



# Time to Shine 2025

Candidate Guide



## The Time to Shine Leadership Programme 2025

The Rank Foundation's Time to Shine Programme (T2S) has been running for over ten years. Each year, Rank offers a grant to a charity from the RankNet network to fund a full-time, paid Time to Shine candidate (known as a T2S leader) to develop their leadership potential, skills and talent within a charity of social enterprise.

The organisation identifies a specific project for the T2S leader to tackle that is achievable, with guidance and support, within a 12-month period.

T2S leaders work on all kinds of projects including fundraising, managing an event and developing a social media presence. Find out more about the T2S programme and our current leaders [here](#).

To find out more about the history of the Rank Foundation and the work we do, visit [www.rankfoundation.com](http://www.rankfoundation.com).



It's been a great year for myself, all that I had hoped it would be and more. The Time to Shine programme has done exactly what I think it was created to do in my case, in that it's given someone with a desire to work in the third sector an opportunity to do so!

- Dan Carter, Fotonow



## What to expect

- Participation in leadership programme events, requiring travel across the UK and staying away from home (see details below)
- Candidates are allocated to a group of 8 leaders and attend a series of leadership days working with an Action Learning facilitator. What is action learning?
- A supportive environment in the workplace; organisation and line manager enable the leader to make the most of programme and professional development opportunities
- Access to The Foundation's vibrant community engagement platform, RankNet, with over 1000 members from across the social sector sharing their experience and knowledge
- Able to apply for training bursaries and take part in networking and development activities including the programme mentoring scheme.

## Programme Components



# Key Dates

	Key Dates	T2S leader required to attend	Manager required to attend
→ Launch Conference	Event 1: 20th January Event 2: 27th January	Yes (48 hours)	Yes (24 hours)
→ Leadership Day 1	March	Yes	No
→ Leadership Day 2	May	Yes	No
→ Review Conference	Event 1: 9th June Event 2: 16th June	Yes (48 hours)	Yes (24 hours)
→ Leadership Day 3	Aug/Sept	Yes	No
→ Annual Conference	October	Yes (48 hours)	Optional
→ Leadership Day 4	November	Yes	No

