Further information for candidates:

This is an exciting opportunity for an experienced L&D leader to make a significant impact in a charity with big ambitions. Our vision is to work with people with arthritis to ensure they live better lives today and better lives tomorrow. Over a third of our workforce are living with arthritis or a related condition meaning our mission is very personal to our people.

We were formed four years ago when two separate arthritis charities merged to become Versus Arthritis. We have made great progress in the past few years but there is still lots to do, and particularly in relation to ensuring we have a top quality learning and development offer that helps ensure we are a great place to work and to volunteer.

Many of the building blocks you might expect to see in an L&D programme are yet to be developed or fully embedded. Our approach to L&D needs to shift to be more strategically aligned, actively focussed on supporting organisational priorities. Our approach to performance management and objective setting, welcome and induction, and creation of flexible, proportionate learning solutions all need work and we need to develop a culture of self-directed and serviced learning that is sustainable and efficient. The successful candidate will need to have the energy, drive and resilience to seize this opportunity and help us build the L&D offer our people deserve and our charity needs. This is not a role where you will be keeping things ticking over! This is a role that will be actively driving change across the organisation.

From April 2022 we will integrate our approach to the involvement of staff and volunteers, merging into our People and Organisational Development Directorate (POD). We know we can be more effective and efficient and create more valuable learning experiences if we also take an integrated approach to learning and development for staff and volunteers. We’re really excited about this development and believe it will deliver greater collaboration, community and motivation across the two audiences. We are also mindful of the differences between the two audiences, however and the successful candidate will need to demonstrate knowledge of when it is appropriate to integrate our approach to learning and when it should be kept separate.

We are a four nations charity working across the UK, so our learning solutions need to be scalable and accessible, as well as inclusive, appealing to different audiences and representative of the diverse UK community. We are committed to increasing our use of digital across the charity and we hope to attract a candidate with lots of ideas about how digital learning methods can help us address all of these challenges.

I am the recruiting manager for this post and I would be happy to have an informal chat with anyone who would like to find out more. Please email me on [a.wilson@versusarthritis.org](mailto:a.wilson@versusarthritis.org).

Angela Wilson

Head of Organisational Development

Versus Arthritis