

Working with us
to improve health in urban areas

GUY'S &
ST THOMAS'
CHARITY

Portfolio Manager (community engagement)

6 month fixed term contract with possibility of extension

October 2020

www.gsttcharity.org.uk

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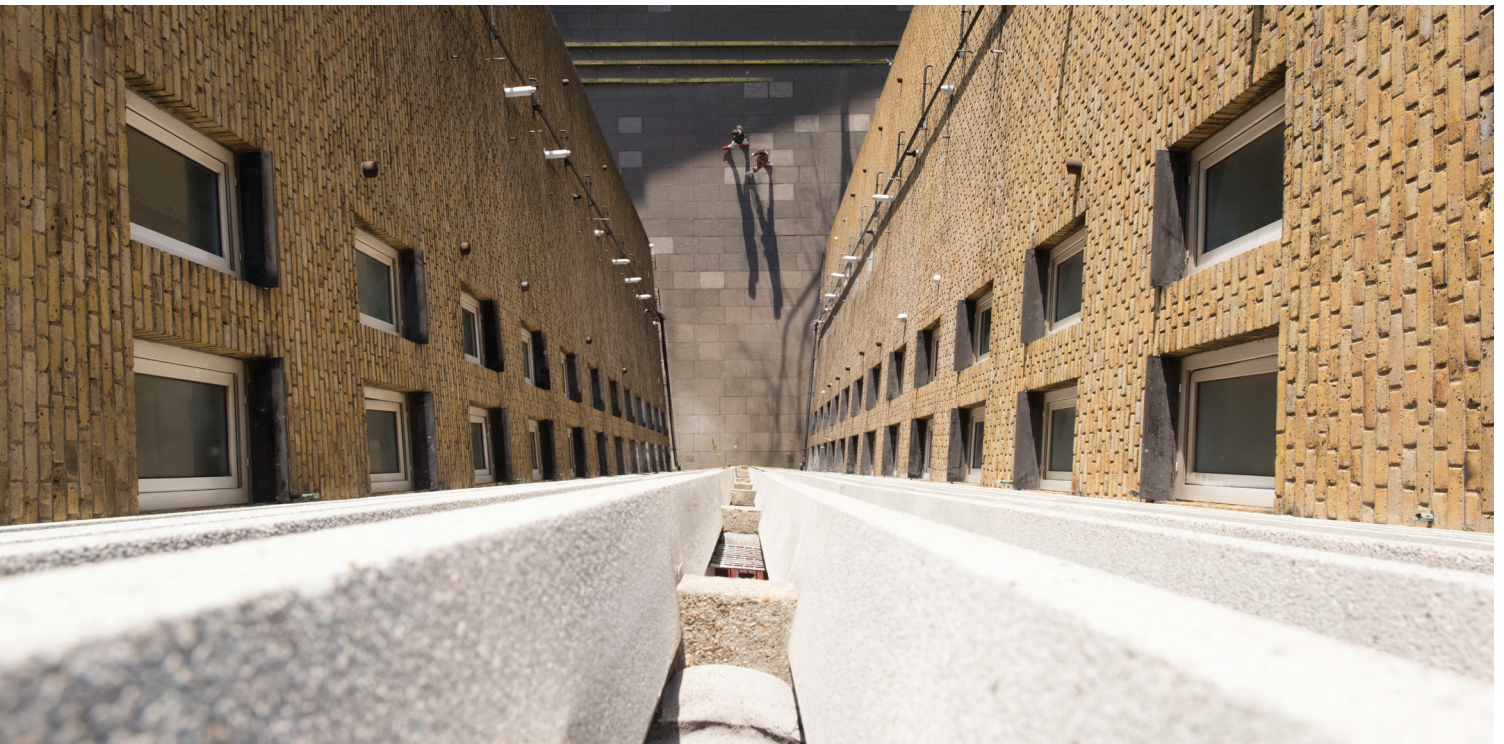
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The opportunity

Job title

Portfolio Manager (community engagement)

6 month fixed term contract with possibility of extension.

We are open to a range of applicants who are seeking different working models and will consider self-employed, freelancers, part-time, job shares and secondees from their current roles.

Overview

Do you want to identify and support community organisations that have been impacted by COVID-19?

At Guy's and St Thomas' Charity we are building a new way of working. We think it is possible to reduce health inequalities in inner-city areas. Our investments empower people to lead healthy lives and demonstrate the power of a long-term approach to complex health issues. We improve health by working jointly with Lambeth and Southwark residents, local and national government, community and private sector partners. By doing this, we aim to inspire others in the UK and abroad to create better health.

To do this, we have four programmes that each focus on one of the following health issues:

- childhood obesity
- multiple long-term conditions
- the health effects of air pollution
- adolescent mental health

We also have a team working on Research and Development for these programmes. This function is currently running an initiative to provide flexible funding and support to diverse-led organisations that fit within our focus and have been impacted during the COVID-19 pandemic. We also want to develop new relationships with organisations that we have not yet worked with but fit within our long term strategy. The goal of our partnership is to ensure that they are sustained during this difficult period.

Job description

We are seeking four (FTE) Portfolio Managers (community engagement) to work on flexible funding for diverse-led organisations on a 6 month fixed term contract with possibility of extension. You will work in our Programmes team and with our lead consultant, [Stephen Bediako](#), on these projects.

Three (FTE) of the Portfolio Managers (community engagement) will be based in the Research and Development function, working closely with the other Programmes' teams, with a focus on delivering emergency funding through an equity lens. This role will also give you the opportunity to work on multiple projects across one or more of our four focused Programmes to deepen your knowledge of a specific health issue. You will also have the opportunity to contribute to strategy development.

One (FTE) Portfolio Manager (community engagement) will work in a dedicated fashion on our multiple long-term conditions programme.

Our multiple long-term conditions programme aims to weaken the unfair link between precarious work, finances and housing and health. For people from Black communities and other ethnic minority backgrounds, living on low income in our urban place too commonly results in ill health. Our programme wants to change that.

We believe that building different perspectives into our multidisciplinary team will both inform and enhance our work. This means we're open to applications from a broad range of backgrounds and experience.



Responsibilities

- Building an understanding of our programmes and where in Lambeth and Southwark we could add support to organisations that are driving towards those themes
- Identifying relevant community organisations and their teams
- Engaging and exploring the needs of these organisations
- Sharing our approach and, where appropriate, leading / supporting a process of exploration to see how we could partner with organisations
- Driving an inclusive / non-extractive due diligence process that helps to determine how we could partner with the organisation
- Developing and executing a plan of support and collaboration with the organisation which is open, honest and impact focused
- Project management such as setting up project meetings, tracking deliverables, managing risk, and ensuring timely internal and external meetings
- Contributing to, and potentially leading on, strategy development for our urban health programmes
- Collaborating with internal teams across the organisation, such as communications, evaluation and data to deliver programmes

Person specification

Experience

- Deep experience of London's communities (ideally Lambeth and Southwark), whether professionally or personally, and the challenges and opportunities they offer around improving community health
- Strategic thinking and setting plans/strategies (this could be in any context, including your personal life, employment or a volunteering role)
- Structuring and methodically collecting information, analysing and developing plans of support for community organisations and managing relationships with grantees

Knowledge

- An understanding of grant making, but with an openness to developing a flexible / innovative approach to working (this could be through working or volunteering for a grant funded organisation)
- An understanding of the foundation blocks for what makes organisations effective and work for people's needs - especially in communities in Lambeth / Southwark

What you will bring to the role

- Strong engagement skills especially with diverse communities and an understanding and deep empathy or lived experience of the issues facing diverse leaders in Lambeth and Southwark communities during this moment
- Inclusive and quality communication skills, either written or verbal, in order to effectively communicate with partners
- The ability to independently work in uncertainty, fast changing environments and on issues that are complex in nature and don't have silver bullet solutions

- Great listening skills, understanding the importance of hearing and taking meaning from what people are communicating before replying / actioning
- A growth mindset where you look at problems and issues as opportunities to learn and are constantly seeking to help others to grow and overcome their challenges
- An inclusive working style whereby you take responsibility and own actions, but also focus on bringing others into conversations
- A creative strategic thinker who can look at a complex problem and come up with solutions

Values

Enterprising - looks at things from different angles, with willingness to experiment and test

Collaborative - gives time and attention to people and ideas, and motivates others

Delivery minded - is willing to get stuck in and takes ownership for results

Diversity and inclusion

We are committed to becoming a more diverse and inclusive organisation. In 2019, we set out a clear agenda to embed this commitment into who we are, who we fund, and how we make decisions. We appointed a Diversity, Equity and Inclusion lead and established a core working group to review our internal processes and systems that sit behind our work. Though we have more work to do, we have made practical changes to the way in which we work. You can read more about these changes in our [annual report](#).

What diversity and inclusion mean to us

Diversity - recognising and taking account of everything that makes us unique as an individual. It is not just the categories that are protected by law. It is our backgrounds, the way we live, our personality types, our ways of thinking and the variety of our perspectives. To us, diversity describes the positive value of the rich tapestry of experience which helps us to look at things from different angles to make impact in the communities in which we operate.

Inclusion - we embrace, celebrate and value difference within the workplace. It means that our organisational effort and practices ensure we remove barriers so that all groups or individuals are culturally and socially welcomed and valued equally.

Who we are

We are an independent, urban health foundation. We work with Guy's and St Thomas' NHS Foundation Trust and others to improve the health of people in the London boroughs of Lambeth and Southwark.

We are one of the UK's largest charitable foundations. For over 500 years we've been based in and focused on improving people's health in Lambeth and Southwark. Our boroughs are two of the UK's most diverse areas and have some of the highest levels of deprivation in the country.

We do this in a number of ways:

We work with a range of partners – both within and outside of Lambeth and Southwark – to identify, test and scale new approaches to health and healthcare. We take a programmatic approach, identifying the biggest health issues for people in our communities, understanding what's underneath these issues, and working with others to address them. We collaborate with anyone who has the very best approaches and shares our drive to make them happen. Whenever possible, we fund jointly with others.

Through a combination of fundraising and our own philanthropic support, we help [Guy's and St Thomas' NHS Foundation Trust](#) provide exceptional care and a world-class environment for patients and staff at Guy's, St Thomas' and Evelina Children's Hospital, as well as in community health services across the boroughs.

**Over the next decade,
we plan to put around
£250 million into
improving health and
healthcare in Lambeth
and Southwark**



Why we exist

Our boroughs are exciting places but they also have some of the highest health inequalities in the UK.

We focus our efforts here, working with anyone who can help us develop new approaches to health, and sharing what we learn with others facing similar challenges.

Like much of London, Lambeth and Southwark are vibrant places to live and work and they're changing all the time. They are densely populated (twice the average in the capital), and have similarly diverse populations – a rich and complex social and ethnic mix, including large black and LGBT communities. Over 100 different languages are spoken here. And like in many London boroughs, there are areas of affluence and poverty living side by side.

Great health work is taking place locally. We have some of the best professionals in the country working in our hospitals and communities, and we've seen big improvements over the last 50 years. Life expectancy has increased, while child mortality and teenage pregnancy have declined.

The opportunity

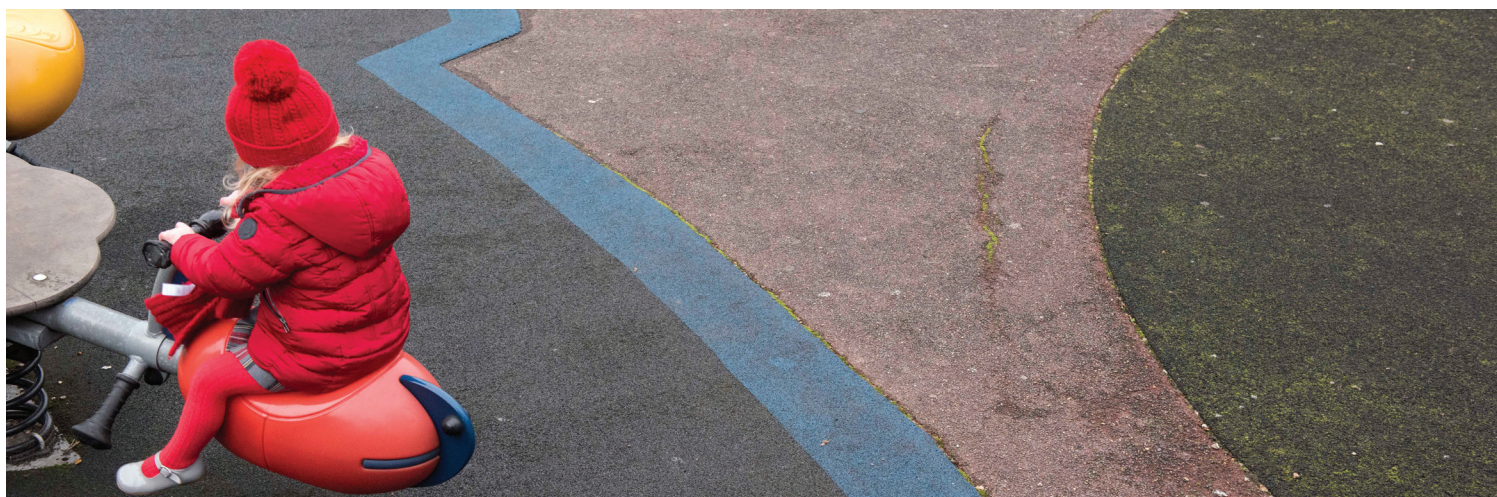
Lambeth and Southwark have a lot in common with other inner-city areas, not just in London but around the UK and internationally. As a foundation focused on urban health, we have a unique chance to collaborate with and learn from others who share our interests, and do something different together.

However, despite positive changes, there are still important areas of deep deprivation and ill health. Some of our local people are not only not catching up – they are worse off: one in four people in Lambeth live in poverty and over a third in Southwark live in the most deprived pockets in England.

Through our programmes we're starting to better understand the complex relationship between income and health. We know there is a clear link between an area's average income and rates of childhood obesity, with five-year-olds from the poorest income groups twice as likely to be obese compared to their most well-off counterparts.

We also know that people with multiple long-term conditions living in the most deprived areas of our boroughs are developing conditions on average 10 years earlier than those living in the least deprived areas.

There is also strong evidence that those living in deprived areas are at higher risk of air pollution affecting health.



What we do

We tackle the major health challenges affecting people living in urban areas.

We believe there are five distinct aspects to our work:

Place. We work in the London boroughs of Lambeth and Southwark, supporting new approaches to health, and sharing insights and learning with anyone facing similar challenges.

Focus. Our programmatic approach focuses on a few complex health issues at a time. This allows us to get under the skin of these challenges and explore what works in improving urban health.

Connecting. We bring great minds together, within and outside the NHS, to come at problems from different angles. And we collaborate, partnering with anyone – here and in other cities – to find, develop and deliver the best possible approaches to drive change.

Vision. Great ideas sometimes need the space and resource to fly and to reach their potential – so we take a long-term view and keep a very open mind.

Impact. We're led by evidence and focused on outcomes – always testing, evaluating, learning and adapting for greater results. By combining our resources with others, we create the kind of firepower that achieves meaningful change now and for future generations.

Our current focus

For our 2017 to 2022 strategic plan, we're focusing on tackling the major health challenges facing people living in urban areas – developing new approaches to health and sharing what we learn.



How we work

We take a systems approach, based on evidence and focused on outcomes.

We do this by targeting a few issues at a time. To make the most of our place-based focus, we are focusing on a small number of health issues which are particularly significant in Lambeth and Southwark, and working to tackle them through long-term programmes of work.

To support the success of our programmes, we take time to learn about what's going on around health issues in our local communities, and how urban living, deprivation and diversity play a role.

This shapes what kinds of projects we incorporate into a programme – we focus on the health outcomes that we are trying to achieve, and remain open minded on what activity will help us to get there.

We provide high potential projects with what they need in order to create, sustain and grow their impact. Over the next decade, we plan to put around £250 million to work across Lambeth and Southwark. Using a blend of grants, debt and equity, we plan to build a portfolio of projects around a few health issues, creating an impact bigger than the sum of their parts.

Our programmes

We're currently working on four issues: **reducing childhood obesity, slowing people's progression to multiple long-term conditions, finding innovative solutions to the health effects of air pollution and scoping adolescent mental health.** We chose these because they are prevalent in our areas, complex in nature, and of interest in other cities.



Funding our work

We use all our assets to have a real impact on health in Lambeth and Southwark.

Using our resources wisely. With our local focus, we are one of the largest foundations in Europe relative to the size of population we serve. Our assets put us in a privileged position where we can take the long-term perspective that others in health cannot. We manage them carefully to ensure they can bring real value to those they benefit.

Our endowment. We're able to provide financial support to make real change happen. This is largely thanks to a significant endowment, the accumulation of donations over many centuries. We manage and use it carefully so that we can fund great ideas that transform people's health. Today, the endowment amounts to close to £900 million. We are also an active impact investor. We allocate up to 5% of our endowment – over £40 million – to investments that can help us drive even more health impact in the UK while providing financial returns which make possible our charitable work.

Our property. We own over £380 million of residential, student, commercial and agricultural property. Our portfolio comprises properties that we use to help create better healthcare facilities and health outcomes, and investment properties that generate income for our funding programmes.

Donations. As the charity for Guy's and St Thomas' NHS Foundation Trust, we raise funds from the general public and other generous donors to make care at our hospitals even better. Our fundraising team supports staff, patients and others to raise vital money, which is distributed through appeals and other special funds in the way the donors intended.

Making a difference

With our endowment, properties, arts collection and other assets, we help make a lasting difference to the health of people today and future generations



Working here

We set big ambitions, and recruit brilliant people to deliver them.

Purpose. As a member of the team, you have a real opportunity to shape our work and the impact we can have. This is fuelled by our desire to be more than the sum of our parts. We're curious, we think big and we're not afraid to take risks.

Work environment. We work in an open and vibrant environment with agile working, collaborative spaces and a library. We're a Living Wage employer and support flexible working, part-time roles and job shares. The team come from diverse professional backgrounds, so exposure to different specialisms and experience is high.

We believe that building different perspectives into our multidisciplinary team will both inform and enhance our work. This means we're open to applications from a broad range of backgrounds and experience.

Values. We're a values-led organisation, driven by being enterprising, collaborative and delivery-minded.

Diversity and inclusion. We commit to including the experience and expertise of people from a range of backgrounds, and value both lived and learnt experiences. In 2019 we set

out a clear agenda to embed our commitment to diversity and inclusion into our organisational practice which has resulted in many practical changes in the way in which we will work going forward.

Training and development. We have a committed approach to learning and development, through generous individual development budgets, organisation-wide training, and peer-to-peer learning and coaching opportunities.

Benefits. We provide a generous benefits package including pension contributions up to 12% and a BUPA employee assistance programme.

Wellbeing. As a health charity, we care about people's wellbeing. We provide annual individual budgets for staff to spend on their health and wellbeing, from gym memberships to recipe books.

We also provide fresh fruit in the office, showers and lockers, weekly mindfulness sessions and health checks. Our active social committee organises a range of activities including bright ideas breakfasts and bowling nights.



Our team

Our Trustees

Wol Kolade. Wol is the Managing Partner of private equity investor Livingbridge. Wol holds a number of non-executive positions. He is currently on the board of Somerset House, NHS Improvement and is a former Chair of the British Private Equity and Venture Capital Association. Since 2017, he has been an Emeritus Governor of LSE. He became Chair of the Charity in October 2015.

Sally Tennant. Sally brings many years' experience in the banking and investment sectors. She is currently an independent wealth management adviser, after serving as Chief Executive of Kleintworth Benson from 2011 to March 2014. Sally was previously Chief Executive of Lombard Odier (UK) Ltd, after four years as Chief Executive of Schroders Private Banking. Sally chairs our Childhood Obesity Programme Committee.

Sir Ron Kerr. Ron was appointed as Council of King's College London in August 2019 and Chair of NHS Providers in July 2019. Prior to this, he joined Guy's and St Thomas' NHS Foundation Trust as Chief Executive in 2007. He stepped down in October 2015 after 30 years in senior NHS leadership roles, remaining with the Trust as Executive Vice Chair. His other Chief Executive roles have included the National Care Standards Commission, United Bristol Healthcare NHS Trust, and the South East London Commissioning Agency. Ron is the Vice-Chair of our Trust Engagement Committee.

Helen Bailey. Helen is an experienced public sector leader. She has most recently worked in an advisory capacity with iMPower and as Chief Executive of the London Borough of Sutton, a senior treasury official and the Chief Officer of the Mayor's office for Policing and Crime. She was a member of the Board of Clarion Housing Group. Helen is the Chair of our Trust Engagement Committee.

Tom Joy. Tom is the Director of Investments at Church Commissioners for England. He began his career as a graduate trainee at Royal Sun Alliance Investment Management. He then joined Schroders and held a variety of different roles culminating in becoming Head of Investment – Multi-Manager. He then joined RMB Asset Management as Chief Investment Officer. Tom chairs our Investment Committee.

Yasemin Lamy. Yasemin is the Deputy Chief Investment Officer for higher risk strategies at CDC Group. She previously covered Digital Identity and Innovation at Omidyar Network, and served in several roles at J.P. Morgan in London across derivatives and impact investing. Yasemin earned a Master of Science with merit in financial mathematics from King's College London.

Paul Brown. Paul is General Manager, Europe for HTC, a virtual reality and smartphone technology company. He is an experienced media and technology executive having previously held leadership positions at The Walt Disney Company, EMEA as Senior Vice President of its Interactive and Direct to Consumer division and prior to that in the digital music and media space with Spotify, Pandora and Sony Music.

Katherine Ward. Katherine is Chief Commercial Officer and MD, UK and Europe for Healthy.io a digital healthcare startup. She has worked in healthcare for 26 years: 15 years in the UK National Health Service in both provider and payer roles and 11 years with UnitedHealth Group where she was the Chief Executive of UnitedHealth UK and latterly the Chief Growth Officer for Optum International.

Dr Danny Sriskandarajah. Danny joined Oxfam GB as Chief Executive in January 2019. Prior to this he held leadership roles at CIMCUS, the global civil society alliance, the Royal Commonwealth Society, the Commonwealth Foundation and the Institute for Public Policy Research. He is a Trustee of the Disasters Emergency Committee. Danny holds a Masters and Doctorate from Oxford University, and an undergraduate degree from the University of Sydney. Danny chairs our Multiple Long-Term Conditions Programme Committee.

Our Executive Team

Kieron Boyle has been our Chief Executive since 2016 and is a leading voice on urban health. Since beginning his career at the Boston Consulting Group, Kieron has worked across the public sector at No.10, the Department for Business and the Foreign and Commonwealth Office. He headed the UK government's work on impact investment from the Cabinet Office. He is currently on the board of Big Society Capital, the Design Council and Catch22.

David Renton joined us in 2011 as Executive Director of Finance and Investment. He previously spent many years as a Managing Director and member of the leadership team at Hawkpoint Partners, a leading independent corporate finance firm.

Gayle Willis joined us in 2014 as Executive Director of Communications. She was previously Head of External Communications at Alzheimer's Society, where she led the charity's media relations and public awareness activity. Gayle's earlier experience involves PR and communication roles in the voluntary sector.

Catherine Cullen joined us as Executive Director of Communications in 2016, having worked for some of the UK's best known charities on issues including international development, domestic violence and cancer. Most recently, she headed up communications at Shelter.

Andy Ratcliffe joined the Charity in 2020 as Executive Director of Programmes. Since starting his career as a social policy researcher, Andy has developed social mobility and education policy in the Prime Minister's Strategy Unit. He then was Deputy Chief Executive of the Africa Governance Initiative. Most recently, Andy was Chief Executive of Impetus.

We are currently recruiting for an **Executive Director of Operations** who will complete our Executive Team.

Our Staff

The staff team of approximately 70 people comprises professional expertise in finance, property, healthcare, fundraising, venture philanthropy, social investment, private equity, art and heritage and communications. Find out details of the full team at www.gsttcharity.org.uk.

There is an **Executive Investment Committee** made up of the Charity's five-person Executive Team that meets fortnightly with delegated powers to make grants and investments of up to £2 million. The Executive Investment Committee also includes other senior members of our team – including Programme Directors.

Details and how to apply

Salary and Terms of Employment

Annual salary of circa £50,000 FTE plus pension and other benefits

We are open to a range of applicants who are seeking different working models and will consider self-employed, freelancers, part-time, job shares and secondees from their current roles.

Applications

We're working hard to ensure we recruit great people and minimise unconscious bias in our selection process. To support this, we use the Applied platform, which anonymises applicants.

To apply for the role, please go to:

https://app.beapplied.com/apply/ybpmu7t578?utm_source=InclusiveBoards

Interviews

First interviews: Thursday 3 December to Tuesday 8 December (excluding weekend days)

Second interviews: Monday 14 December to Wednesday 16 December

More information

To find out more about the role, please contact jobs@gsttcharity.org.uk

Closing date for applications is Monday 23 November at 9am





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www.gsttcharity.org.uk

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