilities

Training Delivery

- Deliver and facilitate training, Action Learning Sets (ALS), coaching-style reflective spaces, and FFH sessions across WRA UK's programmes, working with NHS leaders, healthcare professionals, service users, and voluntary sector partners. Sessions involve structured content delivery, applied frameworks, and live facilitation of complex, emotionally charged, and sometimes resistant group dynamics.

Facilitation and Group Work

- Facilitate sessions across participant groups from senior NHS leaders to service users, holding the space without softening content, accommodating evasion, or colluding with avoidance.
- Name harm, racism, and structural inequity directly in the room; support participants through structured frameworks and reflective scoring, bringing challenge where self-assessment is inflated or defensive.
- Maintain the psychological safety of the group while enabling honest, substantive engagement with difficult material.

Quality Assurance and Standards

- Co-design and maintain quality standards and assurance infrastructure for the delivery function (session frameworks, facilitator briefing materials, post-session review) in collaboration with the Co-CEO.
- Monitor delivery quality across sessions, identify recurring themes, risks, and learning points, and lead improvement processes in response.
- Complete session records and reporting as required, flag issues promptly, and attend preparation, debrief, and coordination sessions.

Building and Supporting the Delivery Team

- Lead the recruitment, onboarding, and induction of associate trainers and facilitators; co-design familiarisation sessions with the Co-CEO and provide ongoing coaching through shadowing, co-delivery, and debriefs.

Person Specification

We are interested in candidates from a wide range of backgrounds. We welcome applications from people who have come to this field through non-traditional routes, as long as they can demonstrate and align their experience and knowledge to the depth the role requires.

Essential – Knowledge and Understanding

- Strong, demonstrable understanding of anti-racist practice and structural racism in health and care settings, and ability to engage with other forms of discrimination and inequity including disability, neurodivergence, socioeconomic inequity, gender identity, sexuality, and family structure.
- Understanding of healthcare inequity, the NHS sexual and reproductive health landscape (workforce pressures, clinical hierarchy, professional risk), trauma and burnout in healthcare, and the legal dimensions of obstetric violence and rights violations in care.
- Experience facilitating large and mixed complex groups, with clear, compassionate communication skills.

Essential – Skills and Capabilities

- Demonstrable experience facilitating in-person and online sessions with resistant, defensive, or emotionally guarded participants, with the ability to hold discomfort and challenge in the room without softening content, deflecting, or enabling evasion. This is the central capability the role depends on.
- Confidence working with structured frameworks and reflective scoring; ability to name harm, discrimination, power, and structural causes clearly and directly in a live facilitation context.
- Strong preparation and planning skills, with the ability to read a room, adjust within a fixed framework, and navigate live sessions that include unexpected safeguarding concerns, disclosures, or difficult group dynamics.
- Written and verbal communication skills sufficient for session documentation and coordination; ability to manage travel logistics and a variable delivery schedule independently; experience leading or coordinating a delivery function including recruitment and onboarding.
- A de-biasing mindset to ensure equity for all and prioritise impact over intent.

Values and Approach

We are an unapologetically feminist, anti-racist, and inclusive organisation. Equity, dignity, and justice are not aspirations for us. They are the foundation of everything we do.

We expect everyone who works with us to share this commitment. In practice, that means:

- A rights-based, anti-racist, and intersectional approach in every part of your work, not as a box to tick, but as a practice you actively uphold.
- Being people-led, evidence-based, and results-driven. We prioritise impact over intent, and action over introspection.
- Working honestly, collaboratively, and inclusively, in ways that support meaningful and lasting change.

Benefits

- 26 days annual leave + bank holidays (pro-rata for part-time)
- 20 days occupational sick pay per year, in addition to SSP
- 3% employer pension contribution
- Laptop provided
- Flexible working arrangements agreed upon appointment

Equality and Inclusion

We strongly welcome and encourage applications from people who are Black, Asian and otherwise racially minoritised, disabled, LGBTQ+, or from communities underrepresented in SRHR and the charity sector. We value non-traditional routes into this work (including activism, advocacy, community organising, public writing, and volunteering) and are open to candidates from related organisations.

How to Apply

To apply, please email the following to jobs@whiteribbonalliance.org.uk.

1. Your CV or profile, maximum 2 pages. You are welcome and encouraged to include links to examples of your work, such as a website, recorded sessions or talks, blogs, podcasts, learning resources, public writing or relevant campaign work.

2. A supporting statement via a video of approximately 3 minutes or a document of 2 pages maximum at 11pt font. If submitting a video, please host it on a platform such as YouTube unlisted, Vimeo, Loom, Google Drive, OneDrive or Dropbox and include the link in your email. Please make sure the link is viewable without requesting access or signing in.

Instructions for supporting statement

We are not looking for general statements of values, commitment or passion. We are looking for concrete, specific and verifiable examples drawn from your actual work. For each point below, please name the setting, your role, what you did and what happened as a result.

Do not disclose any personal data of others in your response nor data which is otherwise confidential in nature.

Within your supporting statement or video, please cover the following:

- How your experience meets the requirements set out in the Person Specification. Use specific examples from real facilitation or training work you have delivered, not a restatement of this role description or your CV.
- A specific occasion when you recognised trauma or generational trauma in a medical, maternity, mental health, perinatal, or sexual and reproductive health setting. What you noticed, how you responded, and what happened.
- At least two anti-racism principles you actively apply in your facilitation practice, each with a concrete example of how it shows up in your work. We are not asking for definitions.
- One example of how intersectional feminism has shaped a facilitation choice, design decision or a piece of work you have led, and lessons learned from applying an intersectional lens to this piece of work.