

Job title	Head of Impact		
Job family	Fundraising, Grants and Partnerships	Band	E

Job purpose

This role provides senior, strategic leadership across grant-making and management activities in multiple nations/regions **or** across the centralised, UK-wide, Impact Directorate teams and functions, leading and optimising all of BBC Children in Need’s (CiN) grant-making processes and policy. Working effectively with colleagues and drawing on internal and external learning and expertise, the role will lead and embed change.

- Key responsibilities and accountabilities**
- To strategically lead, direct and manage the grant-making and management activities of BBC CiN across more than one nation/region or centrally and as part of the UK-wide Impact leadership team.
 - To effectively lead, manage and develop teams, including talent development and the delivery of consistent and effective leadership and management, through team managers across the UK.
 - To take a lead role within the Impact Directorate; supporting on the development of strategic planning and implementation.
 - To act as a UK-wide ambassador for BBC CiN, building and developing strategic alliances with the children, young people and funding sector, to increase the local impact and effectiveness of BBC CiN activities.
 - To support or lead central change projects, relevant to or within the Impact Directorate.
 - To support grant-making and management improvements by working with external organisations to share and capture best practice and learning. To include learning from the grant-making and non-grant-making sector.
 - To work with the COO and Insight directorates to provide relevant, accurate and timely performance management information about the charity’s grant-making and management activity for use by the Impact Directorate, Executive Team and Trustees.
 - To contribute to the measurement of the charity’s impact and to support the organisation’s ability to build insight and support influencing activities to help the achievement of the charity’s strategic objectives.
 - To work flexibly to provide cover across the Impact Leadership Team and to support the Director of Impact in reporting to and working with the Impact Committee and Board of Trustees.
 - To create and establish with senior colleagues quality operational standards and levels of consistency in all aspects of BBC CiN’s grant-making and management activities across the UK, and to implement those across the designated teams (regions/nations).
 - To identify, build and develop key external strategic alliances to support to develop and enhance BBC CiN’s ability to deliver direct and broader impact. To include other funders and the children and young Peoples sector.
 - To contribute both strategically and through effective team management to the measurement of the BBC CiN’s impact. To support the organisation’s ability to build insight and support influencing activities to help achieve strategic objectives.

- To support, drive and lead the implementation of change across the directorate through effective collaboration, co-ordination and leadership across your designated regions/nations/team.
- To work flexibly to provide cover across the Impact Leadership Team and to support the Director of Impact in reporting to and working with the Impact Committee and Board of Trustees.

Knowledge, skills, training and experience

Essential

- Demonstrable leadership skills.
- Team and line management experience.
- Demonstrable influencing skills.
- Stakeholder management skills and experience.
- Demonstrable process design and change management skills.
- Ability to think and operate strategically.
- Outstanding communication, presentational and team working skills.
- Experience of communicating to a high standard with a wide range of stakeholders.

Desirable

- Experience of working within a complex and/or geographically dispersed organisation.
- Comprehensive knowledge of the voluntary and community sector and/or the children and young people’s field.
- Informed understanding of risk in grant-making.

Competencies

Strategic thinking: Able to identify a vision along with the plans which need to be implemented to meet the end goal; evaluates situations, decisions, issues, etc, in the short, medium and longer-term.

Analytical thinking: Able to simplify complex problems, process projects into component parts, explore and evaluate them systematically. Able to identify causal relationships and construct frameworks, for problem solving and/or development.

Planning and organizing: Able to think ahead in order to establish an effective and appropriate course of action for self and others. Prioritises and plans activities taking into account all the relevant issues and factors such as deadlines, staffing and resources requirements.

Resilience: Can maintain personal effectiveness by managing own emotions in the face of pressure, setbacks or when dealing with provocative situations. Can demonstrate an approach to work that is characterised by commitment and motivation.

Influencing and persuading: An ability to present sound and well-reasoned arguments to convince others. Can draw from a range of strategies to persuade people in a way that results in agreement or behaviour change.

Managing relationships: Able to build and maintain effective working relationships with a range of people; team working.

Decision making: Ready and able to take the initiative, originate action and be responsible for the consequences of the decisions made.

Leading creativity and innovation: Fosters imagination, creativity and experimentation, takes and promotes considered risks, celebrates creative successes and learns from failure, shows openness to alternative ways of doing things.

Using external thinking: Builds relationships with useful organisations and innovative thinkers, keeps up to date with developments in their field, responds to the demands of our commercial environment, relishes feedback and responds honestly to what our audiences and customers have to say, whether positive or not.

Collaborating across boundaries: Challenges systems, processes and people that block collaboration, connects people, ideas, processes and issues, sets an example by sharing resources, knowledge ideas and skills across the organisation, builds effective relationships across the organisation.

Managing performance: Sets challenging team and individual objectives and trusts people to get on with them, shares clear expectations about required performance levels, rewards success and addresses performance issues quickly and fairly, treats team members with honesty, respect and compassion.

Developing talent and diversity: Coaches others to build on strengths and improve on weakness, gives and listens to regular, honest feedback, grows new leaders, recruits and develops talent from a diverse range of backgrounds, connects with people from all parts of society.

Job impact

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Other information

For Reward team use only

Job Code

Definition:

Content / Content Support / Support

This job description is a written statement of the essential characteristics of the job, with its principal accountabilities, incorporating a note of the skills, knowledge and experience required for a satisfactory level of performance. This is not intended to be a complete, detailed account of all aspects of the duties involved.

Appendix

There may be a number of different roles aligned to the same generic job described above. This appendix to the generic job description can be developed to cover such situations and to provide further clarity on the specific nature of the role in a particular team or context, or to capture additional responsibilities, duties or technical skills required.

Division	Impact Directorate, BBC Children in Need
Reports to (title)	Director of Children and Young People
Location base	

Organisation structure	
<p>This new role will be the central and key strategic lead for place-based funding programmes across all the nations and regions of the UK and will be pivotal in driving and embedding change as a key member of the Impact Directorate.</p> <p>The role will achieve clear impact for Children and Young people by focusing on place-based funding for impact locally and nationally and will be responsible for leading an ambitious team, building out the capabilities to deliver our distinct approach, and ensuring that our funding is robust and effective.</p> <p>The role will report directly to the Director of Children and Young People to oversee the delivery of the Charity's place-based grant-making operations and have lead responsibility for our regional and national grant programmes.</p> <p>The role will directly line manage Impact Senior Managers across Scotland, NI, Wales & English regions (North, South, Central & Wales) who will continue to be directly responsible for leading their geographic patches. .</p>	

Additional job specific responsibilities and accountabilities
<ul style="list-style-type: none"> • To strategically lead, direct and manage the grant-making and management activities of BBC CiN across the UK and all nations and regions as part of the UK-wide Impact leadership team • To be the main co-ordinating and central leadership point, internally and externally, for all funding based within nations and regions and to maintain a strategic overview of place-based funding programmes to help ensure cohesion, and shared learning at local, regional, national and UK levels • To ensure the effective governance, synchronisation, organisation and delivery of all place-based funding programmes across the UK and all nations and regions. • To effectively lead, manage and develop all place-based teams across the UK, creating a high performance team, developing talent, and providing strategic oversight and support to individual line managers across national and regional teams who will coordinate the network of expertise and support in each area amongst staff, Committees, Assessors, the children and young people's sector and the BBC. • To maintain a strong culture of co-operation and collaboration across grantmaking teams based across the UK and driving closer working across the Charity, including with teams leading on strategic partnerships, design and

delivery, communications and engagement, evidence and impact, and finance and operations

- To support all individual nations and regions with their strategic grantmaking priorities, whilst ensuring a cohesive and co-ordinated approach across the UK
- To take a lead role within the Impact Directorate, supporting on the development of strategic planning and implementation and co-ordinating across the UK nations and regions.
- Support the development of new grant-making priorities or programmes, in line with the Grantmaking Strategy, acting as the key liaison for regional and national teams and playing a key role in developing the Charity’s broader vision, strategy and culture.
- To work with senior colleagues in ensuring continuous improvement and development in grant making and grant management policy and practice.
- To act as a UK wide ambassador for the Charity and for the Children and Young People we serve, creating strong links and networks with other voluntary, community and public sector bodies and developing strategic partnerships with fellow funders and influences, to maximise our impact and effectiveness.
- Deepen and grow equal relationships of mutual support, respect and learning with all of our grantees.
- Ensure that the issues which affect Children and Young people remain the focus for our place-based teams, understanding changes in environment and within the voluntary sector politics; and using these to inform planning.
- Ensure that priorities such as Diversity, Equity and Inclusion and Sharing Power with Young people are promoted and embedded within our work.

Specific Experience Required

- Experience of leading large and geographically dispersed teams and line managing others to develop and grow, building and maintaining a high performing team culture and getting the most from a multi-disciplinary team.
- Extensive experience of grant-making at a senior level, with a strong understanding of wider funding mechanisms in the grantmaking sector.
- Experience and understanding issues affecting Children and Young people, and of large and small organisations and community groups working in a place-based way within this sector.
- Experience of developing national or regional priorities or plans which reflect the diversity of communities but remain cohesive at a UK level.
- Understanding of strategic and operational grantmaking processes and systems and ability to manage competing demands.
- Experience of building relationships and influence, with a diverse range of internal and external stakeholders.

Approval	
Manager	Fozia Irfan – Director, CYP

JOB DESCRIPTION



HR Business Partner	Jenny Wroe
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