



emmaus
working together to end homelessness

Applicant Pack

Federation Development Lead



Contents

Thank you for your interest in the role of Federation Development Lead at Emmaus UK.

This pack provides you with useful information about our organisation, the job role and the application process. Please take the time to read this pack and our website to find out more about our charity, communities and social enterprises.

emmaus.org.uk 

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How Emmaus works

Emmaus supports people who have experienced homelessness and social exclusion. Our communities offer:



A stable home and a base to progress

Within Emmaus communities, everyone is provided with a furnished bedroom. It's a stable home from which people can build their confidence, skills and plans for the future. We ensure that all bills are covered, home essentials provided and fresh meals prepared each day. Each community includes shared living and dining areas where individuals can relax and socialise together.



A chance to gain skills and work experience

We offer the people we support opportunities to gain work experience within our social enterprises and communities. Many people find that participating in meaningful work brings focus, purpose and a sense of routine to their day. The opportunity to contribute to their community and become an active part of society plays an important role in restoring people's self-esteem.



A sense of belonging and community

Each Emmaus community is a supportive and welcoming environment where people can rediscover companionship and a sense of belonging. Our communities are places where each individual is given space and supported to rebuild, develop and thrive in their lives. We foster the sharing of life experiences and encourage peer support, helping everyone to grow together.



I never thought I'd be homeless but stuff happens. Honestly, I wouldn't change what I've been through because I wouldn't be who I am today. I wouldn't have met my true self and proved how strong I am. Coming to Emmaus is one of the best decisions I've ever made.

Damian, former companion of Emmaus Salford



Emmaus is a secular organisation supporting people affected by homelessness and social exclusion. There are currently 29 Emmaus communities across the UK, providing a home, tailored support and meaningful work experience to more than 850 people, known within Emmaus as companions.

Emmaus is different to many homelessness charities and support services as we go beyond just offering a bed for the night; we provide longer-term support, stability, opportunities for personal development, and a strong sense of community.

Social enterprise is central to the Emmaus model as it provides work opportunities for companions but also generates a large proportion of the funding needed to maintain communities. Having something to do every day provides structure and a sense of purpose to Emmaus companions.

Our social enterprises play a huge part in helping to restore the self-esteem that many people lose when they are homeless, and enables them to make the most of their existing skills, while learning new ones.

Solidarity, helping others less fortunate than yourself, is central to the Emmaus way of life. Everyone at Emmaus, including companions, staff, trustees and volunteers, is encouraged to carry out acts of solidarity to support people who need it most.

For companions in particular, solidarity has a huge impact on their confidence and self-worth, showing them that they can make a difference to someone else's life and add value to the lives of people around them.

Emmaus in the UK

Emmaus communities and groups work together to empower people to change their lives for the better.

Our vision

A sustainable world in which everyone has a home and sense of belonging.

Our purpose

We exist to give hope and a sense of belonging to those who have experienced homelessness and poverty.

Our mission

To empower people affected by homelessness and poverty to change their lives for the better whilst using our voice to achieve social change.

At Emmaus UK, we do this by providing help, support and coordination to our members and protecting the principles, objectives and identity of Emmaus within the UK.

Emmaus in the UK has a federal structure, which means that each community and group is an independent charity with its own staff team and board of trustees.

Emmaus UK was set up to unify and support the federation, providing a central set of services that bring members together and support the movement's growth in the UK.

Anyone wishing to set up a new Emmaus group must go through a rigorous affiliation process, which includes developing a firm business plan and demonstrating the capacity to establish a social enterprise and community. New groups are supported throughout this process and mentored by a more established community and by Emmaus UK.

Our values

- **Respect** — for others, ourselves, and our environment.
- **Sharing** — for resources, skills, challenges and successes.
- **Openness** — to ideas, challenges, and to other points of view.
- **Solidarity** — helping those in greatest need and opposing injustice.
- **Welcoming** — friendly, approachable and inclusive to all.



Our Strategic Plan for 2022 – 2027

We will help more people by

- Delivering a wider range of activities to address social exclusion.
- Creating more homes.
- Developing a range of employment and move on housing options.
- Maximising the use of every companion room.

We will work smarter by

- Improving our processes and making better use of technology.
- Developing and growing our social enterprises.
- Actively seeking opportunities to improve our environmental impact.
- Investing in our people through training and development.

We will shout louder by

- Helping people to better understand who we are and what we offer.
- Raising our profile within the sectors in which we operate.
- Campaigning and influencing to improve the lives of the people we support.
- Engaging more potential customers, supporters and companions.

Working together better by

- Improving our governance systems to achieve better coordination.
- Developing effective methods for sharing learning and ideas.
- Creating stronger links with the international movement.
- Developing a contemporary and values driven culture.



“This plan has been developed by the federation of Emmaus charities in the UK to make sure we are in the best position possible to thrive in a post pandemic world.

“As a federation of independent charities, Emmaus has the benefit of a strong community connection and the collective strength that comes from being part of a national and international movement. Through this plan we want to make the most of this collective strength and increase the positive impact Emmaus has in the UK.”



Charlotte Talbott, Chief Executive of Emmaus UK



Our movement

The first Emmaus in the UK opened in 1991. There are now 29 Emmaus communities in the UK with more than 850 companions living in communities stretching from Glasgow to Dover and Norfolk to South Wales. No two Emmaus communities are the same – each has its own individual personality, providing a set of services that meet the needs of its local area.

Emmaus in the UK is now well established but we are also part of a much wider and diverse global movement. Emmaus started in France in 1949, shortly after the Second World War, when homelessness was a significant problem. After the first Emmaus community was created in the eastern suburbs of Paris, many more communities opened in France and across Europe, the Americas and in Asia.

The growth of the movement gave rise to the gradual development of a network of organisations that met in Bern, Switzerland, in 1969 to adopt the Universal Manifesto, the founding text of the Emmaus movement.

Today, the Emmaus movement includes more than 420 Emmaus groups, located in over 40 countries. Across four continents – Africa, Asia, Europe and the Americas – Emmaus groups work to help the most excluded and tackle the causes of poverty.

All Emmaus groups have the same values whilst operating in very diverse social, economic and political contexts. Ever since the Emmaus movement began, it has always been both secular and independent in leading its struggle to tackle the causes of poverty and exclusion. The movement defends its vision of society: a fairer and more sustainable world where people are at the heart of the system and where there is a place for everyone.

Find out more about how the Emmaus movement has grown to serve and campaign for people and communities in need.

emmaus-international.org/en/ 



Role overview

Federation Development Lead

It's an exciting and important time for our charity as we work to help more people out of homelessness and poverty as part of an ambitious strategy.

The newly created role of Federation Development Lead will sit within the Partnerships and Federation Development directorate, to support the delivery of key charity and federation-wide objectives, as part of our mission to empower people affected by homelessness and poverty to change their lives for the better while using our voice to achieve social change.

The principal responsibility will be to support our ambition to become a best practice national body, responsible for leading on and supporting the development of key projects within Emmaus UK and the wider federation.

This will include providing leadership to support Emmaus communities across the UK to prepare and respond to the introduction of the Supported Housing (Regulatory Oversight) Act, you will require an understanding and commitment to best practice and legislative requirements related to the provision of supported housing, with the ability to translate regulatory requirements into user friendly support, training, guidance and policies and procedures.

The role will also provide a critical role in the implementation and delivery of Emmaus UK's ambitious plans to seek registration as a provider of social housing. You will provide the project management and technical skills required to support the successful delivery of the application process, ensuring that risk and regulatory requirements are considered and acted upon at each stage, maintaining strong communication with key stakeholders externally and across the federation.

As the Federation Development Lead, you will have the opportunity to make a significant impact on the growth and development of the Emmaus movement within the UK, contributing to a culture of continuous improvement, and supporting the overall success of the federation. Your role will involve supporting the development and delivery of strategic plans, programme design and implementation, stakeholder management, and continuous evaluation and improvement of developed initiatives.

Working with the Director of Partnerships and Federation Development and wider Senior Leadership Team, the role will be central to the delivery of strategic objectives related to the development of the movement.

Job description

Federation Development Lead

Location:	Remote, with travel required across the UK
Reporting to:	Director of Partnerships and Federation Development

Principal responsibilities and duties

Supported Housing (Regulatory Oversight) Act

- **Project Management:** Lead on the development and implementation of a comprehensive project plan and strategy to support federation members to prepare for and comply with regulatory requirements within the Act. Establishing clear objectives, milestones, risk mitigation strategies and outcomes, you will work with a variety of internal and external stakeholders, to ensure successful implementation of the Act across the Emmaus Federation.
- **Quality Improvement:** Working closely with the Development Manager: Quality & Improvement, you will provide line management support to them to design and deliver ongoing improvements of the Emmaus quality framework and assurance system. Ensuring that the quality framework and assurance system remain in line with all relevant legislation, regulation, and best practice, providing active support to communities and groups, to develop interventions and toolkits to address key areas of non-compliance identified within the Emmaus Quality Standards and the Supported Housing (Regulatory Oversight) Act.
- **Companion Involvement:** Providing line management to the Development Manager: Housing & Homelessness you will lead on the delivery of a companion/resident involvement framework. Ensuring that best practice learning is taken from the sector to deliver impactful interventions that develop and embed a culture of companion engagement at both strategic and operational levels that is inclusive and drives empowerment and collective decision-making in a structured and coordinated way.
- **Policy Development & Influencing:** Working closely with the Policy, Campaigns and External Affairs Manager you will support federation members to influence local and national policy, providing targeted support to members to engage with their local authorities around the Act's licencing requirements, including their development of local Supported Housing Strategies, referrals procedures and local need analysis.

- **Learning Programme Design and Delivery:** In partnership with the Learning and Development Manager, design and develop engaging and interactive learning programmes, courses, workshops, and training materials to support federation members compliance and preparedness for the implementation of the Act. Utilising a variety of instructional techniques, including e-learning, classroom training, blended learning, and experiential learning, to ensure effective knowledge transfer and skill development.
- **Monitoring & Evaluation:** Working closely with the Impact and Innovation Lead you will support research and analysis activity that helps define best practice and use this to assist in the review of current practice and refine delivery going forward. Including leading on the impact analysis and reports of interventions related to your areas of responsibility.
- **Foster and promote a culture of continuous improvement within the federation by** promoting continuous learning, knowledge sharing, and service development opportunities. Encourage and support employee and companion participation in working groups, task and finish groups, conferences, and industry events.

Federation Development

- **Strategic planning and delivery:** Contribute to the annual strategic planning and budget process to ensure all objectives are aligned to the overall vision and are communicated across the federation. You will take an active role in supporting the delivery of consultation activity with key stakeholders during the strategic review process.
- **Project Management:** Lead on the development and implementation of a comprehensive project plan and strategy to support Emmaus UK's application to become a registered provider of social housing. Establishing clear objectives, milestones, risk mitigation strategies and outcomes, you will work with a variety of internal and external stakeholders, including procuring and engaging with external consultants to ensure the application process is well led, effective and has the greatest chance of success. You will take an active lead in the delivery of the application process, providing support and assurance to members of the SLT, EUK Board and federation members.
- **Federation Support:** Act as a subject matter expert in relation to best practice and legislative requirements related to the provision of supported accommodation.

- Federation Development: Provide high-quality interventions to support federation members to develop effective local strategies and operational plans including the delivery of business planning and business development interventions. You will seek all opportunities to highlight best practice across the federation or wider sector to encourage and foster innovation, service excellence and new business development.
- Share learning and evidence from practice within the federation, with the international Emmaus movement and influencing practice within the UK homelessness sector.
- Carry out any other duties commensurate with the post.

Person specification

Federation Development Lead

Experience, skills and attributes - essential

- Proven experience of successfully delivering on significant strategic projects within the homelessness or housing sector
- Experience of working at management level overseeing functions such as service delivery, quality assurance or capacity building
- Experience of developing and implementing successful Quality Assurance initiatives or strategies.
- Ability to manage and contribute to a changing environment, including very strong programme and project management skills
- Comprehensive understanding of working within the parameters of legal/regulated frameworks or organisations
- Comprehensive understanding of or commitment to learn regulation and best practice in regard to housing management
- Strong coaching and mentoring skills with an approach that builds capacity rather than dependency.
- Strategic thinker with a record of promoting new ways of working and delivering culture, process and behaviour change.
- Excellent communication skills including the ability to present to a range of audiences, build relationships inside and outside the organisation and to produce written documents that are accessible and compelling
- Strong organisational and time management skills and the ability to work to deadlines, prioritise and multi-task in a fast-paced environment.
- Commitment to Emmaus' mission to end homelessness and poverty and proven ability to role model values and principles across an organisation or movement
- Demonstrably comfortable working across multiple locations as Emmaus has 30 operational communities, 3 groups and a growing chain of social enterprises in locations across England, Scotland, and Wales

Experience, skills and attributes - desirable

- Professional qualifications or training relevant to the post (e.g. chartered institute of housing qualification)
- Experience of working within a national body and/or federated charity
- Experience of working within a registered provider of social housing

Terms of employment

Federation Development Lead

Starting salary:	£60,373 per annum
Hours of work:	Full time, 37.5 hours per week Monday-Friday, with flexible working options available.
Contract:	2 years fixed term, with potential to be extended
Probation period:	6 months
Pension:	Stakeholder pension with 6% employer contribution
Holidays:	25 days + Bank Holidays + 3 concessionary days leave Up to 3 additional days annual leave accumulated in line with length of service
Training and development:	Ongoing training and development through both centralised and personal training budgets
Volunteering:	2 days allowance each year
Employee Assistance:	A 24/7 employee assistance scheme is available
Wellbeing:	Weekly wellbeing hour to spend on an activity that promotes personal wellbeing
Flexible working:	Options available, subject to the requirements of the role
Life assurance:	Death in service lump sum of 3 x salary



Application process

To apply

To apply for the role, please complete our application form and equal opportunities monitoring form and email to jobs@emmaus.org.uk by 9am on Thursday 13 November 2025.

Please ensure you download the job pack and refer to the job description and person specification when completing your application form.

Those shortlisted will be invited to an interview conducted via Microsoft Teams on Thursday 27 November 2025.

Following this, successful candidates will be invited to a second interview on Friday 5 December.

If you would like to arrange an informal discussion about the role, please email jobs@emmaus.org.uk.

Equal Opportunities

Emmaus UK provides equal opportunity for all job applicants and employees and is committed to providing a work environment free of discrimination. We are dedicated to an inclusive culture, and we strive to create a workplace where teams of people with diverse backgrounds, characteristic, perspectives, ideas and experiences work together. We welcome applications from all individuals irrespective of age, race, gender, sexual orientation, ethnicity, religion or belief, disability, marital status or parental responsibilities.

To ensure fairness and consistency to select the best candidate for our roles, all our applications are anonymised up until an interview has been confirmed so that shortlisting is based solely upon the suitability of the candidate's experience.