

Director of Strategy and Place. Job description and person specification.

Purpose of the role

The Director of Strategy and Place is an exciting new role in the leadership team of this ambitious charity. As a collaborative leader you will be responsible for building and mobilising a movement that delivers the countywide 'Let's Move Lincolnshire' physical activity strategy, designing our place-based approach to working and creating a framework and building our capabilities for a new data, insight, monitoring, evaluation and learning function.

You will work closely with the CEO, Development Director and Director of Business Operations and Engagement, within an agile team and have direct leadership responsibilities for a small and skilled team.

We want to recruit a visionary, inclusive leader to grow and develop the role as we step into a new phase of our work, one that is focused on collaborating and enabling across the county, however we know that the role will have some immediate priorities, including:

- Create momentum and co-design shared delivery plans for the countywide 'Let's Move Lincolnshire' strategy.
- Build on solid foundations to explore and stretch our thinking in systems and place-based change.
- Create the processes and systems we need to be a data, insight-led and learning organisation which will guide all that we do.
- Develop an approach to understanding the short and longer-term impact of our work.
- Apply a flexible and solution mindset to operational challenges as we charter new ways of working.

To deliver this the role will require excellent leadership and relationship development skills, working with a complex and wide range of partner organisations and stakeholders. You will be an exceptional communicator, be able to influence and support people internally and externally and use insight, data and research to drive meaningful strategic outcomes. You will think strategically and be able to effect change through understanding need and collaboration.

About Active Lincolnshire

Active Lincolnshire is a charity and one of the national network of Active Partnerships supported by Sport England to lead the local implementation of the national 'Uniting the Movement' strategy which we do through 'Let's Move Lincolnshire' the countywide strategy for physical activity.

It is our aim that everyone in Lincolnshire has options and opportunities to be active every day. We are particularly focussed on increasing physical activity levels and using the positive power of sport and physical activity to tackle inequalities. Lincolnshire as a county has high levels of inactivity, exacerbating other challenges including long-term health conditions - further impacted by gaps in the provision of relevant and accessible opportunities to be active.

Tackling the challenge of inactivity requires us to be working at system level with a wide and complex network of partners and stakeholders and understanding people in our communities. We do this through understanding need, enabling and connecting others to create change.

Anyone joining the Active Lincolnshire team must demonstrably uphold our values of integrity, collaboration, inclusivity, innovation and learning and our commitment to equality, diversity and inclusion and tackling inequalities.

How we behave and our ways of working are important to success – specifically the post holder will need to be committed to being a team player, having empathy, a growth mindset and understanding other perspectives through a passion for equality, diversity and inclusion.

Job description

About the role

The Director of Strategy and Place will:

Lead on our place based approach

1. Be the strategic and development lead for our place-based approach to working including taking a key role in securing place based investment

Building 'Let's move Lincolnshire', the countywide movement for change

2. Lead the Let's Move Lincolnshire taskforce and associated delivery plans and stakeholder groups

3. Connect and enable system partners to impact change in physical activity levels and access

Lead our insight, learning, evaluation & impact approach

4. Develop and lead the organisations approach to commissioning, connecting, understanding and sharing insight, data and evidence around activity and inactivity levels and wider determinants to provide a strategic approach to identifying need
5. Ensuring insight, data and evidence is effectively communicated and shared internally and externally and used to inform strategic decisions, funding bids
6. Lead the strategy and insight team, supporting high performance, learning and development, building the capacity and capabilities of the team and supporting personal development
7. Be clear about intended outcomes and impact of the work, and monitor and evaluate progress including reporting to Board and funding bodies
8. Capture and share learnings from the work to help us improve and to support partners

Leadership and ways of working

9. Ensure tackling inequalities is embedded throughout the work of the organisation, using insight and lived experience to increase impact and understanding of the inequalities agenda and removing barriers to participation
10. Collaborate and co-create with many partners and partnerships across the system (local, regional and national) championing and advocating for physical activity
11. Develop a robust approach to ensuring people with lived experience are an integral part of the design and delivery of our work and that of the wider sector
12. Contribute to the organisations compliance with the Code for Sport Governance, ensuring we embed our commitments to diversity and inclusion, the environment and the welfare of people into our decisions and our work
13. Drive high performance as part of the leadership team, identifying risks and opportunities and ensuring programmes are delivered on time and on budget.
14. Represent Active Lincolnshire at events, in meetings and through communications, briefings, presentations and advocacy

Person specification

About you

Our ideal postholder will be able to demonstrate a mix of expertise, experience, energy for and commitment to the following attributes:

- Implementing organisational and systems change, including driving forward a strategy at a senior level
- Place-based change that is designed with stakeholders and communities at the heart.
- Strong influence and advocacy skills and the ability to convene, engage and gain the support of others.
- Commission, interrogating and using research, data, insight and evidence to inform and shape priorities.
- Developing and embedding monitoring and evaluation methodology including social return on investment
- Building trusted and collaborative long-term relationships
- Leading agile teams working across multiple programmes with effective people and project and budget management within co-funded projects.
- Strategic thinking and delivering on complex and multi stakeholder strategies
- Producing written material for multi stakeholder audiences at local and county level.
- Building and inspiring a team and an organisation culture that creates a brilliant place to work, enabling professional and personal development
- Developing creative and innovative behaviour change solutions to meet local need, grounded in evidence.
- Working with projects and programmes that have a level of uncertainty and are emergent in their approach.
- A commitment to equality and diversity in working practices, with the ability to embed this across all aspects of work
- Experience of identifying, securing and seeking opportunities for funding
- Knowledge of Lincolnshire people, places and stakeholders is desirable

What matters to us is that we have talented, enthusiastic and experienced professionals working with us who can help deliver our vision. You don't have to be sporty to work at Active Lincolnshire but you must be passionate about people and the positive power sport and physical activity can have on people's lives.

We're more interested in your experience and attitude than formal qualifications. An excellent standard of written and spoken English is essential for this role.

Inclusive application process

We operate an inclusive, equitable and transparent recruitment and assessment process, underpinned by an organisational commitment to equality and diversity. We actively encourage applications from candidates from diverse backgrounds who can bring an array of skills and experience to our organisation. We're committed to making sure every applicant is assessed solely on merit and relevant experience to do the job.

As an employer, we actively seek to ensure that our workforce reflects the communities we serve, recognising that this makes us better able to understand their needs and priorities. We can only do this by ensuring that the people who work for us are the best they can be irrespective of age, gender, sexuality, ethnicity, disability, marital status, religion or belief.

We value the ideas and contributions from everybody and welcome and support difference. Our aim is to make sure that equality, diversity and inclusion run through everything we do as an employer.

We encourage applications from people with disabilities, and guarantee interviews for applicants with disabilities that meet the requirement of the role as part of our commitment as we work towards the Disability Confident Scheme.

To apply for the role, please:

1. Complete an application form ensuring you provide examples and evidence as to your relevant skills and capabilities and how you meet the person specification for the role.
2. Complete an EDI monitoring form (optional) to help us understand the demographics of people applying to work at Active Lincolnshire
3. Email your completed application and EDI monitoring form (optional) to our recruitment agency, Root 2 Recruit, lyndsey@root2recruit.co.uk.

To arrange an informal conversation with the CEO in advance of submitting your application, contact Emma Tatlow emma.tatlow@activelincolnshire.com

Timescales

Deadline for applications is end of Sunday 23 June 2024.

Interviews will be held at the Active Lincolnshire office in Lincoln on Week commencing 1 July 2024.

Role details and reward package

Place of work	Office based contract with flexible working between the office, in (Lincoln) and the option to work from home). Occasional Lincolnshire wide travel.
Contract	Full time (37 hours a week), permanent contract.
Reward package	<ul style="list-style-type: none"> • 25 days annual leave, plus all bank holidays and 3 days at Christmas (c. Total 36 days per annum). • 'Celebration day'; additional day for an occasion / birthday / event (subject to annual review) • Westfield Health private healthcare scheme • Free 'Active Nation' Gym Membership • Cycle to work scheme • Flexible working approach • Team away days • Personal development and training opportunities • Employer contribution pension scheme • Employee wellbeing policy • Contribution to making a difference to the lives of people in Lincolnshire • £45,000 - £55,000 per annum depending on experience
Reporting to	Chief Executive Officer