

# TSIP

## CHIEF EXECUTIVE OFFICER

October 2021

INCLUSIVE ARDS

# OVERVIEW

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**Role:** Chief Executive Officer

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

**Reports to:** Board

**Salary:** £75,000 per year plus dividends / bonuses subject to business performance

**Additional benefits:** Generous holiday, Vitality Health insurance and lifestyle benefits, cycle to work scheme, personal wellbeing budget, pension, flexible working

**Location:** Office in central London with the option to work flexibly

**Working hours:** Full time 40 hours/week - core office hours are Monday-Friday 9-6pm

**Holidays:** 33 days holiday per year (including bank holidays, with the option to take alternative days off if preferred)



# INTRODUCTION FROM OUR CHAIR

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Thank you for your interest in the role of Chief Executive Officer (CEO) of The Social Innovation Partnership (TSIP). We're a small agency focused on social good - helping organisations to better understand issues, places and their own social impact; improving people's quality of life, and making society fairer.

Over the last ten years, we have worked with some of the most ambitious charities, social investors and corporate programmes in the UK and launched programmes that have been scaled and replicated internationally. The organisation has grown quickly and we are looking to continue growing in order to scale our impact and bring our work to other parts of the UK.

It is a really exciting period for TSIP with a new strategy in place, a great team and a reputation for being one of the most authentic, diverse and creative social purpose organisations in the game. We are also on the verge of becoming an employee-owned business meaning our members (staff) will have a real say in the direction of our organisation and have a stake in our profits.

This year we have delivered amazing projects including launching a community-led fund designed and run by local residents in Walworth, researching the relationship between under-represented communities and air pollution and facilitating a co-design process so that young Black men could develop a new mental health service that will work better for them. We also built and grew a community research model that we are now supporting to become an independent business.

The current CEO has chosen to move on after eight years at TSIP, three of these leading the business: she will be leaving at the end of January but will continue to be involved in governance during transition – ideally there would be a period of working together and handover.

This next part of TSIP's journey is really important and we want to find someone who can help us to realise the team's shared vision for how TSIP should grow and change, while ensuring that we don't lose the great parts of who we are now. There is an existing business plan in place that we have developed together as a team and we want someone who will ensure that we keep up our momentum with this.

Our new CEO will need to be a grounding influence that keeps everything, and everyone aligned and bring energy and robust leadership to the table whilst driving growth - if the above sounds exciting, and this sounds like you, we hope you'll apply and can't wait to receive your application.



Stephen Bediako OBE, Chair of TSIP.

# ABOUT TSIP

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Our work starts from a recognition that there is enormous social and financial inequality in the UK that contributes to and is made worse by other social issues.

There is a lot of good will and resource going into trying to address this, but there are significant issues and missed opportunities with how this is being done. We believe that we could do so much more with the resource and energy that is already going into social impact by changing how we approach it. We support those trying to do good to do better and build programmes to accelerate the pace of social change.

Our team brings together technical and community specialists with a shared commitment to inclusive social change. We work with organisations of all types including charities, trusts, and government departments on social programmes to ultimately improve wellbeing and tackle inequalities. Our approach is grounded in promoting lived experience, valuing place-based activity and being community-led.

## OUR OFFER

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We deliver services for clients in three main areas:

1. **Research, Learning and Evaluation:** Helping organisations better understand issues, people, places and their own social impact
2. **Funding:** Designing new strategies and mechanisms for charitable funding and social investment
3. **Co-design and co-production:** Engaging people and organisations to design and implement new responses to social challenges

We also design, pilot and incubate new ways of working for social change. This includes Centric Community Research and a Community-Led Fund

# 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



# KEY FEATURES OF OUR APPROACH



**Participatory:** We work collaboratively with our clients and create paid roles for those directly affected by the issues

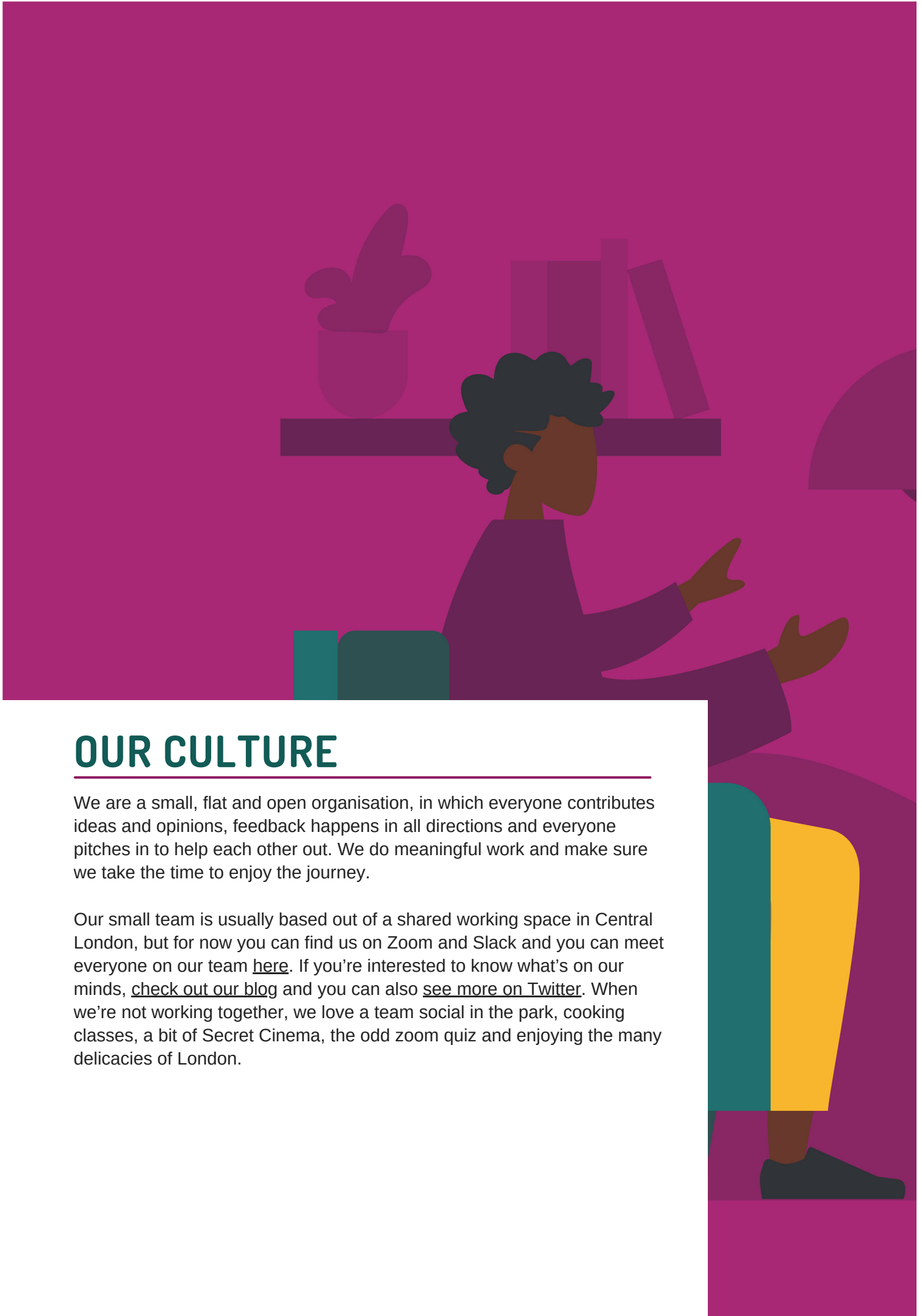
**Inclusive:** We work in ways that are accessible and engaging for diverse stakeholders; invite input from all those who will be affected; meet people where they are

**Enabling:** We build skills and capability through projects so that partners are better equipped to solve future challenges independently

**People-centred:** We use human-centred design principles to tailor our approach so that it is meaningful and enjoyable for all involved and culturally-relevant in different contexts

**Evidence-informed:** We use research and lived experience to guide our approach and help us to understand the people, issues and places at the heart of our work

**Political:** We choose approaches that amplify the voices of the least heard and empower the most vulnerable



## OUR CULTURE

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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 small team is usually based out of a shared working space in Central London, but for now you can find us on Zoom and Slack and you can meet everyone on our team [here](#). If you're interested to know what's on our minds, [check out our blog](#) and you can also [see more on Twitter](#). When we're not working together, we love a team social in the park, cooking classes, a bit of Secret Cinema, the odd zoom quiz and enjoying the many delicacies of London.

# COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

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We are committed to building an organisation that reflects our communities and in which people have different experiences, backgrounds and perspectives. This means reflecting critically on issues of diversity and inclusion within all that we do, identifying and taking appropriate actions to reduce inequality. We are concerned that there is lack of diversity in our sector, especially in leadership and management roles.

Therefore, we welcome applications from anyone regardless of disability, ethnicity, heritage, gender, sexuality, religion, socio-economic background or other differences.

During the application process we commit to:

- Paying for childcare and care costs whilst you're attending an interview.
- Paying for your travel costs to the office and back for interviews if they are held in person.
- Making any reasonable adjustments - for example ensuring we have sign language interpreters organised in advance if you'd like them.
- Offering a first stage interview to disabled applicants who meet the minimum criteria for the role

We are particularly keen to hear from candidates who are BAME, Disabled, identify as LGBTQ+, come from a lower socio-economic background or have lived experience of social issues as we know these groups are underrepresented at leadership and management level in our sector.

If there is anything else you're concerned about or think we could provide, please let us know.





## ABOUT THE ROLE

As Chief Executive, you will lead TSIP and act as the face of the organisation. You will work closely with our board, taking ultimate responsibility for developing and implementing our business plan, managing the senior leadership team, driving business operations and providing oversight across our work.

This role requires someone who will look inwards as well as outwards – ensuring the business is well run, that our culture is maintained and that it stays a great place to work while also helping us to scale through high impact projects

## JOB PURPOSE

- Lead the organisation and uphold TSIP's vision and values
- Deliver the business plan and develop the vision and strategy for the longer-term
- Create an enabling environment for the team to thrive
- Facilitate decision-making and strategic planning in the context of a collaborative and diverse organisation
- Represent TSIP externally and build our brand and profile
- Ensure continued organisational development and growth

## OUR IDEAL CANDIDATE

- Commitment to TSIP vision, social mission, values and culture
- Highly knowledgeable about social issues
- Strategic thinker with creative ideas
- Supportive and enabling leadership style
- Committed to building deep relationships and working collaboratively
- Commitment to embedding a culture which promotes staff wellbeing

# RESPONSIBILITIES

- Provide oversight and take ultimate accountability responsibility across all areas of our work
- Develop an inspiring vision for how TSIP will tackle inequality and make society fairer
- Ensure progress against the current business plan and work with the team to shape a longer-term vision and strategy
- Work with the team to continuously improve our work and become a more impactful organisation
- Maintain and build a strong and highly values driven culture
- Broker strategic partnerships and potential investments
- Represent TSIP externally and build new relationships
- Manage business performance including monitoring and reporting into the board and team on progress against plans
- Coach and manage the senior leadership team and ensure results in their delivery areas
- Act as the key point person and lead for business operations including financial performance, HR and IT and manage related service providers
- Generate significant revenue through new business
- Oversee TSIP's strategic partnership with Centric and lead on developing this model of business cultivation





# KEY EXPERIENCE, SKILLS AND COMPETENCIES

## EXPERIENCE

- Business generalist with confidence and knowledge across different operational areas, in particular, corporate sales and service delivery gained through prior experience in an executive role
- Familiarity with a range of service models including consultancy, business cultivation and service delivery
- High level of financial and commercial awareness including experience of selling in to the social sector, CSR and/or local government
- Experience of working in a rapidly growing or evolving organisation with a track record of adding value and driving organisational growth
- Experience of negotiating and influencing at a strategic level and building relationships to enhance business opportunities
- Experience leading staff growth and development

## SKILLS & COMPETENCIES

- High personal integrity and values alignment with TSIP
- Excellent communication skills including empathy and emotional intelligence
- Sense of purpose with commitment to inclusive social change
- Ability to build effective relationships with a wide range of stakeholders across government, the private sector and civil society
- Ability to spot trends, patterns and developments on the horizon
- An understanding of the different actors in the social change landscape
- Committed to embedding diversity and inclusion to all areas of our work

# HOW TO APPLY



The recruitment process is being supported by Inclusive Boards on behalf of TSIP.  
If you wish to apply for this position, please supply the following:

- A CV setting out your career history, with responsibilities and achievements.
- A covering letter (maximum two sides) highlighting your suitability for the role and how you meet the person specification. Please note that the covering letter is an important part of your application and CV only applications will not be considered.
- Details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you. Referees will not be contacted without your prior consent.
- Diversity monitoring form - your data will be stored separately from your application and will at no time be connected to you or your application.

If you have any questions or would like to arrange a call to discuss the role please email [TSIP@inclusiveboards.co.uk](mailto:TSIP@inclusiveboards.co.uk) or call 0207 267 8369.

Please send your CV and cover letter to [TSIP@inclusiveboards.co.uk](mailto:TSIP@inclusiveboards.co.uk)