



Contributors Opportunities pack

2025

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Welcome

Thank you for your interest in working with the School for Social Entrepreneurs (SSE). We have put together some information below which we hope will help you understand the organisation and the opportunity. For more information about SSE, please visit www.the-sse.org

About the School for Social Entrepreneurs

We can't fix issues like poverty, climate change and ill-health alone. That's why the School for Social Entrepreneurs exists. SSE helps 1,000 people a year develop the skills, strengths and networks they need to tackle society's biggest problems. It runs courses that equip people to start, scale and strengthen organisations that make a positive difference. But it is not a traditional school. Learning with SSE is inspiring, action-based and accessible. SSE supports people in other ways too, such as funding and mentoring. Lord Michael Young founded SSE as a charity in 1997, and it's grown to a network of teams working across the UK, we also have a school in India. Together, SSE is changing lives and transforming communities.

Firstly, our commitment to inclusion

Diversity is a fact of life. Inclusion is a choice and a practice - for organisations and individuals. At the School for Social Entrepreneurs, our aim is to drive inclusion into every area and activity of what we do: from access to programmes, to grant investment, to board, staff and partnerships.

However you identify, we would like to hear from you. In our commitment to continue to diversify our teams, freelance staff and programmes, we are particularly keen to hear from those who identify as: being from black, Asian and minority ethnic (BAME) backgrounds; LGBTQ+; and those with disabilities.

If you require any reasonable adjustments, including assistance with reading this page or documents linked to below, please contact recruitment@sse.org.uk

About the opportunity

External contributors are essential to the School for Social Entrepreneurs (SSE) because they bring real-world expertise, passion, and hands-on support that empower social entrepreneurs to thrive. By sharing their knowledge, skills, and lived experience, contributors help equip changemakers with the tools and confidence they need to build sustainable ventures that create positive social impact. This collaborative support not only accelerates the growth and resilience of individual entrepreneurs but also strengthens communities and systems across the UK. Through their work, external contributors play a vital role in advancing

SSE's mission to foster a more just and sustainable society by enabling social entrepreneurs to solve complex challenges and improve lives at scale.

Benefits of working with SSE

Outside of any agreed financial remuneration, external contributors will:

- **Drive positive social impact:** Use your professional expertise to support social entrepreneurs who are tackling urgent community and environmental challenges across the UK.
- **Enhance your leadership and teamwork skills:** Apply and develop your facilitation, mentoring, coaching, and problem-solving abilities in a real-world social enterprise setting.
- **Broaden your professional network:** Engage with a diverse community of changemakers, social innovators, and corporate partners, fostering new connections beyond your usual workplace.
- **Boost your social responsibility profile:** Demonstrate your organisation's commitment to social value and community engagement through your active participation.
- **Flexible and manageable commitment:** Choose roles and timeframes that fit your schedule.

Working with SSE offers a unique chance to give back, develop new skills, and bring fresh perspectives to your professional journey—all while helping create lasting social change.

Opportunities

We have a broad range of roles available. When applying you can select one or multiple of the following:

Expert

A professional working in a specific business area who designs and delivers tailored sessions for cohorts of entrepreneurs. Experts typically bring business skills but may have other specialist knowledge.

Witness

An individual who shares personal life experiences and real-world stories to inspire and inform a cohort of entrepreneurs.

Business Review Panel Member

Part of a panel, usually facilitated by a SSE team member, comprising 3-5 individuals with diverse backgrounds and expertise who review and provide feedback on business ideas and ventures.

Consultant Mentor

A mentor matched to entrepreneurs based on specific skills and knowledge, providing targeted support to address particular business needs.

Mentor

Offers guidance by drawing on personal experience, helping entrepreneurs find their own solutions without imposing advice or agendas.

Interviewer

Opportunity to assist with interviewing applicants for learning programmes.

Workshop Facilitator

Designs, hosts, and delivers workshops or short courses on specific topics. Sessions can be standalone (3-4 hours) or spread over multiple days.

Peer Coaching Facilitator

A trained action learning facilitator who leads a series of peer coaching sessions within a programme.

Skills and experience we're looking for

Passionate about social enterprise and social entrepreneur development

- **Believes in the power of social enterprise** to drive positive change in communities, systems, and lives.
- **People-focused and supportive** - Enjoys working with individuals to build on their strengths and overcome barriers to achieve their goals.
- **Experienced in enabling others to thrive** - Has supported social leaders and ventures through coaching, facilitation, or innovative learning experiences.

Excellent skill and knowledge base

- **Strong subject matter expertise** - Demonstrates a high level of relevant knowledge and skills, with experience tailored to the needs of early-stage, growing, or scaling businesses.
- **Ability to tailor content for diverse groups** - Can adapt content to suit a wide range of business experience levels, ensuring relevance and accessibility for all participants.
- **Collaborative approach to session design** - Willing to co-create content in line with programme goals, offering ideas and tools to meet both participant needs and funder outcomes.

Presentation and facilitation skills

- **Engaging presentation and facilitation skills** - Able to share knowledge in a clear, accessible, and energising way that supports learning and application for entrepreneurs.
- **Adaptive and responsive delivery style** - Can read the room (in-person or online) and flex delivery to maintain energy, adjust pace, and ensure content lands well with all participants.

Strong organisational and communication skills

- **Clear and timely communication** - Responds promptly to emails, providing clear and helpful information.
- **Punctual and well-prepared** - Maintains reliability by being on time and thoroughly prepared for all sessions and meetings.
- **Professional and proactive** - Exhibits initiative in communication and organisation, ensuring smooth collaboration and minimising the need for follow-up or reminders.

Stage that your skills are suitable for

Our programmes cater to organisations at many different stages in their journey. When applying, please let us know which stages of enterprise you are comfortable delivering to:

Pre-start up - Individuals who have an idea to make a difference in our communities and environment and are exploring the viability of this as a social business. Support will include exploring areas needed to help develop all aspects of the idea, to research, to test and start to bring ideas into fruition. This is also an important stage for individuals to explore their own leadership.

Start-Up - Organisations under 2 years old but are in the active stages of setting up. Programmes will support entrepreneurs to identify and ensure strong foundations of their business from vision, mission, business model, impact, financial understanding, understanding legal structures, whilst exploring individual leadership.

Trade-up - Organisations that have the foundations in place and are now looking to develop and diversify their income and build. Time to review established practice and strategize for the next stage. Leaders will be looking to develop and grow a team and so support will also include their own leadership and management experience. The Trade-up time is building upon the foundations and ensuring the organisation is prepared for growth.

Scale up - Organisations will have found their market and be developing and delivering upon their growth strategy to increase their income whilst maintaining their social purpose and impact. Leaders will be driving the vision and strategy for their organisations both externally and internally, delegating duties to team members. Growth could include social investment and procurement opportunities.

Values

We want to work with individuals who can embody and demonstrate the following values:



Integrity

We do what we say we're going to do. We take ownership and responsibility for our actions. We rely on open, authentic relationships.



Entrepreneurial

We innovate with purpose to create value and deliver results. Bold and ambitious in our thinking, we blend creativity and commercial acumen to maximise impact. Resourceful and solutions-focused, we ensure our actions drive sustainable growth and meaningful outcomes.



Impactful

Everything we do is ultimately about creating impact and achieving our vision and mission. We are impact-focused in all we do.



Collaborative

We achieve more when we work together and partner with others. We are in service to our social entrepreneurs and fellows and are committed to amplifying their work. We have fun together. We ask others for help so we can find solutions.



Equitable

We value talent, merit and insights. We recognise that due to circumstances and systems some people face more challenges to achieve the same goal and therefore we aim to amplify the practice of the underrepresented in our programmes and in how we work.

Key details

Your Fees:	Fees will be determined on an individual basis.
Location:	Flexible, UK based. Some opportunities will be in person, some will be online. We will be clear on the location when offering any opportunities.

How to apply

1. Make sure you have read this entire document.
2. Apply using the application form here - the-sse.tfaforms.net/310?tfa_733=No.
3. [Optional] Complete our diversity, equity and inclusion form. Once you complete the application form you will automatically be redirected to it.
4. We try to match you to an opportunity that you would be suitable for when either:
 - an opportunity comes up and we search through applications for someone with matching skills.
 - or
 - quarterly we assess all applications and decide which we want to add to our pool of regular contributors.
5. We then will arrange a call to further assess the fit between yourself and any opportunity.
6. If we agree that it is a good fit, we will give you further details specific to the opportunity.

If you have any questions, or require reasonable adjustments, please email recruitment@sse.org.uk and title your email 'External Contributor Opportunities'.

Unfortunately, due to our limited capacity we are unable to provide feedback on every application.

SSE is committed to eliminating discrimination and actively encouraging diversity amongst our team by developing a staff team that mirrors the rich diversity found in our student population.

We will not discriminate with reference to age, gender, sexual orientation, race, colour, religion, marital status or disability.

Diversity Monitoring

SSE is committed to eliminating discrimination and actively encouraging diversity amongst our workforce and board by developing a team that mirrors the rich diversity found in our student population.

We will not discriminate with reference to age, gender, sexual orientation, race, colour, religion, marital status or disability.

To offer equal opportunities, prevent discrimination and support under-represented groups we encourage applicants to complete our online [Diversity Monitoring Form](#).

The information on this form will be used for monitoring purposes only and will play no part in the recruitment process. All questions are optional. You are not obliged to answer any of these questions but the more information you supply, the more effective our monitoring will be.

In accordance with the provisions of the General Data Protection Regulations (GDPR) 2018, the information you provide will be held confidentially and can only be used if you give us your consent.

As part of any recruitment process, SSE collects and processes personal data relating to job and volunteer applicants. We are committed to being transparent about how it collects and uses that data and to meeting its data protection obligations. Our data protection policy can be found here: <https://www.the-sse.org/your-data/>



Privacy Notice

As part of any recruitment process, SSE collects and processes personal data relating to applicants. We are committed to being transparent about how it collects and uses that data and to meeting its data protection obligations.

What information does SSE collect?

SSE collects a range of information about you. This includes:

- your name, address and contact details, including email address and telephone number;
- details of your qualifications, skills, experience and employment history;
- whether or not you have a disability for which the organisation needs to make reasonable adjustments during the recruitment process; and
- information about your entitlement to work in the UK;

SSE collects this information in a variety of ways. For example, data might be contained in application forms, CVs or resumes, obtained from your passport or other identity documents, or collected through interviews or other forms of assessment.

SSE will also collect personal data about you from third parties, such as references supplied by former employers. We will seek information from third parties only once a job offer to you has been made and will inform you that it is doing so.

Data will be stored in a range of different places, including on your application record, in HR management systems and on other IT systems (including email).

Why does the organisation process personal data?

SSE needs to process data to take steps at your request prior to entering into a contract with you. We may also need to process your data to enter into a contract with you.

In some cases, SSE needs to process data to ensure that it is complying with its legal obligations. For example, we are required to check a successful applicant's eligibility to work in the UK before employment starts.

SSE has a legitimate interest in processing personal data during the recruitment process and for keeping records of the process. Processing data from job applicants allows us to manage the recruitment process, assess and confirm a candidate's suitability for employment, and decide to whom to offer a job. SSE may also need to process data from job applicants to respond to and defend against legal claims.

For some roles, SSE is obliged to seek information about criminal convictions and offences. Where the organisation seeks this information, it does so because it is necessary for us to carry out our obligations and exercise specific rights in relation to employment.

SSE will not use your data for any purpose other than the recruitment exercise for which you have applied.

Who has access to data?

Your information will be shared internally for the purposes of the recruitment exercise. This includes members of the HR and recruitment team and interviewers involved in the recruitment process.

We will not share your data with third parties, unless your application for employment is successful and it makes you an offer of employment. SSE will then share your data with former employers to obtain references for you.

SSE will not transfer your data outside the European Economic Area.

How does SSE protect data?

SSE takes the security of your data seriously. It has internal policies and controls in place to ensure that your data is not lost, accidentally destroyed, misused or

disclosed, and is not accessed except by our employees in the proper performance of their duties.

For how long does SSE keep data?

If your application for employment is unsuccessful, SSE will hold your data on file for 12 months after the end of the relevant recruitment process. At the end of that period your data is deleted or destroyed.

If your application for employment is successful, personal data gathered during the recruitment process will be transferred to your personnel file and retained during your employment. The periods for which your data will be held will be provided to you in a new privacy notice.

Your rights

As a data subject, you have a number of rights. You can:

- access and obtain a copy of your data on request;
- require SSE to change incorrect or incomplete data;
- require SSE to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing;
- object to the processing of your data where the organisation is relying on its legitimate interests as the legal ground for processing; and
- ask SSE to stop processing data for a period if data is inaccurate or there is a dispute about whether or not your interests override SSE's legitimate grounds for processing data.

If you would like to exercise any of these rights, please contact office@sse.org.uk. If you believe that SSE has not complied with your data protection rights, you can complain to the Information Commissioner.

What if you do not provide personal data?

You are under no statutory or contractual obligation to provide data to SSE during the recruitment process. However, if you do not provide the information, we may not be able to process your application properly or at all.

Data controller: School for Social Entrepreneurs, Ground Floor, 13-15 Dock Street, Whitechapel, London E1 8JN

Reg. Charity in England & Wales (1085465)

**HR Data Protection Contact: Helen Moules helen.moules@sse.org.uk
020 7089 9120**