**Job Title:**

**Associate Business & Leadership Coach/Mentor (Remote, with occasional travel)**

**About Us**:
NxGen Leadership is a progressive consultancy specialising in leadership development and business growth. We are looking for **two experienced Leadership/Business Coaches and Mentors** to support professionals and organisations in unlocking their full potential. This associate role offers the flexibility of remote work with the possibility of face-to-face client sessions.

**Role and Responsibilities**:

* Provide tailored coaching and mentoring to individuals and teams on leadership, business growth, and personal development.
* Assist clients in identifying their goals and creating actionable plans to achieve them.
* Deliver one-on-one or group coaching sessions, both remotely and in person.
* Guide professionals through challenges related to leadership, business strategy, team performance, and personal growth.
* Support clients in career development, enhancing leadership capabilities, and navigating business challenges.
* Offer ongoing support and feedback to clients, tracking their progress and adjusting strategies as needed.
* Travel to clients as required for face-to-face sessions.
* Collaborate with the NxGen team to match mentoring strategies with client goals.

**Must Haves**:

* Proven experience as a leadership and/or business coach or mentor.
* Expertise in leadership development, business strategy, and team dynamics.
* Strong communication, listening, and facilitation skills.
* Ability to work with a diverse range of industries and professionals.
* Comfortable with remote work, with flexibility to travel for face-to-face meetings. Relevant recognised certifications in Coaching, Mentoring and Leadership Development.

**Desirable Skills & Qualifications:**

* Accredited coaching qualifications (e.g. ilm, CMI, ICF etc.) or significant experience in coaching and mentoring.
* Strong understanding of business operations, leadership frameworks, and team dynamics.
* Experience working with senior leaders, entrepreneurs, or high-potential employees.
* Expertise in coaching models such as GROW, OSKAR, leadership development frameworks, or business growth strategies.
* Ability to help clients navigate complex business challenges and leadership transitions.
* Familiarity with virtual coaching tools and platforms.
* Excellent problem-solving, goal-setting, and strategic thinking skills. Experience in a senior leadership position.

**Why Work with NxGen Leadership:**

* **Flexibility:** Set your own schedule with remote and flexible working options.
* **Paid Training Days:** Ongoing professional development with paid training days.
* **Budget for Travel:** Get a £30 meal budget, paid hotel and travel expenses for full day face-to-face client travel.
* **Work-Life Balance:** Enjoy a 4-day work week and flexible hours.
* **Competitive Pay:** Attractive day rates with potential for long-term engagements.
* **Mission-Driven Work:** Be part of a team committed to making a real impact in leadership and EDI spaces.
* **Collaborative Environment:** Access mentoring, support, and resources to help you succeed.

**How to apply:**

**Please provide a brief response (no more than 2 pages) to the following questions.** Highlight your skills, knowledge, and experience, and explain how they align with the job requirements. Be sure to include any relevant volunteering that demonstrate transferable skills.

1. What do you consider to be your greatest strengths as a coach/mentor? What sets you apart from others in the field?
2. How do you measure the success of your coaching/mentoring programmes? What metrics or outcomes do you focus on?
3. Can you describe your experience working with diverse groups of clients? How do you adapt your approach to different individuals and cultural backgrounds?

**Submit your answers and most up to date CV to:** **hello@nxgenleadership.com**

**\*** *Before applying, please note that in order to work with us, you must have at least 2 years of leadership and management experience, a UTR number, public and liability insurance* *or be willing to get one before training your first group/client.*

**Inclusivity**:
We encourage you to apply, even if you don’t meet 100% of the ‘desirable’ requirements. We value enthusiasm, willingness to learn, and a proactive attitude over experience alone. If you need reasonable adjustments or want to learn more about any of the roles available, please email **hello@nxgenleadership.com to book in a call with the hiring team.**