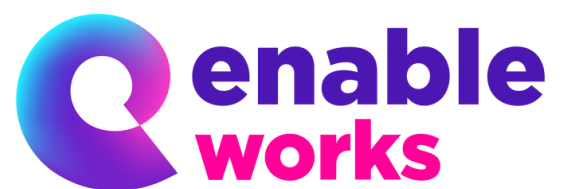




**Head of  
Development &  
Growth**



# Our values

Our values guide us in everything we do

1

## Ambition

We set ambitious goals and high standards for ourselves. We strive to improve the lives and experiences of the communities we serve

2

## Challenge

*We challenge the status quo when there is a better way.*

3

## Impact

We focus all our efforts on impact and outcomes for the people and communities we serve.

5

## Integrity

We make the right decisions, not the easy ones

4

## Equity

We believe everyone has the right to live in a fair and equal society.

 **enable  
works**

# enable works

We believe that every person in Scotland has the **right** to work in a job that is high **quality** and **well paid**.

**Enable Works** supports over **5500** people every year across 29 Scottish Local Authorities to learn **skills** for **work**.

We meet clients in a variety of settings including in **schools** and **universities** and out in the **community**.

We **partner** with thousands of employers to create **inclusive** cultures and improve the **diversity** of Scotland's workforce.

Together we will **challenge perceptions** of disability and **unleash potential**.





Many thanks for your interest in our business-critical role of Head of Development & Growth at what is an exciting time for us as an organisation, in our 70th year

Enable is one of the 40 largest non-public sector employers in Scotland, employing 2,500 staff, with 12,000 members and supporters, and actively supports over 13,000 people to live independently as active citizens in their local communities.

Enable Works, one of the 3 pillars of Enable, is the largest specialist provider of employability, skills and training in Scotland delivering programmes supporting people who have barriers to work, for more than 35 years.

We are a dynamic and thriving organisation, with a reputation for excellence and a proven track record of success in pioneering innovative and inclusive programmes which support our clients to achieve well paid, sustainable careers.

If you would relish the opportunity to join an ambitious, quality driven and values-based organisation we would love to hear from you.

Ashley Ryan  
Director

# Why are we needed?

Disabled people experience **significant barriers** to employment and are **underrepresented** in Scotland's **workforce**.

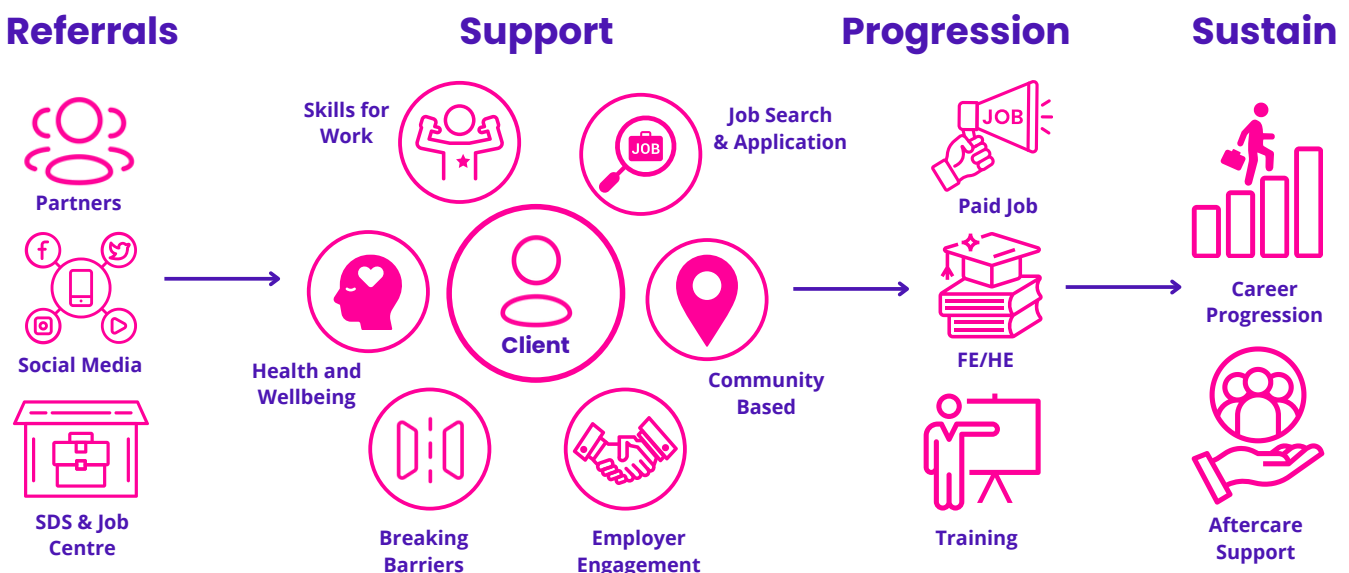
The **Disability Employment Gap** refers to the difference in employment rates between disabled people and the rest of the working age population. The disability employment gap in Scotland is currently **31.2%**, the **biggest** in the **UK**. For someone who has a **learning disability** the gap is even bigger – **75.1%**

But even when in work, disabled people still experience disadvantage and for every pound a non-disabled person earns in work, a disabled person earns **just 83p**.

**It's not good enough and we want to change it.**

**Success** to us means everyone **who can** and **wants to work** has the right support and opportunities that **enables** them to **thrive** and live a **good life**.

# What we do



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# What we do



# Our commitment to Equity, Diversity and Inclusion

We don't just accept difference, we wholly **support** it and **celebrate** it. Achieving **diversity in the workplace** is a **priority** at Enable Works.

Our **culture** is one of our **greatest assets** and it's important to us that we **recognise** and **value** each other's differences and treat each other **fairly** and with **respect**. We create a space where you can bring your **authentic self** to work and we **foster a culture** where you can **challenge, grow** and **learn** from each other.

*"At Enable Works there is respect and understanding at all levels of the business and we are empowered and encouraged to take ownership for our roles and are helped to develop."*

**Employment Coordinator**

We want our team to reflect the **communities we serve** and our **shared ambitions** for our clients. We are a team of **people who support people** to achieve their goals and aspirations.

We offer **flexible working practices** that promote a **strong work/life balance** so that when you are at work you can be the **best version of you**.

**Values are more important to us than qualifications or experience, so if you don't think you meet every requirement that's ok, we still want to hear from you.**

At Enable Works we are **dedicated** to building a **diverse** and **inclusive** workplace, so if you are **excited** about this role but your past experience doesn't align perfectly, we **encourage you to apply** anyway. You may be the right candidate for this role, or other roles.

# Our commitment to you

We want you to be able to perform **the best you possibly can** be through the interview process and be able to fully **demonstrate your skills** and **suitability** for the role.

We want to **get to know you** and see if you're a **good fit** for the job- it's not to catch you out!

***We offer all candidates the interview questions ahead of time so you can prepare your answers in advance- we genuinely want you to do well and to hear your best answers, it's not a memory test!***

We encourage you to **speak to us** about any **accommodations, adjustments** or **support** you may need to the interview process.

Some **examples** of adjustments we have provided include:

- **Offering a choice of face to face interview or online**
- **Changing the time to avoid peak travel or the school drop off**
- **Providing additional time with interview assessments**
- **Having a job coach with you at the interview for support**
- **Offering a practical work trial**
- **Walking interviews**
- **Visit to the venue in advance**

If you **choose** to interview in person, our venues are fully **accessible** and we ensure you can **access them easily** using public transport.

Adjustments can **look different for everyone**- it's also okay if you're **not sure** what you need, speak to us and **we can help**.



Head of Development & Growth  
35 hours per week  
Permanent  
Salary: £60-70k  
Area: Central Belt, with travel  
across UK

## Role Profile

Enable Works is the largest employability and EDI service in Scotland, specialising in disability and health. As a senior leader at Enable Works you will be a critical part of a teams whose mission is to deliver exceptional employability services for disabled people, and you will play a pivotal role in driving our organisational impact and reach forward.

Your role as Head of Development & Growth will be to develop and deliver our strategic vision, navigate through a challenging but rewarding environment and lead the development of new and existing services that support disabled people into well paid, high quality careers.

This is an exciting opportunity for someone who has vision, energy and creativity to join our senior leadership team and create real impact.

## What will you do?

**Strategic Planning** Develop and execute strategic plans aligned with organisational goals and sector developments. This involves analysing data, identifying opportunities, and making informed decisions to drive growth.

**Market Analysis** Develop a strong understanding of the employability, skills and training sector, including market trends, competitor analysis, and potential opportunities for expansion.

**Relationship Building** Build and maintain relationships with key stakeholders, including employers, government agencies, grant giving organisations, educational institutions, and philanthropists.

# What will you do?

**Sales and Negotiation** Negotiate contracts with funders and partners, both current and prospective, securing partnerships that support the organisation's mission.

**Innovation and Creativity** Think creatively and identify innovative solutions to address challenges and differentiate our organisation in the market.

**Bid and Tender Writing** Lead in the development, writing and completion of compelling bids and tenders for contracts, grants, and funding opportunities. Work alongside our regional managers to develop smaller, local provision in their areas.

## You will be accountable for:

- Meeting growth expectations and income targets
- Supporting our management team to deliver on their growth targets
- Managing data and income to accurately track impact
- Development of research leading to new business
- Researching opportunities for growth across Scotland and UK.
- Managing your time efficiently
- Handling and storing information in line with Enable Works GDPR and data protection policy
- Reporting accurately on all developments as requested

## Contribution to strategy

- Staying up to date with policy landscape developments, identifying opportunities for growth in existing and new areas
- Working alongside Director to develop growth strategy which increases our reach and impact
- Having a positive and flexible response to change
- Collaboratively working across the team on departmental delivery
- Taking part in our regular staff get togethers and sharing your experiences, challenges and successes



# The skills you will bring

## We really need you to have these

- Ability to develop and execute strategic development and growth plans
- Ability to analyse data and policy developments recognising opportunities and identify areas to increase our reach and impact
- Ability to breakdown and understand tender requirements crafting persuasive proposals that effectively showcase Enable Works capabilities and value proposition
- Strong bid and tender writing skills
- A natural, professional relationship builder
- Confident communicator with effective negotiation skills
- Strong leadership skills to motivate and inspire leaders across our wider team, foster collaboration and drive results
- Excellent attention to detail
- Ability to meet strict deadlines and manage competing priorities
- Financial acumen with a keen understanding of budget management to develop accurate financial forecasts
- Demonstrable track record of success in commercial development
- Professional presentation and personality
- IT literacy
- A natural, professional relationship builder
- A full driving licence



# The skills you will bring

## We would love it if you had these

- Previous experience in development role within Employability
  - Experience of building relationships with grant giving organisations and philanthropists
  - Experience of leading leaders
  - Understanding of barriers people with disabilities face when looking for work and when in employment.
  - Understanding of policy landscape in England, Wales or Northern Ireland
  - Experience working in a performance focussed team
  - Understanding of relevant policy and legislation
- 



# Our benefits

We believe in **developing** all our staff and we provide an extensive **learning programme** together with **career development** opportunities.

## Examples have included:

- Job Specific training including Modern Apprenticeships and Graduate Apprenticeships
- PDA in Supported Employment at SCQF Level 7
- Leadership Development
- Executive MBA
- Support with applying for international scholarships
- Mentoring with senior leaders

We also provide time monthly for staff to "**Drop Everything and Learn**" and staff have taken up opportunities to **learn BSL** and **upskill** in new areas of work . We also encourage shadowing and learning across our teams so you can better understand different areas of the business. Your **learning journey** is **driven by you** and **your aspirations** and is fully **supported by us**.

We also have an excellent range of staff benefits including:

- Health cash plans providing a wide range of health benefits to help people cover the cost of their everyday health care.
- Employee Assistance Programme
- Blue Light Card
- Cycle to Work Scheme
- Season Ticket Loans