



PROGRAMME LEAD

Closing Date: Monday 12th January 2026

Welcome

Thank you for your interest in joining **Belong – The Cohesion and Integration Network** as a **Programme Lead**. This is an exciting opportunity to deliver innovative programmes that strengthen social cohesion in communities across the UK. We are looking for someone who thrives in dynamic environments and is passionate about creating lasting change.

With a strengthened national profile, a bold strategy for the years ahead, and an ambitious Senior Leadership Team, this is an extraordinary time to join us. As Belong enters its next phase of growth, we are determined to deepen our impact, strengthen our resilience, and champion cohesion and integration at scale.

The new Programme Lead will play a central role in this journey, leading the delivery of Belong's place-based programmes at a time of growth and innovation and implementing high-quality local programmes that promote social cohesion and integration. You will work closely with the CEO, Belong's team and external partners to ensure that our programmes are impactful, inclusive and aligned with our mission to enable communities to drive change that lasts. This role is ideal for someone who thrives in dynamic environments, enjoys working collaboratively, and is passionate about creating lasting change in communities.

We are looking for a strategic and creative programme leader with a strong track record of delivering place-based initiatives that have a lasting impact. You will be confident in managing complex projects, building relationships and facilitating participatory approaches. You will be highly organised, action-oriented and able to translate insights into practical solutions. You will bring a deep commitment to Belong's values and be excited to contribute to our mission of building a more united and less divided society. If this sounds like you, and you are excited to help shape Belong's future while driving positive change across the UK, we would be delighted to hear from you

Kelly Fowler

Chief Executive Officer, Belong



About Belong

Belong is the UK's leading not for profit network focused on social cohesion. Established in 2019, Belong works across sectors to build a more connected, less divided society by strengthening trust, belonging and resilience in communities.

Belong connects people, places and organisations across the UK to share learning and best practice on cohesion and integration. Working with local and national partners, we build capacity to lead and deliver change, and amplify what works through research, policy and a strong collective voice. Belong's growing membership spans local authorities, charities, civil society and business.

Belong Delivers:

- Place-based cohesion and intercultural work with local authorities, communities and partners
- Research and policy to build the evidence base and influence national change
- Training, consultancy and leadership development
- Knowledge sharing, networks, learning events and thought leadership

Belong is collaborative, evidence-led and learning-driven, celebrating the benefits of diversity and operating within an equalities framework. Belong is independent, professional, transparent and committed to convening bold conversations to move beyond differences, strengthen social bonds and building common ground.



Our Team

At Belong, our team is united by a shared commitment to creating a more inclusive and connected society. We bring together a diverse group of professionals with backgrounds in research, community engagement, communications, facilitation and policy.

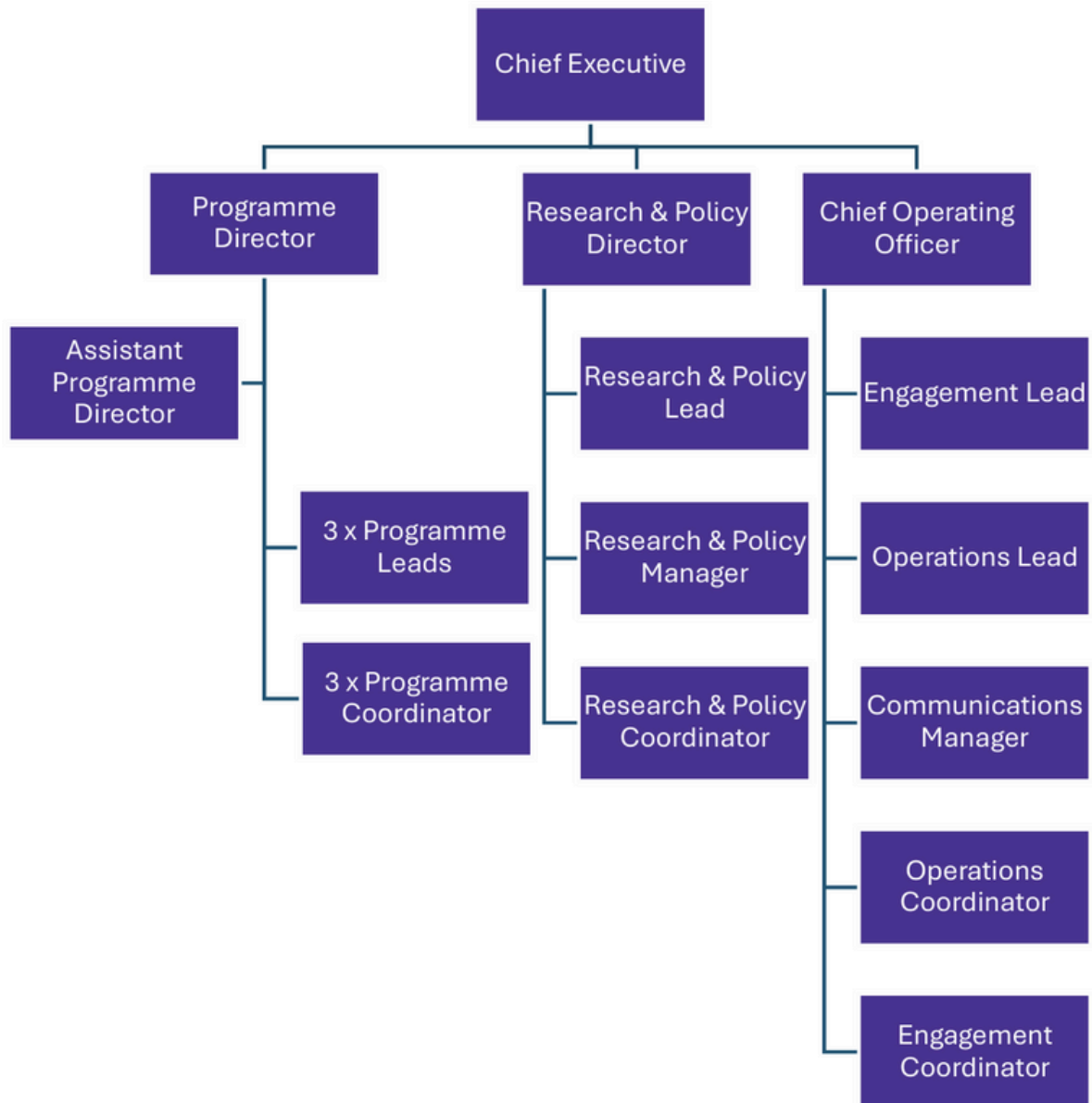
We work collaboratively with local authorities, civil society organisations, academic institutions and national partners to strengthen social cohesion across the UK. Whether we're delivering training, supporting place-based strategies, or leading pioneering research into what helps communities thrive, our team is driven by the belief that stronger, kinder and more connected communities benefit us all.

Benefits

- 30 days' annual leave per year (plus bank holidays)
- Hybrid working (typical pattern of 3 days in the office)
- Enhanced Sick Pay
- Enhanced Maternity and Paternity Pay



Staff Structure



About the Role

Job title: Programme lead

Working hours: Full Time

Location: UK wide with regular travel

Contract type: Permanent

Salary: £55,000-60,000

As Programme Lead, you will design and deliver high-quality, evidence-based programmes that respond to local needs and foster inclusion. You will work closely with partners and stakeholders to co-create strategies, solutions and ensure impactful delivery.

Key Responsibilities

Programme Design and Delivery

- Lead the delivery of Belong's local programmes, ensuring they are evidence-based, responsive to community needs and bring about systems change locally
- Design and facilitate workshops, training sessions and community engagement
- Strong research methods, including desk-based, open-source, survey and social media
- Competence in co-production facilitation that values equity, inclusion, and consensus building
- Manage programme budgets, timelines and resources to ensure effective delivery
- Monitor and evaluate programme outcomes, producing reports and insights for internal and external stakeholders
- Collaborate with other Belong's colleagues to amplify programme impact

Key Responsibilities

Partnership and Stakeholder Engagement

- Build and maintain strong relationships with local authorities, community organisations, funders and commissioners
- Co-design programme approaches with partners, ensuring shared ownership and relevance
- Represent Belong at external events, meetings and forums to promote our work and build new opportunities

Strategic Development

- Contribute to Belong's organisational strategy through programme innovation and learning
- Support business development by identifying opportunities, developing proposals and contributing to bids
- Share learning and best practice across the organisation to inform future programme development
- Experience applying systems thinking to understand the interconnected nature of community, policy and service ecosystems

Planning, Delivery and Risk Management

- Demonstrated project management experience, including project coordination of deliverables, tracking of budget and time
- Skilled at-risk assessment and risk and opportunity mapping

Note: This list is indicative and not exhaustive. The post holder may be required to undertake additional duties in line with the role.

About You

We are seeking a proactive and collaborative programme leader with::

- Proven experience in designing and delivering community-based programmes
- Experience working in or with local government or voluntary sector organisations
- Strong facilitation and engagement skills
- Familiarity with deliberative and participatory methods
- Excellent project management skills with attention to detail
- Experience in monitoring and evaluation frameworks
- Ability to build and maintain collaborative relationships with strong communication skills, both written and verbal
- Relevant qualification in community development, public policy or related field
- Strong understanding of social cohesion and integration issues
- Highly organised and able to manage multiple priorities

Desirable: experience in work relating to Prevent, PCVE, community tensions/ hate crime/ mis and disinformation

Personal Qualities

- Passionate about improving cohesion and integration in the UK
- Collaborative and solution-focused
- Entrepreneurial and proactive in identifying opportunities
- Practical, focused and reliable
- Able to thrive in a fast-paced and evolving environment
- Committed to personal and professional development



The Application Process

Deadline: 23.59pm, Monday 12th January 2026

First interviews: 2nd & 4th February, online




Second interviews: 13th February, online

How to apply

To apply, please submit your CV and cover letter detailing how you meet the person specification to recruitment@belongnetwork.co.uk with the email subject line 'Application to the role of Programme Lead'.

If you have any questions or would like to arrange an initial, informal discussion about the role, please contact recruitment@belongnetwork.co.uk.



-  belongnetwork.co.uk
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