

Dr Trent Grassian

Curriculum Vitae

Address: 23 Mercia Drive, Bristol, BS2 9XG
Mobile: 07982 856797
Email: Trent@TheReconnectionsProject.com
Website: [The Reconnections Project](http://TheReconnectionsProject.com)
LinkedIn: [Dr Trent Grassian](https://www.linkedin.com/in/dr-trent-grassian)
Driving Status: Full clean UK driving licence

Education

Course	Grade	Date
PhD in Social Policy	Pass	08/18
Master's in Public Administration	1 st	08/15
BA in Anthropology (honours)	2:1	06/09
BA in Feminist & Gender Studies (hon)	2:1	08/09

Skill highlights

Evidence-based monitoring, evaluation, and learning
Qualitative and quantitative research & analysis, including
STATA, SPSS, & R, ATLAS.ti and NVivo
Award-winning writer & presenter
Interactive presentations & workshops
Engaging, accessible writing for varied audiences
Data visualisation, including Tableau
Social justice & EDI leadership & expertise
Survey design & analysis, including: Survey Monkey,
Typeform, Qualtrics, & Google Forms
Participatory, collaborative research approaches
Holding interviews & focus groups
Group facilitation
Trauma-informed, strengths-based practices
Moderate-Severe SEN Education Certificate
IT skills, including a wide range of platforms

Summary

Passionate evaluator, researcher, learning facilitator and trainer in the non-profit sector with 10 years' experience conducting evidence-based, mixed-methods, participatory evaluations, teaching and training, public speaking, and delivering workshops. Highly skilled with leading on developing tailored, collaborative projects to support growth and learning.

Employment History

Organisation: [The Reconnections Project](http://TheReconnectionsProject.com)

Role: **Freelance Consultant (03/2020 – Present)**

Working to support non-profit and public sector organisations with research, monitoring and evaluation, and training and facilitation. Recent research projects and evaluations include:

- Conducting longitudinal impact assessment of [Reset to Thrive](http://ResettoThrive.com) programme to support individuals struggling with chronic fatigue syndrome and/or Long Covid.
- Leading on all elements of non-profit organisation [TransActual](http://TransActual.com)'s research into the experiences and comfort of UK-based health professionals working with trans patients.
- Overseeing the [largest research project](http://largestresearchproject.com) to date into trans people in the UK's experiences and hopes of medical transition.

Recent training and facilitation include:

- Leading on the development of a training programme into how (and why) to conduct impact and evaluation assessments through the non-profit organisation Human Behaviour Change for Life.
- Lectures, workshops, and training around the UK and internationally, including: Asia for Animals (Kathmandu); Climate Healers Panel Discussion; Conference on Animal Rights in Europe (Vienna); Friends of the Earth Basecamp; Global VegFest; Homeless Link Webinars; Keynote address at Compassion in World Farming's Eat Better Summit; The Trans Health Forum; The University of Oxford & RSPCA's Conference on Animal Sentience; VegFest UK Intersectionality Summit; The Victoria Albert Museum and Imperial College's Great Exhibition Road Festival; and more.

Organisation: [The Mayday Trust](http://TheMaydayTrust.com)

Role: **Head of Growth and Impact (01/2023 – 03/2024)**

- A new role in the Senior Leadership Team (SLT) for a small charity, overseeing the strategic development and oversight of Mayday's monitoring, evaluation, and learning, as well as their new consultancy strand of work.
- Led on all components of Mayday's monitoring, evaluation and learning, including:
 - Utilised participatory approaches to develop from the ground-up outcomes and indicators for assessing impact across all strands of work, including direct delivery, sector influencing, and systems change.
 - Fostered an internal culture that is excited about understanding and being led by both the impact we want to have and the impact we are having.
 - Used participatory approaches to design and implement a new strengths-based, trauma-informed database management system for tracking and collecting impact data and systems for collecting impactful case studies.
 - Created tailored documents and video guidance for staff in using impact systems, providing regular trainings and sessions to ensure learning and development were happening in real-time.
- Oversaw all elements of Mayday's new consultancy strand of work, including:
 - Led on fostering new and existing relationships with organisations, local government, and others to offer tailor-made consultancy packages.
 - Oversaw development and quality assuring of all training programmes, including serving as a lead trainer on courses into conducting active listening exercises, strengths- and person-led ways of working, and strategic advice.
 - Re-designed Mayday's research-based active listening exercise, [The Wisdoms](http://TheWisdoms.com), creating a new training programme for organisations to conduct their own exercises to ensure they put the voices of those they seek to support at the forefront of their work.

Organisation:[Homeless Link](#)**Role:****Research Manager (05/2021 – 01/2023)**

- Oversaw research projects and evaluations from conception to design, analysis, and reporting, using surveys, interviews, focus groups, and case studies, including:
 - Department for Levelling Up, Housing and Communities (DLUHC)'s fidelity evaluation of the three Housing First pilots (unpublished, with summary in [evaluation report](#)). Designed new fidelity framework, which has been used as the basis for DLUHC's own national Fidelity Framework.
 - Additional research and reports for DLUHC into (a) [the state of the homelessness sector](#) emerging from the pandemic and (b) [pandemic best practice](#).
 - Research for local authorities into the needs and perspectives of those at risk of or experiencing homelessness (unpublished).
 - Research into [retention and recruitment](#) in the homelessness sector.
 - Homeless Link's [2022 Annual Review of Single Homelessness](#).
 - Case study evaluations of the use of different [specialist roles within Housing First](#).
 - Regular analysis and reporting on government's statutory data, writing organisational briefings and [blogs](#).
 - [Young and Homeless 2021](#), reporting on young people experiencing homelessness.
- Worked closely with the communications and policy teams to maximise impact, ensuring research was accessible and practical for government, the homelessness sector, and the wider public.
- Co-created communication plans, authored blogs, and hosted webinars and workshops.

Employment continued

Company:	Role:	Period employed:
Education Endowment Foundation	Communication & Engagement Manager	07/2019 – 01/2021
Animal Charity Evaluators	Research Associate	09/2018 – 07/2019
University of Kent	Graduate Teaching Assistant	09/2016 – 07/2018
University of Kent	Q-Step Research Associate	09/2015 – 08/2016

Skills

Expertise in disability and accessibility – Received years of training in SEN education and accessibility, including working as an SEN teacher for four years and Department Chair for three. Currently leading on evaluation of programme supporting those with long-term health conditions (primarily CFS / Long Covid), focusing on ensuring methodology is accessible and co-produced.

Impact, Learning and Evaluation – Passionate about designing and implementing creative approaches to impact, learning, and evaluation in the non-profit sector. Completed the [most comprehensive study](#) to date evaluating the impact of campaigns promoting sustainable dietary change during my PhD. Have overseen impact, learning, and evaluation strategies and implementation for a range of charities and government departments, using a variety of innovative and time-tested approaches to foster key learning opportunities and growth.

Communicating – Internationally recognised, award-winning author and presenter and an expert communicator with government, public, non-profit, and academic audiences internationally. Extensively published in peer reviewed and non-academic settings in a variety of areas. Have delivered dozens of talks, workshops, and trainings.

Highly-trained facilitator – Highly trained and practiced in creating accessible workshops and learning sessions for people of all backgrounds, abilities, and learning styles. Completed 12-month certification course in Nonviolent Communication. Led on all consultancy for Mayday Trust, including serving as lead trainer and designing and editing a wide range of strategic training sessions for non-profits.

Publications, presentations, panel discussions, workshops, and trainings

A selection of recent publications and talks can be found at my website: [The Reconnections Project](#).

Voluntary Roles

Organisation:	Role:	Period held:
Human Behaviour Change for Life	Specialist Team Member	05/2018 – Present
The Vegan Society	Research Network Advisor	07/2017 – 06/2023
Independent Age	Reconnections Volunteer	09/2021 – 03/2022
London Vegan Voices	Co-Founder & Administrator	03/2017 – 12/2019

Personal

In addition to being a passionate activist, educator, and researcher, I spend my free time fostering dogs from Romania, swimming (indoors and out), playing board games, doing room escapes, going on meditation retreats, painting and doing crafts, going to musicals, reading a mix of fiction and non-fiction, and enjoying nature.