



Join Our Team and make a real impact

Learning and Organisational Development Advisor

About the Role

As a Learning & Organisational Development (L&OD) Advisor, you will champion a culture of learning, inclusion, and wellbeing across the organisation. You will provide expert support in training and development, drive awareness around Equity, Diversity, and Inclusion (EDI), and deliver impactful wellbeing initiatives. With a coaching approach and strong communication and project management skills, you will also take a lead on engagement communications, organising events, and writing content to promote key awareness days and activities.

What we are offering

Salary: £16.54ph (£32,339 per annum pro rata)

Hours: 30-37.5 hrs per week

Location: Unit 4 Osprey Court, Whitchurch, Bristol, BS14 0BB

Benefits: Read about all the benefits of working at BrisDoc here: <https://www.radar-brisdoc.co.uk/documentation/co-owner-benefits/>

Key Responsibilities

In this role, you will collaborate closely with the Learning and Organisational Development Business Partner and co-owners across BrisDoc. You will support the design and delivery of multiple, impactful training programmes that support organisational goals, while also providing coaching and resources to develop and foster a coaching culture. With a strong focus on equity, diversity, and inclusion, you will embed EDI principles into learning initiatives, collaborate with teams to address gaps, and promote inclusive leadership. Additionally, you will drive wellbeing and engagement by developing initiatives, organising events, and managing clear and compelling communications to enhance co-owner awareness and participation.

- Design and deliver training programmes that address learning needs while providing coaching support and resources to embed a coaching culture
- Integrate EDI principles into learning initiatives and collaborate with teams to foster an inclusive approach to development
- Develop and implement wellbeing initiatives, provide guidance to managers and co-owners on mental health support, and manage engagement communications to enhance awareness
- Plan and coordinate events, awareness campaigns, and engagement activities while ensuring effective communication to maximise participation
- Manage multiple learning and development projects, working closely with stakeholders to align initiatives with organisational needs and continuously improve based on feedback

About You:

We are seeking a proactive and skilled professional who excels in building strong relationships and effectively influencing others through clear and engaging communication. This role requires someone with a proven ability to coach both individuals and teams, supporting their development and driving performance. A strong foundation in equity, diversity, inclusion (EDI), and wellbeing is essential, along with experience in embedding these principles into training and engagement initiatives.

Both creativity and strategic thinking are key, as you will be responsible for developing compelling content and innovative approaches to raise awareness and promote key initiatives. Strong organisational skills, being able to manage multiple projects simultaneously, and an exceptional eye for detail are a must. Above all, we're looking for someone adaptable and resilient, who remains positive and solutions-focused in the face of challenges – and most importantly, is passionate about people.

- Demonstrable experience in organising events and activities related to employee development, wellbeing and/or engagement

BrisDoc

- Experience of delivering coaching and development initiatives using recognised models and approaches
- Experience in writing and managing compelling engagement communications
- Possess a professional qualification in learning and development, coaching, or related field (e.g., ILM Level 3 or 5 Coaching, CIPD L&OD) or demonstratable experience equivalent to
- Demonstrate knowledge of a coaching approach and mindset, fostering a supportive environment that encourages growth, self-reflection, and collaborative problem-solving

About BrisDoc Healthcare Services

BrisDoc is an employee-owned social enterprise based in south Bristol that has been providing NHS healthcare for over 20 years. Serving more than 1 million patients across Bristol, North Somerset, and South Gloucestershire, BrisDoc offers a range of primary care services, including a 24/7 NHS urgent care service combining NHS 111 and the GP Out of Hours Service, GP practices such as Broadmead Medical Centre and Charlotte Keel Medical Practice, and Bristol's Homeless health Service dedicated to addressing the healthcare needs of homeless individuals.

At BrisDoc, we are committed to promoting equity, diversity, and inclusion in everything we do. We value and respect the differences that everyone brings to the team and believe that diversity is key to delivering innovative and compassionate healthcare. We actively encourage applications from people of all backgrounds and experiences and strive to create an environment where everyone can thrive and contribute to our mission

As a social enterprise, BrisDoc prioritises the health of its patients, environmental sustainability, and the social and economic well-being of the community. The organisation is committed to reducing health inequalities and improving overall well-being.

We are proud to be an employee-owned organisation, meaning every member of our team is a 'co-owner' with a real stake in the success of the business. This unique structure empowers our staff to influence decisions, shape the future direction of the organisation, and take pride in the care and services we provide.

To Apply

To arrange an informal chat about the role, please email us at workwithus@brisdock.org or visit our website to apply: www.brisdoc.co.uk

We actively encourage applications from candidates of all backgrounds, including those from underrepresented groups, Forces Families, and care leavers.