

## Head of Financial Resilience

### Starting salary

£40,100 - £60,000 (a higher salary will be considered for an exceptional candidate)

### Type of employment

Permanent, Full Time (secondment arrangements will be considered)

### Hours per week

37

### Closing date for applications

12pm on Friday 31 March, with interviews on 6 / 7 April

Application via CV and covering letter (max 2 sides) to [epd@biglotteryfund.org.uk](mailto:epd@biglotteryfund.org.uk)

**Are you excited about the potential for social investment and great grant making to help transform communities and enable greater financial resilience for civil society organisations?**

**Do you think you have the skills and experience to take the lead on our work in this area and make that a reality?**

**If yes come and join us to enable people to do great things.**

### About the Big Lottery Fund

The Big Lottery Fund is the largest community funder in the UK. We distribute around £650 million of National Lottery Funding across the UK each year for health, educational, environmental and charitable activities. We support around 12,000 projects each year with grants ranging from as little as £500 to multi million pound programmes.

Over the last five years the Fund has developed an exciting portfolio of social investment initiatives under England totalling nearly £200m, including delivery of the £80m DCMS Life Chances Fund and the £40m Commissioning Better Outcomes programme. Through these partnerships, we have learned a great deal about how civil society organisations can blend our grant funding with social investment and other resources to increase their impact and become more financially resilient.

Our aim is to work with others to enable charities and social enterprises to create more sustainable social impact by accessing the right blend of grant funding social investment, and diversifying their income to become more resilient and effective. We are now looking to recruit a Head of Financial Resilience to take this work forward, in order to support our People in the Lead vision.

### About this role

This role will lead the development and delivery of all our work on financial resilience of civil society work across the UK, with a particular focus initially on our work in England. This will include the DCMS Life Chances Fund and Commissioning Better Outcomes. You will ensure we manage relationships with key strategic players in the social investment market, and develop ways to enable frontline practitioners to have a stronger voice in shaping future priorities around blended funding approaches.

You will be expected to provide, develop and maintain up to date knowledge of the social investment policy context, proactively looking to make connections and share this knowledge. You will be responsible for ensuring learning from Life Chances Fund and our social investment initiatives is recognised and shared to inform further development both

across the wider Big Lottery Fund but also externally, identifying opportunities for shared learning and collaboration, maximising the impact of investments and developing new initiatives.

You will work to effectively manage the full range of operational matters such as staff development, change management, performance management, talent management, financial management and continuous improvement, providing strong, effective and inspirational leadership. You will help us to develop our strategic financial skills and ability to critically analyse and manage complex funding proposals which blend different kinds of financial resources.

This role will be based in London, with some travel to Newcastle where members of our Social Investment team are based, and across the UK. We are offering this role either as a permanent role or as a secondment opportunity.

### **Person specification**

You will be an excellent leader who is passionate about enabling people to take the lead to improve their lives, building networks and bringing communities together to make change happen.

You'll bring with you the ability to understand complex national and local systems and challenge established thinking. You will have excellent grant making, social investment and VCSE sector knowledge. You will also preferably have significant experience of working in the social investment field, and of how local or health commissioning works.

You'll need experience in leading, motivating and inspiring managers in a flexible manner during a period of continuous change, as well as shaping and championing a connected culture, embedding new ways of working and working beyond immediate management responsibilities.

You will need to demonstrate outstanding operational and stakeholder management skills, as well as an understanding of how to maximise the generation, sharing and implementation of learning, in order to develop new initiatives. You will have outstanding communication and interpersonal skills and will need to demonstrate excellent negotiation and influencing skills, as well as demonstrable experience of developing and supporting strategic partnerships.

In return, you'll receive access to a wide range of generous benefits including company pension scheme, generous holidays, flexible working, childcare vouchers, season ticket and cycle to work loans, childcare vouchers, and company health care cash plan.

To be considered for this exciting role, you will need to demonstrate the following specialist knowledge, experience, skills and expertise:

- Significant knowledge of blended finance approaches which combine grant funding and social investment.
- A strong understanding of civil society, including opportunities and challenges in terms of financial resilience alongside issues faced by communities.
- Evidence of leading teams to deliver high performance.
- Outstanding stakeholder engagement skills, including conflict management, influencing and negotiating skills.

- Extensive people management experience in a team environment, enabling the development of strong strategic financial and analytical skills in members of the team
- Excellent communication skills, with an ability to express ideas and views clearly and confidently, tailoring your content and style to the audience.
- Advanced reasoning, problem solving and analytical skills, including the ability to respond effectively to changing operating and policy contexts.
- Experience of working in a similar or related role.
- Advanced planning and organising skills.
- Significant experience of working in the social investment field, and/or with advanced knowledge of how local or health commissioning works and/or experience of managing change in a local government context.

If you would like to discuss this opportunity in more detail with Gemma Bull, Development Director, please email [epd@biglotteryfund.org.uk](mailto:epd@biglotteryfund.org.uk)