

Invitation for External People and Culture Consultant

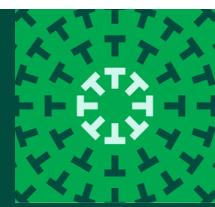
Tender Brief

Embedding a People-Centred Approach at The Tudor Trust



Photo Credit: @ahmani.vidal.photo

Length of contract:	1st February 2026 to 30 th November 2026 (with six month review)
Number of days:	Up to 6 days a month (negotiable)
Location:	Remote, with some presence in our London, Holland Park Office
Fees:	Circa £700 a day (negotiable depending on experience)



At The Tudor Trust, people are our greatest asset. We are committed to ensuring that all our internal stakeholders thrive during their time with us and are empowered to engage meaningfully with our wider community. We offer a focus on professional development, wellbeing, team activities, and collaborative forms of working.

Our vision extends beyond the time individuals spend with us: we want everyone who is part of Tudor to exit well, continuing to contribute and flourish across the wider sector.

We have already laid strong foundations for our people and culture approach, guided by a learning and emergent mindset. Now, we are seeking an external consultant to work alongside us as we deepen and embed these practices into our strategic and operational work.

We invite applications from consultants who can:

- Collaborate with us to strengthen our people-centred approach.
- Support the development of practices that enable thriving, both within Tudor and beyond.
- Bring expertise in organisational culture, learning, and emergent strategy.
- Help us continue to evolve our ways of working in alignment with our values.

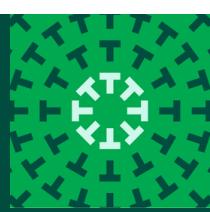
Our Commitment

- A collaborative partnership where learning is shared and co-created.
- A focus on people thriving, both during their time at Tudor and as they move on to contribute to the wider sector.
- An emergent approach that values reflection, adaptation, and growth.

About The Tudor Trust

Tudor is an endowed foundation, committed to using all its resources in pursuit of racial justice and systemic change. Our work is about a more hopeful future where there is greater emphasis on regenerative practices and wealth is in the hands of communities. In January 2024, Tudor began a transformation that is reflected in our [**Change We Seek framework**](#). During this first phase of our transformation, we built the foundations of an approach to people and culture that prioritises a [**behaviours framework**](#).

Tudor has a long-standing history of community grantmaking. We focus on supporting work that centres justice and power building. Our ambition is to work alongside those we fund so that we are collectively working towards social change.

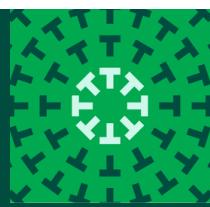


About the role

We want to work with an external partner who acts as a catalyst for cultural growth and organisational maturity. We already have in place an external HR provider who gives additional support with policies, staff handbook, HR advice, redundancies, statutory compliance and employment law updates. They also provide external critical friend support to the CEO. Critical to this new role is support with the development of people and culture practices that deepen and mature as we continue to develop our longer term strategies.

The role will include the following deliverables:

- One-to-one mentoring/wellbeing support with all staff, aside from the CEO. There are currently nine staff members who are programmatic or operational.
- Regular catch-up meetings with the CEO to offer responsive and proactive support, with further bedding in of Tudor's emergent and iterative approach to building culture.
- Quarterly listening sessions with all staff in group settings, with transparency on how feedback is used to inform people and culture.
- Workshops and strategy sessions as required, including the development of our staffing structure.
- Support the bedding in of a new approach to appraisals (contribution and growth), including coordinating a 360 feedback approach.
- Additional support with development of trustee roles and responsibilities from a people perspective. This could become a more significant part of the role as we understand more about what we want to achieve.
- Design approaches to staff recruitment, from staffing structures, job descriptions and salary benchmarking. Delivery of recruitment is handled by the Operations team. Additional support for trustee recruitment (we work closely with an external recruitment agency).
- Regular review of people and culture advisors, and design of any tender briefs.



How we work:

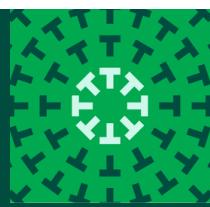
The Tudor Trust embraces a hybrid way of working, grounded in the belief that the time we spend together enables us to collaborate in a high-trust environment. This shared commitment allows us to work in emergence - reflecting, adapting, and flexing as we move forward.

It is central to our approach that we act in service of our communities, placing our collective strategy above individual preferences and values. For this reason, it is critical that any consultant we appoint aligns with this ethos.

While we do not expect consultants to be office-based, we do value physical presence, particularly when facilitating workshops or listening events. If you prefer to be more regularly onsite, we are able to accommodate this at our offices in Holland Park.

Other requirements include:

- Experience of people culture practices that align with emergent ways of working and deep forms of collaboration.
- Experience of applying anti-oppression/racial justice frameworks to practice.
- Willingness to learn and continue to be challenged.
- Willingness to design new processes that align with our strategy and being proactive in this.
- Commitment to transparency, which includes acting on feedback.
- Ability to hold senior leaders, including the CEO and Chair to account.
- A willingness to work with Tudor's behaviours and applying this to problem solving and collegiate ways of working.
- We anticipate this work will be the equivalent of 4 days a month, which can be regularly reviewed and adjusted as needed.



To respond to this tender:

Please include your CV and no more than two sides of A4 outlining why you are interested and how you see yourself delivering. Our preference is to work with an individual, so that we can build a consistent relationship. However, if you are proposing to work with another consultant, please include their CV and details.

Please also include your day rate or how you propose billing for this work.

Email completed applications to resources@tudortrust.org.uk by Wednesday 14th January 2026 at 5.00 pm.

Interviews likely 21st January 2026.

Please note: Our office is closed between 22nd December 2025 and 9th January 2026.

For this reason we will not be able to offer informal conversations for this role before the closing date.

