

# Dr Trent Grassian

## Curriculum Vitae

Address: 23 Mercia Drive, Bristol, BS2 9XG  
Mobile: 07982 856797  
Email: [Trent@TheReconnectionsProject.com](mailto:Trent@TheReconnectionsProject.com)  
Website: [Reconnections](https://reconnectionsproject.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 <sup>st</sup>	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 **non-profit and social justice leader**, with 20 years' experience in the non-profit and public sectors. Extensive experience and expertise with **participatory strategic development, evaluation, and research**, in addition to **learning facilitation and training**. Award-winning public speaker and writer who is extensively published and highly skilled in consulting and working across diverse groups of stakeholders.

### Employment History

**Organisation:** [Reconnections](https://reconnectionsproject.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](#) programme to support individuals struggling with chronic fatigue syndrome and/or Long Covid.
- Leading on all elements of non-profit organisation [TransActual](#)'s research into the experiences and comfort of UK-based health professionals working with trans patients.
- Overseeing the [largest research project](#) 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](https://maydaytrust.org)

**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](#), 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:
<a href="#">Education Endowment Foundation</a>	Communication & Engagement Manager	07/2019 – 01/2021
<a href="#">Animal Charity Evaluators</a>	Research Associate	09/2018 – 07/2019
<a href="#">University of Kent</a>	Graduate Teaching Assistant	09/2016 – 07/2018
University of Kent	<a href="#">Q-Step</a> Research Associate	09/2015 – 08/2016

#### Skills

**Strategic Advice and Support** – Passionate about using expertise in research, evaluation, and facilitation to co-create creative inclusive organisational strategies, evaluations, and research to achieve maximum impact. Completed the [most comprehensive study](#) to date evaluating the strategies and impacts of campaigns promoting sustainable dietary change during my PhD. Have overseen strategic oversight, including creating and implementing impact, learning, and evaluation strategies 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: [Reconnections](#).

#### Voluntary Roles

Organisation:	Role:	Period held:
Human Behaviour Change for Life	<a href="#">Specialist Team Member</a>	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.