

Associate Consultant Role

Laurelle Brown Training and Consultancy (LBTC) is a niche organisation founded in 2017 as a response to the persistent challenges and discrimination faced by racialised children across the services and support systems they rely on.

We work with partners, including statutory services, policymakers, funders and the voluntary community sector, to collaboratively strengthen equity, diversity and inclusion across systems, leadership and practice for children. Our mission is clear: to understand, co-develop, and effect sustainable Equity, Diversity and Inclusion (EDI) change across organisations that safeguard and promote the welfare of children and young people. We work to achieve impact across systems, leadership and practice, by delivering services across four domains:

Domain	Description	Services
Developing	We provide engaging learning and development activities aimed at deepening understanding and awareness of barriers and enablers to change and enhancing capacity to mobilise progress.	Training; Coaching; Mentoring, Train the Trainer programmes; Leadership development.
Facilitating	We facilitate transformative opportunities, processes, and events designed to foster active listening, inspiration, and reflection. By creating spaces for dialogue and collaboration, we empower partners to effectively plan and deliver change initiatives with clarity and purpose.	Stakeholder participation and engagement; Away days; Consultations; Equality impact assessments; Reflective and listening spaces.
Transforming	We work collaboratively with partners to develop and embed strategic change and transformation tailored to their unique needs and context. We harness the knowledge, experience and expertise of our diverse team to plan and navigate the complexities of implementing impactful EDI initiatives across systems, leadership and practice for children.	Change projects and Programmes; Organisational, service and focused reviews and audits; Strategy review and development; Service design; Governance review, development and implementation.
Evidencing	We harness the power of data to catalyse wider systems impact and learning. We collate, generate, and disseminate evidence and insights to support and empower systems, organisations and leaders to understand and develop sustainable EDI change.	Evaluations; Scoping exercises; Literature reviews; Mixed-methods research; Reports; Articles.

More detail on our approach is outlined in our [Theory of Change](#).

Our associates work across a range of projects and programmes, from rapid reviews to facilitated workshops, to long-term change and transformation programmes. They lead the development of contextual insights, evidence-informed guidance and strategic planning to help clients understand, plan, implement and measure to achieve change and impact across practice, leadership and systems. See the [Black Adoption Project](#) as a current example.

Our associates are team players and problem-solvers; harnessing expertise to ensure a detailed understanding of what success looks like for our clients. They adapt across a diverse range of assignments while utilising evidence and insight, acquiring knowledge and developing an understanding of the complex systems, and challenges, to affect sustainable change.

A substantial proportion of our work focuses on racism, marginalisation and discrimination and as such we welcome associates from those with personal experience of these issues, and who are underrepresented in leadership roles in the sectors we collaborate with. This specifically includes individuals that identify as Black and minoritised ethnicity, care experienced or disabled.

The important bits

Position: Associate Consultant

Location: Must be UK-based

Hours per week: Varies - Dependent upon project.

Rate: Project dependent, however, the standard virtual day rate: £480.

Role type: Freelance contractor

The work (Varies depending on Associate background / specific project)

- **Data-Driven Insights:** Identify opportunities to improve outcomes for children, staff, and stakeholders by providing evidence-based insights for informed decision-making.
- **Co-Design Change Tools:** Collaborate on theories of change, logic models, and evaluation frameworks tailored to specific needs.
- **Diagnostic Activities:** Conduct audits, research, and practice reviews to translate needs into actionable change strategies.
- **Tailored Support:** Design and deliver customised support on EDI (e.g., anti-racism, cultural humility) and technical areas like leadership, HR, and governance, based on expertise.
- **Programme Development:** Implement short-, medium-, and long-term programmes, including strategies, roadmaps, action plans, and briefings aligned with LBTC's methodology.
- **Workshops and Training:** Design and facilitate online and in-person workshops and events for diverse audiences.
- **Resource Development:** Create tailored resources such as strategy templates, practice guides, and leadership tools, ensuring compliance with policies, regulations, and good practices.
- **Project Monitoring:** Evaluate project progress, impact, and identify areas for improvement and marketing opportunities.
- **Policy Adaptation:** Stay updated on policy changes, adapting practices and evidence as needed.
- **Constructive Feedback:** Provide feedback to LBTC and clients to enhance service quality and impact.

Whilst all our clients provide services to children, young people and families, direct experience working in the sector is not essential for this role. Delivering results in these systems is our core objective, and a diverse range of skills and expertise in the team enables this.

About you

Associates are freelance contractors who are offered specific projects based on their availability. We are seeking individuals with proven research experience and expertise in at least one of the following backgrounds:

1. **Children and young people**, such as youth work, social work, CAMHS, police and education.
2. **Other relevant professional background** relevant to LBTC's work, such as HR, recruitment, organisational development, leadership development, change and transformation, EDI, data and analysis, policy, learning and development, and governance.

Profession	Children and young people	Other professional background expertise
You skills and experience	<ul style="list-style-type: none"> ▪ Extensive experience of working in practice with racially minoritised children and young people. ▪ Applicable knowledge and understanding of theories informing practice with children and families, and key considerations relating to racially minoritised children and families. ▪ In-depth knowledge and understanding of legislation, good practice and guidance relevant 	<ul style="list-style-type: none"> ▪ Extensive experience working in an area of professional expertise engaging racially minoritised stakeholders. ▪ Applicable knowledge and understanding of theories informing the profession, and key considerations relating to racism and racial bias.

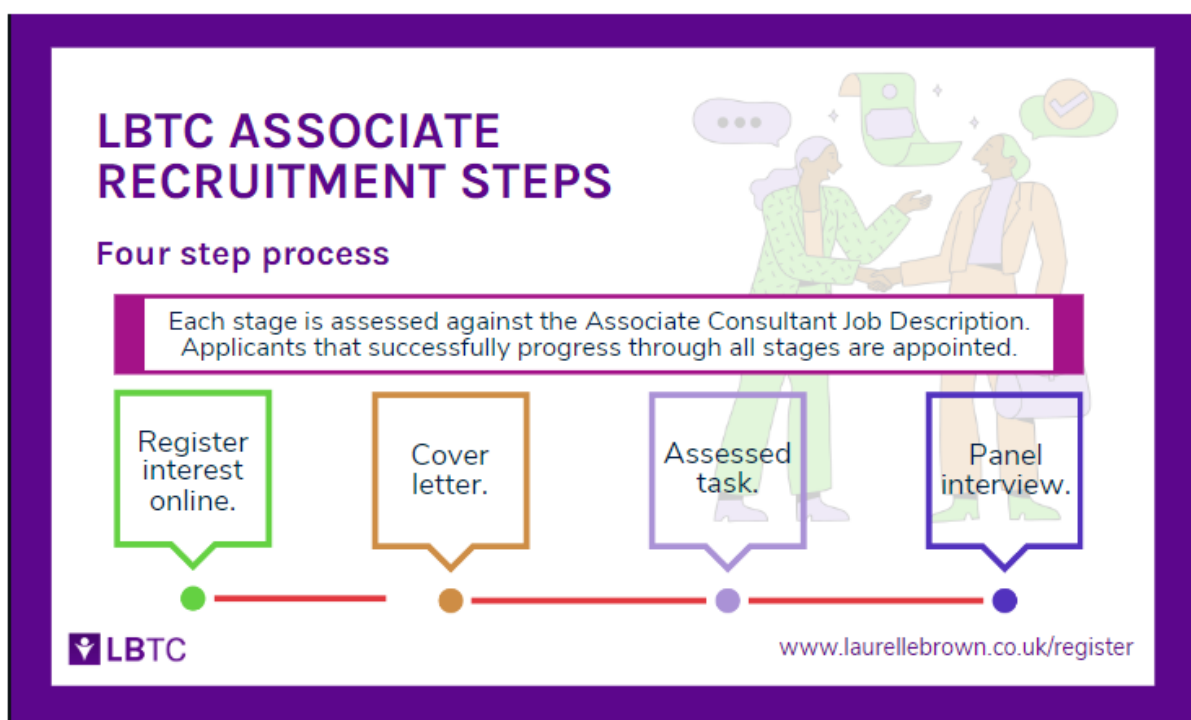
	<p>to safeguarding, protecting and/or promoting the welfare of children.</p>	<ul style="list-style-type: none"> ▪ In-depth knowledge and understanding of key legislation, good practice and guidance in the profession.
<ul style="list-style-type: none"> ▪ Extensive experience in designing and facilitating safe and inclusive activities for diverse audiences, both online and in-person, with consideration of power dynamics, communication needs, and diverse experiences and backgrounds. ▪ Demonstrable experience in advocating for racialised and marginalised groups and challenging bias and discrimination using various tools, skills and data. ▪ Knowledge of anti-racism, intersectionality, and systems thinking and ability to apply in change and transformation activities and programmes. ▪ Understanding of dynamics of a fast-paced, outcomes-focused consultancy environment delivering projects focused on systems, leadership and/or practice change. ▪ Demonstrable experience in undertaking diagnostic activities, such as audits, research or reviews, to identify systems issues, deliver accurate, meaningful and timely information, and develop successful multi-stakeholder solutions. ▪ Demonstrable experience in successfully designing and implementing methodologies and methods for complex, systems-level programmes and projects with a range of stakeholders. ▪ High level of written and oral communication and interpersonal skills, including writing persuasive reports, plans and communication tailored to diverse audiences, in plain English. ▪ Strong time management skills to meet deadlines and allocate resources effectively. ▪ Excellent IT skills: ability to navigate online shared drives, create documents and reports, and use applications, including Microsoft 365 and Zoom. ▪ Committed to LBTC's mission, vision and values. 		

Although freelance, our small pool of Associates are one of the team. We value ideas and impact over hierarchy and barriers. We value people over titles. We value partnership over competition.

Interested?

Please register your interest at www.laurellebrown.co.uk/register. We will be in touch soon.

Below is an outline of the associate recruitment process for information:



If you have any queries about the recruitment process, please email: ops@laurellebrown.co.uk.