Natalie Rebecchi

Programme Manager: Transformation, Governance and Benefits

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Profile

Programme and Project Manager with over fifteen years' experience developing and delivering strategies and projects. Currently leading a national transformation portfolio at Barnardo's across fundraising, retail performance and support functions. Accustomed to creative and outcome-focused ways of working, with a proven ability to develop and coach teams to success. An effective communicator with exceptional people management and relationship building skills, adaptable, with a keen eye for detail. APM Project Management Qualification (PMQ), awarded October 2026.

Areas of expertise

Governance: programme and portfolio governance, strategy design, benefits realisation, RAID and risk management
Delivery: steering groups and terms of reference, assurance, dependency management, business readiness
Leadership: stakeholder management, negotiation and influencing, public speaking, coaching and line management
Communication: business analysis, user research, copy editing, translation, French and Spanish

Experience

Barnardo's

October 2025 to Present

Programme Manager, National children's charity

Leading the delivery of complex projects, programmes and organisational change initiatives from scoping through to implementation, ensuring delivery to agreed time, cost and quality standards.

- **Driving advances in fundraising and retail performance.** Optimising support functions and aligning programme outcomes with strategy, future operating models and business architecture.
- **Introducing a single operating model across the estate.** Delivering process improvements and new systems alongside a target operating model for a directorate looking after around 900 properties.
- **Providing programme governance.** Mobilising and managing Steering Groups, responsibility matrices, RAID logs, Terms of Reference and project plans with clear objectives.
- **Leading the implementation of Barnardo's benefits management framework.** Aligning programme outcomes with organisational strategy, future operating models and business architecture.
- **Engaging and influencing stakeholders at all levels.** Working with the Executive Leadership Team, front-line colleagues and support service functions to ensure successful adoption of organisational change, including change impact assessments, equality impact assessments, communications planning, readiness activities and training coordination.
- **Facilitating business analysis and user research workshops.** Informing the design and delivery of services, systems, processes and organisational structures that meet customer and business needs.

Crisis

December 2018 to October 2025

Project Manager, Volunteering, National homelessness charity

Managed many concurrent projects, including volunteering and lived experience transformation, Christmas volunteer recruitment and procurement of a new Learning Management System and CRM.

- **Launched and managed the Specialist Volunteering programme.** Working with business professionals and corporate organisations to boost capacity, accelerate innovation and solve strategic challenges.
- **Created a new supporter communication journey.** Designed to ensure supporters were engaged, informed and motivated throughout their involvement with Crisis, with experience monitored through surveys and journey mapping.
- **Developed fully accessible and blended training pathways.** Ensuring all volunteers received appropriate induction and ongoing training, with opportunities for assessment and accreditation.

Crisis Skylight Birmingham

August 2016 to November 2018

Volunteering and Involvement Lead, Homelessness charity

Developed a local volunteering strategy and led on the Crisis at Christmas project.

- **Line managed the Events and Christmas Coordinator.** Led on the Crisis at Christmas project, recruiting and managing around 100 volunteers to support annual events.
- **Developed a local volunteering strategy.** Ensuring the promotion of volunteering in all aspects of Crisis Skylight's work, and acting as a source of expertise on volunteering opportunities for members, helping them to gain personal and social skills, work experience and develop positive social networks. As a member of the leadership team, devising strategic and leadership approaches for 25+ staff.

Guide Dogs for the Blind Association

April 2012 to May 2016

My Sighted Guide Service Manager, National disability charity

Manager of a central southern community service supporting people with a visual impairment and their families, overseeing staff and 45+ volunteers across a series of roles exceeding delivery targets year on year.

- **Took the lead on national strategy and practice.** Defining clear eligibility criteria for the scheme, streamlining the volunteer recruitment process to deliver a high standard service within an excellent time frame, and devising and implementing person-centred quality assurance processes.
- **Business planned service delivery against budget.** Maximising stakeholder partnerships with a wide range of contacts across Hampshire, Wiltshire, Dorset, the Isle of Wight and the Channel Islands.
- **Created new multi-disciplinary team working approaches.** Working alongside local authority health and social care services following an extensive self-directed community engagement strategy.

West Coventry Academy

July 2009 to April 2012

Classroom Teacher, French and Spanish, Secondary school

Taught French to Key Stage 5 and Spanish to Key Stage 4, mentored PGCE trainees and language assistants, and coordinated the Young Language Leaders qualification. Taught NVQ Spanish to Level 2 with a 100% pass rate.

Board and voluntary roles

Trustee, Advance NG, Nottingham: Overseeing strategic direction, management and administration for a social impact charity based in Nottingham, and sitting on the HR Working Group.

Athlete Services Team Member, Birmingham Commonwealth Games 2022: Supported athlete services during the Games.

Qualifications and professional development

APM Project Management Qualification (PMQ)

October 2026

Association for Project Management, SCQF Level 7, 6 credit points View certificate

MA with Merit in Translation Studies, University of Birmingham	2019 to 2022
PGDE (Secondary: Modern Foreign Languages), University of Birmingham	2008 to 2009
BA in French Studies, University of Nottingham (2:1)	2003 to 2007
ILM Level 3 Qualification in Volunteer Management, Institute of Leadership & Management	2014 to 2015