
HOWARD L WILSON

Bristol | howard@howardwilson.net | 07973 742539

Summary

Strategic and compassionate leader with 25+ years of experience driving operational excellence, regulatory compliance, and staff development across education, social care, and faith-based organizations. Proven record of delivering measurable impact—reducing youth reoffending by 18%, improving cost efficiency by 15%, and achieving 300% growth in community engagement. Skilled in organizational leadership, safeguarding, programme management, and stakeholder collaboration. Adept at policy development, change management, and performance improvement to create safe, effective, and people-centred environments. Committed to empowering teams and transforming services through ethical leadership and continuous improvement.

Skills

- | | |
|--------------------------------|--------------------------|
| • Strategic Leadership | • Risk Management |
| • Program Management | • Change Management |
| • Budget & Finance Control | • Fundraising & Grants |
| • Safeguarding Compliance | • Community Engagement |
| • Staff Training & Supervision | • Performance Monitoring |
| • Stakeholder Collaboration | • ICT & Data Systems |
-

Experience

Senior Residential Care Worker **01/2025 – 09/2025**

Premier Care Management

- Spearheading operational readiness for a new children's home, ensuring compliance with Ofsted standards and local authority requirements.
- Developed 30+ policies and risk assessments to achieve regulatory compliance and secure licensing.
- Led recruitment, interviewing, and onboarding of 10+ care staff to build a trauma-informed and resilient team.
- Partnered with Police, Fire, and community services to establish robust safeguarding and crisis protocols.
- Delivered hands-on care and supervision for at-risk youth, reducing absconding incidents by 20% within the first quarter.

Operations Manager

11/2023 – 01/2025

Bristol Baptist College

- Oversaw finance, HR, facilities, compliance, and IT operations, supporting 40+ staff and students.
- Managed annual budgets exceeding £500K, improving cost efficiency by 15% through vendor renegotiations.
- Introduced a digital compliance system reducing administrative time by 25%.
- Strengthened health and safety processes, achieving zero non-compliance incidents during audits.
- Served as Company Secretary and trustee, ensuring legal, charity, and academic governance compliance.

Regional Learning and Development Coordinator (South West)

01/2019 – 08/2023

The Methodist Church Learning Network

- Revitalized the South West regional learning network after a dormant period, increasing engagement by 300%.
- Designed and delivered over 100 hybrid and in-person training programs, achieving 98% participant satisfaction.
- Launched an online learning platform during COVID-19, ensuring uninterrupted professional development for 1,000+ users.
- Created safeguarding e-learning content and video training used nationally by church staff and volunteers.
- Implemented regional communications strategy, achieving the highest newsletter subscription rate across all UK regions.

Restorative Justice and Supervision Manager **11/2010 – 01/2019**
North Somerset Youth Offending and Prevention Service (North Somerset Council)

- Managed five multi-disciplinary teams delivering restorative justice, reparation, and parental support programs.
- Secured and renewed £250K+ annual funding for the Young Victims' Service, earning the Police & Crime Commissioner's Pride Award.
- Reduced youth reoffending rates by 18% through targeted intervention and restorative approaches.
- Oversaw HR functions including recruitment, training, and performance management for 20+ staff and volunteers.
- Led educational initiative enabling hard-to-reach youth to complete GCSEs, achieving a 90% qualification success rate.

Locality Team Manager **01/2002 – 05/2010**
Connexions West of England

- Directed a locality team supporting young people across South Bristol, achieving the region's lowest NEET rate.
- Managed £1M annual budget, consistently delivering services under cost targets while exceeding KPIs.
- Introduced mobile ICT systems that improved service delivery reporting by 40%.
- Pioneered the creation of the area's first multi-agency youth support hub, enhancing cross-sector collaboration.
- Represented the organisation in the Bristol Campus Project to integrate post-16 education services citywide.

Programmes Manager/Deputy Unit Manager **09/1999 – 12/2001**
The Wheels Project Ltd

- Designed and managed education and diversion programs for youth involved in motor-related offenses, achieving 75% behavioural improvement.
- Oversaw expansion of workshop facilities, increasing participant capacity by 30%.
- Coordinated court reporting and compliance documentation with 100% on-time delivery.
- Managed a multi-disciplinary team ensuring safe, structured, and outcomes-driven sessions.
- Strengthened stakeholder partnerships, resulting in 20% funding growth through enhanced program visibility.

Youth Worker **05/1995 - 08/1999**

Bristol 5 Club for Young People

Residential Support Worker **02/1995 - 04/1995**

Avon County Council Social Services

General Secretary/Youth Worker **11/1990 - 02/1995**

Weston super Mare YMCA

Education and Training

Master of Arts: Management **2003**

Bristol Business School, University of the West of England

Bachelor of Education (with Honours) **1990**

Class 2:1 Community and Youth Studies, Educational and Professional Studies, Religious Studies, Practice of Teaching

S Martin's College, University of Lancaster

In Service Training

In service training and development has been central to my personal development – full details available on request. Recent training has included Trauma Informed Practice, Team Teach, First Aid at Work, Mental Health First Aid (First Aider and Trainer), Supporting Accessibility in a Hybrid Workplace, EDI/Unconscious Bias.

Professional Memberships

- Chartered Management Institute, 2003
- Institute of Advanced Motorists, 1997

References

Available on request