



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.



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

