# HEAD OF FUNDING

# THE SOCIAL INNOVATION PARTNERSHIP

## A picture containing drawing Description automatically generatedMarch 2021

#### OVERVIEW

**Role:** Head of Funding

**Organisation:** The Social Innovation Partnership (TSIP)

**Reports to:** Managing Director   
**Salary**: £50,000 per year

**Additional benefits:** 33 days’ holiday per year (inclusive of bank holidays), Vitality Health insurance and lifestyle benefits, personal wellbeing budget, pension  
**Location**: Programme delivery based in Walworth, options for access to coworking spaces and/or work from home

**Working hours:** 0.8-1 FTE (32-40 hours per week)– days and times can be flexible if working part-time provided they mostly fall within Monday-Friday 9-6pm, there will be some weekend and evening events as part of the programme  
**Holidays:** 25 days annual leave plus 8 bank holidays (pro rata if working 0.8 FTE)

#### ABOUT THE ROLE

As Head of Funding, your time will be split between acting as the funding lead for a community-led fund pilot (c3 days/week) and helping to develop and lead other projects for TSIP, championing better ways of funding socially-focused work (1-2 days/week).

**About the community-led fund pilot**

Over the last two years, we have been co-designing and testing community-led funding approaches with and for working age adults who are at risk of developing multiple long-term conditions (MLTCs) in Walworth, South London. Our work takes as a starting point that long-term conditions, and the progression from one to many, is strongly linked to a community’s social context. Health is dependent on a variety of social determinants.

We have been funded by [Impact on Urban Health](https://urbanhealth.org.uk/) (part of [Guy’s and St Thomas’ Charity](https://www.gsttcharity.org.uk/)) and Wellcome over four years to pilot a community-led fund, initially in Walworth and later in other South London neighbourhoods (likely Tulse Hill and Peckham) where residents are at higher risk of MLTCs. As part of the pilot, we will be funding systems change ideas around housing, employment and finance to improve the health of the local community and slow the progression from one to many long-term conditions.

**Through the running of the Fund(s), we want to:**

* Enable community members to meaningfully and authentically engage with health research, better understand local health systems, define priorities, develop, fund and realise responses
* Build the case for more community ownership for funding; demonstrate how community-led funding can work
* Build the case for more community leadership in research; demonstrate how community-led public health research and knowledge translation can work
* Invest locally and create high quality roles for local people to lead and deliver the fund
* Generate income and fundraise to enable sustained delivery in local communities beyond the 4-year pilot
* Ensure that community members are able to maintain momentum beyond our input – enable local leadership, long-term sustainability and self-reliance
* Replicate the approach beyond the pilot areas

**Through the specific programmes and ventures that are funded, we want to:**

* Generate meaningful and sustainable change to housing, employment and/or finance with potential to improve local people’s health in the long-term
* Create new, equitable systems at a local level
* Generate new evidence for what works when using social determinants to impact community health

As Head of Funding you will act as the funding lead for this programme. This is a role with a dual focus on raising and awarding funds.

You will take ultimate responsibility for ensuring the viability and long-term sustainability of the programme and funded projects through business planning and revenue generation in excess of £500k p.a. by your second year in post. You will also oversee and help to inform the administration of the fund – helping to make the funding process as effective as possible.

You will share your expertise with the team and community members – helping others to build related skills to enable more local leadership and in support of sustainability. Over time, you will hand over some of your initial responsibilities to community members that you have trained.

You will be part of the leadership team for the programme, collaborating with and being supported by colleagues with responsibility for community engagement, programme coordination and evaluation. You will also work closely with an existing network of highly talented Walworth residents.

**Championing better ways of funding**

We believe that how socially-focused work is funded is awarded is incredibly important. There is potential to enable much greater impact if we can find ways of funding that are more accessible, inclusive and efficient. Piloting and demonstrating the potential for community-led funds is one way in which we want to champion better ways of funding – but there is a lot more we could do.

In addition to your work on the community-led fund programme, you will also help to develop and lead a portfolio of work on the theme of improving funding for TSIP. Working closely with TSIP’s Head of Business Development and Managing Director, you will develop creative ideas and secure opportunities to champion better funding, pilot new approaches and advise major funders on their approach. You will be responsible for developing and maintaining strategic senior-level client and funder relationships on behalf of TSIP. You will be responsible for meeting revenue targets and for personally bringing in new business.

As a member of TSIP’s senior leadership team, you will also provide expertise, mentor and coach colleagues to ensure we are doing great work. You will represent TSIP externally and help to raise our profile through blogs and events.

**Our ideal candidate**

The ideal candidate will have an inspiring vision for how funding can be done better. You will bring significant skill and expertise linked to revenue generation across a range of methods (e.g. fundraising, sales, investment) and be able to point to programmes and organisations that you have made more resilient and sustainable. You will be passionate about enabling community leadership and will have a strong track record of supporting others’ personal development and progression. You will be able to strike a thoughtful balance between personal leadership and vision, and empowering and enabling others. Experience of working for a funder / administering a fund is desirable but not essential, as is familiarity with the South London neighbourhoods we plan to work in.

#### RESPONSIBILITIES

**Community-Led Fund programme delivery and revenue generation (60%):**

* Act as the funding lead for the four-year Community-Led Fund programme
* Bring in match funding to enable the delivery of core work (£300k minimum match funding needed for the core programme in year four, £500k in year five)
* Build strategic partnerships with organisations who can support the aims of the Fund(s)
* Develop a strategy to ensure the long-term sustainability of funded projects and of the wider programme
* Ensure that community members develop revenue-generating strategies to ensure the sustainability of funded projects and the long-term sustainability of the work
* Help team members and community members to build skills and expertise linked to revenue generation
* Manage and help to upskill a revenue generation trainee from each local community towards a management-level role
* Collaborate with other leads on the programme to collaboratively solve issues, reflect on lessons learned and ensure the wider programme is achieving its objectives
* Advise on fund delivery and manage relationships with fund administration partners
* Support peer reviewers as part of the delivery of the fund – these are individuals responsible for creating and reviewing proposals, budgets and project plans
* Build positive and trusting relationships with our funders, partners and the local community

**Other project and programme leadership and revenue generation (20%)**

* Provide high-level oversight for other projects and programmes related to funding
* Quality-assure work and support project teams to resolve issues
* Ensure our funding-related projects are successful with reference to our four success metrics: our work has a positive social impact, wider project stakeholders including community members are satisfied with our work, projects are delivered on time and to budget and our clients are satisfied with our work
* Act as an in-house expert on charitable funding and help others to deepen their knowledge
* Work with the Head of Business Development and the Managing Director to articulate TSIP’s offer in terms of supporting the design and delivery of inclusive and creative funds and other ways of funding better
* Secure additional funds or contracts for services to replicate and scale community-led funding
* Develop funder- and client-facing proposals including reasonable budgets for new work
* Contribute to public-facing communications, for example by writing blogs, to help promote TSIP’s work
* Represent TSIP and the Fund(s) externally as a speaker at events

**Internals (10%):**

* Contribute to TSIP’s overall strategy and company objectives
* Collaborate with and support other members of TSIP’s senior leadership team
* Line manage team members at Consultant / Manager level (likely to take on 1-2 direct reports)
* Offer informal advice and guidance to team members

#### KEY SKILLS AND COMPETENCIES

* Highly experienced at revenue generation using a range of approaches
* Strong track record of successful revenue generation in excess of £300k p.a.
* Strong understanding of charitable funding in the UK
* Passion for sharing skills and helping others to learn and develop
* Natural ability to build relationships with diverse individuals
* Experience of developing programmes / organisations with a lasting legacy
* Understanding of and deep interest in social issues
* Great team player
* Experience of managing complex projects and programmes
* An empowering and enabling leader
* Results-orientated
* Entrepreneurial
* Excellent verbal and written communication skills

#### ABOUT TSIP

The Social Innovation Partnership (TSIP) supports organisations who are trying to do good to do better. We are a diverse team of technical and community specialists who are joining forces to drive inclusive social change. We do this in two ways:

1. We help organisations to better understand issues, places and their own social impact
2. We design and pilot new programmes to improve people’s quality of life and make society fairer

Community engagement is a key part of our approach. We recruit and work with local residents and people who have lived experience of social issues in order to co-develop solutions. We think it is important to engage diverse perspectives, especially those of historically underrepresented groups who have too often been sidelined in social change. This means finding ways of meeting people where they are, building trust and being willing to do things differently.

Over the last ten years, we have worked with some of the most ambitious charities, social investors and CSR programmes in the UK and launched programmes that have been scaled and replicated internationally. We have an amazing team and we are proud of the work we are doing and what we have achieved.

Some examples of our current projects include:

* Co-designing a hub with and for people in Hackney, where community members will be able to come together to respond to local issues and get sponsorship to put their ideas into practice
* Evaluating the impact of a large-scale regeneration programme on those living in the area and ensuring their views and priorities are used to shape how the area evolves
* Identifying ways in which a large UK charity can make their services more accessible and serve a more diverse range of young people

Over the next year, we will be looking to expand our community engagement and design work, while maintaining our strong track record in research, evaluation and learning. We will also be looking inwards and finding ways to drive more positive impact in all aspects of our work as we move towards 100% employee ownership.

#### CULTURAL FIT

We are a small, flat and open organisation, in which everyone contributes ideas and opinions, feedback happens in all directions and everyone pitches in to help each other out. We do meaningful work and make sure we take the time to enjoy the journey.

Our team are passionate about social issues and live our values:

* **Diversity:** we value and respect difference, look at issues from a range of angles and create opportunities for people with diverse backgrounds and perspectives to contribute to our work
* **Empathy:** we show care and concern for others, treat each other well and prioritise the needs of the most vulnerable
* **Curiosity:** we ask difficult questions, face challenges with optimism and seek out new and better ways of working
* **Collaboration:** we build meaningful relationships with other organisations and communities, share what we know and support each other
* **Impact:** we choose projects that improve people’s quality of life and make society fairer, using social impact as a key success measure for all our work

The ideal candidate will be someone who shares these values, who is interested in joining and helping to grow a small team, who values variety in their work and is prepared to get stuck in and help out where needed.

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