Leadership Trainer - Recruitment Information



Dear Candidate,

Thank you for showing an interest in the role of Leadership Trainer with SEE (Someone Else's Eyes).

Someone Else's Eyes (SEE) is an innovative organisational psychology and behaviour-change consultancy focused on improving organisational effectiveness through a better understanding of people, teams and culture. Using evidence-based psychology, SEE designs bespoke interventions that help organisations strengthen culture, improve performance and create meaningful, sustainable change. Our work is grounded in data, tailored to each client, and designed to embed lasting capability within organisations.

SEE's Portfolio

SEE currently operates across a number of complementary areas of activity:

- Consultancy and training
- Education (Bridges & Studios – a programme tackling antisemitism in education)
- Clinical practice
- Academic research

We work with organisations across demanding environments where culture, leadership, teamwork, trust and human performance matter. Our approach is curious, evidence-led, practical and deeply human.

The role of Leadership Trainer has arisen due to SEE's expanding portfolio in leadership training and culture change consultancy in public sector organisations. We currently have two substantial training contracts with police forces in the west of England, and we are looking for leadership trainers to contribute to the delivery of these contracts. The ideal candidate will have substantial experience in one or more of the following: leadership training, leadership consultancy, organisational psychology, trauma-informed leadership practice and leadership coaching.

I look forward to hearing from you.

Dr Samuel Landau

CEO & Founder of SEE

SEE's Approach to Leadership Development

SEE improves organisational effectiveness through psychology and behaviour change. Using cutting-edge psychology, we build culture change interventions that transform organisations.

SEE is less interested in transactions and systems and much more interested in hearts, minds, people and groups. Our approach is to understand the underlying drivers of people's behaviours, going beneath the surface, to deliver lasting change.

Our mission is to help people see themselves, and each other, more clearly. Seeing the world through someone else's eyes builds perspective, understanding and flexibility. Seeing another person as more than a collection of assumptions builds trust, compassion, and teamwork. It is in the magic of human relationships that change occurs.

The Role

The Leadership Trainer is responsible for facilitating leadership workshops and training sessions in line with SEE's training model, while providing leadership and organisational consultancy and support to clients. The role involves contributing to the co-planning and development of workshops and training resources, as well as supporting project reporting, progress updates and evaluation activities. It also requires building and maintaining strong, collaborative and supportive relationships with colleagues and clients, participating in relevant training and team meetings, and representing SEE professionally in client meetings, consultations and stakeholder discussions.

Role	Leadership Trainer
Start date	1st January 2027 or sooner
Contract	Freelance until 31st July 2027, with the possibility of work beyond this date
Working pattern	Approximately 10–15 days between January 2027 and July 2027
Location	Gloucestershire and Dorset (travel and overnight stay allowance provided). Some travel to London offices.
Reports to	The CEO & Founder
Direct reports	None
Rate	Daily rate subject to experience and to be agreed with the successful candidate.
Pre-engagement checks	Subject to pre-engagement checks, including any police vetting required for the role.

Application deadline	30th November 2026. We will review applications on an ongoing basis until the deadline. We therefore encourage early applications.

Job Description

Key Responsibilities

- Facilitate leadership workshops and training sessions in accordance with SEE's training model.
- Provide leadership and organisational consultancy and support to clients.
- Contribute to the co-planning of workshops and training resources as required.
- Contribute to project reports, progress updates and evaluation activity.
- Develop and maintain collaborative and supportive relationships with SEE colleagues and clients.
- Participate in relevant training and team meetings.
- Represent SEE professionally in client meetings, consultations and stakeholder discussions.

Responsibilities for Engaging Across Difference and Inclusive Practice

- Support SEE's commitment to engaging across difference and inclusive practice.
- Treat colleagues, clients, partners and participants fairly, respectfully and with dignity.
- Promote inclusive and accessible approaches within projects and programmes.
- Consider different backgrounds, perspectives, needs and experiences when designing and delivering work.
- Challenge or appropriately escalate discriminatory or exclusionary behaviour.
- Apply processes fairly and consistently.
- Contribute to an environment where different perspectives are welcomed and people feel able to contribute.

All employees and contractors are required to adhere to SEE's Staff Code of Conduct at all times and are expected to act professionally, uphold the company's values, and represent the company in a positive and respectful manner.

The Person

Are you articulate, socially aware and emotionally intelligent? Do you have experience in improving organisational effectiveness through psychology and behaviour change? Are you an excellent trainer and facilitator who has a sound understanding of/interest in psychology in the context of leadership development?

Person Specification

- Educated to at least degree level.
- A professional qualification in a field such as psychology, education, leadership, coaching or personal development.
- Extensive professional experience in one or more of the following:
  - ➢ Leading and developing teams in medium/large organisations
  - ➢ Public sector leadership e.g. policing/NHS/education
  - ➢ Leadership training
  - ➢ Leadership consultancy
  - ➢ Organisational psychology
  - ➢ Behavioural psychology
  - ➢ Trauma-informed leadership practice
  - ➢ Leadership coaching
- Experience in delivering workshops and training sessions and/or public speaking.
- A good understanding of the public sector (policing/NHS/education) (desirable, not essential)
- A sound understanding of trauma-informed practice.
- A sound understanding of, or interest in, psychology and psychological methodologies for developing people and organisations.
- Excellent command of the English language.
- Excellent communication, presentation, facilitation and relationship-building skills.

Personal Attributes

The successful candidate will be emotionally intelligent, trustworthy, collaborative, credible and will have excellent professional judgement and integrity. They will also be hardworking, have high standards, be rigorous and have excellent attention to detail.

They will be comfortable working in an evolving environment and committed to achieving positive outcomes for clients, their teams and the communities they serve.

Pre-engagement checks

As this role involves working with police forces, the successful candidate will be subject to pre-engagement checks, including references, right to work and any police vetting required for the role. Any offer of engagement is conditional on these checks being completed satisfactorily.

Application, Shortlisting and Interview Process

Longlisting Stage

Step 1 - Submit your CV

- To express your interest in the role, please send your CV, along with a short introductory email of no more than 250 words, to Dr Samuel Landau at education@someoneelseseyes.com.

Step 2 - Screening meeting

- Your CV will be reviewed and, if you are selected to proceed to the next stage, you will be invited to attend a 20-minute screening meeting online with Dr Samuel Landau (CEO & Founder) and/or Michele Phillips (Assistant Director).

Shortlisting Stage

Step 3 - Full interview

- Following the screening meeting, some candidates will be invited to participate in the full recruitment process.
- This will involve completing an application form and a full- or half-day interview process.