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| **Practice Development Facilitator**  **Department:** Culture and Development Team **Reports to:** Learning Delivery Manager **Location:** National (with travel across the UK) **Working Pattern:** Full-time / Part-time options available |
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| **About the Team and the Role**  As a Practice Development Facilitator, you will deliver engaging, inclusive, and high-quality learning experiences that enable colleagues to support people with a learning disability. This role contributes to Mencap’s mission of fostering a culture of continuous learning, professional development, and curiosity. You will work with other PDF’s in the team and the wider Culture and Development Team.  **Key Responsibilities**   * Deliver Support Worker induction and ongoing practice development workshops that inspire and equip staff to deliver high-quality care. * Facilitate mandatory training (e.g. first aid) and optional development sessions (e.g. coaching), both virtually (via Microsoft Teams) and face-to-face. * Conduct needs analyses to identify gaps in knowledge and skills, informing the design of relevant training interventions. * Collaborate with the Learning Experience team to co-design and deliver learning solutions that meet the needs of colleagues. * Provide advice, guidance, and coaching support to colleagues on learning and practice development issues. * Role model and promote a culture of curiosity, continuous learning, and professional growth across the organisation.   **Impact and Outcomes**   * Staff are equipped with the skills and confidence to deliver person-centred, safe, and effective support. * Learning interventions drive consistency and quality in service delivery. * Success is measured through learner feedback, compliance rates, and improvements in practice and outcomes. |

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| A group of pink circles on a black background  AI-generated content may be incorrect.**What you will bring to the role (Essentials)**   * Experience of delivering high-quality learning interventions. * Knowledge of up-to-date learning and development methods and inclusive design. * Knowledge of current legislation, issues, trends & priorities within social care sector. * Excellent knowledge and understanding of supporting people with a learning disability. * An adult teaching/training qualification or equivalent by experience. * Ability to travel nationally, as required. * Experience of designing learning in collaboration with key stakeholders. (D) * Experience of working in health or social care. (D) |

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| **A person and person posing for a picture  AI-generated content may be incorrect.**  **“This isn’t just a job - it’s a chance to help change the lives of people**  **with a learning disability and their families. If you’re passionate about  making a difference, join Mencap in building a more inclusive future.”** |

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| **Mencap and our Commitment to Safeguarding**  *Mencap is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expects all staff and volunteers to share this commitment.*  *Successful applicants will be subject to appropriate pre-employment checks, including references and, where applicable, an enhanced Disclosure and Barring Service (DBS) check.* |