



Grounded Learning - Academic Lead

Grounded Learning | Hybrid (Aberdeen, Glasgow, Edinburgh, or Kilmarnock base) | 17.5 hours/week (0.5 FTE) | £42,000 per annum pro rata (dependent on qualifications and experience) | Fixed-term, 12 months, with potential to become permanent

About Us

Grounded Learning delivers high-quality, professionally recognised training across Scotland. We're committed to supporting individuals to become ethical, competent, and reflective practitioners through accessible, relational, and pluralistic learning experiences.

About the Role

We're looking for an experienced academic leader to play a key role in ensuring the quality, consistency, and development of our training provision across Scotland. This is a hybrid role, working across all our training sites, reporting to our Directors and Senior Leadership Team.

You'll hold academic oversight across our training programmes - leading on curriculum design and review, quality assurance, and supporting tutors - while also contributing to the strategic development of our wider training portfolio. There's also the opportunity to deliver teaching within our diploma-level counselling programmes and other professional training courses.

This role requires strength in both academic leadership/quality assurance and direct teaching experience - we're looking for someone who can do both, not one or the other.

What You'll Do

- Provide academic oversight and leadership across curriculum design, development, and review
- Ensure programmes remain aligned with professional standards and accreditation requirements (COSCA, BACP, Qualifications Scotland, and other relevant bodies)
- Oversee assessment, moderation, and verification processes, ensuring consistency and fairness
- Support, mentor, and develop tutors across all training sites
- Contribute to governance, safeguarding, and compliance frameworks
- Build and maintain relationships with placement providers, professional bodies, and external partners
- Deliver teaching within diploma-level counselling and other professional training programmes (Option to be discussed)

What We're Looking For

Essential Qualifications

- Postgraduate level qualification in Counselling or Psychotherapy
- Teaching qualification or recognised teaching/training experience
- Relevant professional membership and accreditation
- Management, leadership, supervision, or programme coordination experience

Essential Experience

- Teaching within counselling or related professional training
- Curriculum design, development, and implementation
- Quality assurance and maintaining professional standards
- Supporting learners and/or practitioners within educational settings



- Working with awarding bodies and/or professional accreditation requirements

Essential Knowledge and Skills

- Ability to work autonomously and manage competing priorities
- Flexible, proactive, and solution-focused approach
- Strong interpersonal and relationship-building skills
- Commitment to Grounded Learning's values and ethos
- Understanding of pluralistic and relational approaches to education and practice
- Awareness of relevant legislation in counselling and training service delivery
- Excellent organisational, communication, and leadership skills
- Ability to support, mentor, and develop tutors
- Strong understanding of learner-centred and inclusive educational practice
- Commitment to reflective practice, professional development, and continuous improvement
- Ability to work collaboratively across multiple sites and programmes

Equality, Diversity and Inclusion

Grounded Learning is committed to creating inclusive and accessible learning and working environments. We welcome applications from individuals with diverse backgrounds, identities, and experiences, and are committed to promoting equity, reflection, and respectful professional practice throughout our organisation.

How to Apply

To apply, please send a CV and a supporting statement (maximum 2 pages) outlining how you meet the person specification, to info@groundedlearning.co.uk, with "Academic Lead Application" in the subject line.

Please also include the names and contact details of two referees, one of whom should be your current or most recent employer. References will not be taken up without your prior consent.

- **Closing date:** 10th August 2026, 5pm
- **Interviews:** week of 17–21 August 2026

If you would like an informal, confidential conversation about the role before applying, please contact Louise, Admin Manager (info@groundedlearning.co.uk) who will arrange this with one of the Directors.

This role involves regulated work with adults and/or young people. The successful candidate will be required to complete a PVG (Protecting Vulnerable Groups) scheme check.