



The National Lottery Community Fund

Our new England Directors

Two new exciting roles to lead our funding in England



Message from the Chair



Blondel Cluff CBE
Chair

“This record-breaking funding has not only provided lifelines for many but has also created a platform on which we may build back better.”

As a relatively new Chair, I am able to view things from a fresh perspective. From this vantage point, I see the Herculean achievement made by the Fund in attending to the needs of communities throughout the UK during a global catastrophe. I also saw the immense and unique power of community. At a time when personal interaction was curtailed in the interest of public health and safety, we witnessed countless community organisations successfully supporting the most vulnerable. I am proud of the Fund’s support for this endeavour, delivering National Lottery grants to a myriad of charities and community groups across the UK, while partnering with local governments, devolved administrations and central government.

During the past year, we delivered £1 billion of funding (including honouring pre-existing commitments) to over 20,000 organisations. This was an increase by 21% in payments made compared to the previous year.

All of this was achieved despite a step-change in our working model that, like so many others, saw our staff working seamlessly from home. This record-breaking funding has not only provided lifelines for many but has also created a platform on which we may build back better. The stark reminder of the invaluable contribution that communities make is one the Fund will build on in earnest as we work to sustainably improve the general welfare of the UK’s communities for the prosperity of us all.

Having recently visited The Way in Wolverhampton, one of the 14 HeadStart projects in which we have invested over £68.5 million in support of the mental health of young people over the past five years, I recognise that much of the Fund’s work has had a huge impact on the nation’s resilience during this critical time, enhancing the potential for a swift recovery. I also noted the work we are developing in collaboration with the private sector which, alongside our work across government, I intend to develop further. It is also evident that each of the four nations has a

special role to play in the recovery of the UK, with Northern Ireland, Scotland, Wales and England each being home to communities whose ingenuity and innovation, when shared, can so easily support others elsewhere across the UK. I have taken on the role of Chair of the UK Funding Committee and its work will continue to reflect the increased importance of such collaboration.

Although we must always remember that the C in our name stands for community, it is clear that the Fund has a pivotal role to play in supporting civil society, not only financially, but also in convening and consolidating its many and varied components, and by adding a strong, apolitical voice that is readily heard. This is of grave importance to the UK given the estimated £200 billion worth of social impact generated by the sector each year.*

Having spent over six years as one of the regional chairs of The National Lottery Heritage Fund, which delivers a strong sense of community ownership of the UK’s magnificent heritage, I am keen to ensure that the family of National Lottery distributors collaborate more

*Law Family Commission on Civil Society: Andy Haldane, The Third Sector and the Fourth Industrial Revolution

closely. I hope that the Fund's uniquely granular interface with communities in each of the 650 constituencies of the UK will be put to use by all members of the lottery family in support of their respective mandates.

Over the next year, we have many exciting opportunities to utilise our extensive funding, knowledge, experience and networks, under the auspices of The National Lottery brand (one of the leading brands in the UK) to address some of the most testing issues ever faced by the UK public. During the past year, we have awarded £59 million to projects with environmental elements through 742 grants thanks to funding from the National Lottery players. We teamed up with others to bring even more money to the table, with our investment in environmental projects increasing to £85 million through 1,476 grants in which we're working with others. Our £100 million Climate Action Fund lies at the centre of our Environmental Strategy over the next 10 years. We intend to facilitate the celebrations of Her Majesty's Platinum Jubilee across the UK and use our convening power to provide catalytic

support for countless local charities as both they and the communities they serve recover.

I am keen to ensure that the composition of the Fund reflects those we serve, and so am extremely grateful for the important contribution made by our Young People in the Lead advisory panel that we now intend to roll out into Northern Ireland and Scotland. Funding represents over a quarter of all published funding involving youth in the UK. In the last year, funding for children and young people exceeded £200 million for National Lottery funded projects and over £300 million in partnership with others including government to make over 7,000 grants, providing much-needed opportunities for children and young people across the UK.

Our work is for the benefit of everyone and will continue to be deployed in reaching those communities that are hardest hit by the pandemic to ensure that no one is left behind. I am confident that despite the pain and suffering we have endured over the past year, by working together we will all fare better.

Blondel Cluff CBE



Message from the Chief Executive



David Knott
CEO

“In all that we do at The National Lottery Community Fund, we will be putting communities first.”

As our new Chief Executive I would like to thank you for applying for the role of England Director at The National Lottery Community Fund. I hope by reading this you'll share with me the excitement in the possibility of what we can together achieve at a critical time for communities.

We are the largest UK-wide community funder. Over the last five years we've backed more than 72,000 community projects through £3.4 billion of grants. We are here for the benefit of everyone, bringing a local approach to reach people and communities. Working with partners locally and nationally we're able to spread good practice and deepen impact further. This makes us more than just a funder, playing an active role in curating and sharing evidence, learning and insight.

We are proud to have stood with communities during the terrible pandemic of the last 18 months. In all parts of the country, thanks to efforts of our teams, we moved swiftly to respond

to the emergency. Our incredible work saw us deliver a 40% increase in awards, with National Lottery funding working alongside funding on behalf of Governments in England, Scotland and Northern Ireland.

As we look forward, to the other side of the pandemic, one thing has been brought into sharp focus. It is something we always knew to be true but too often hidden from view: that communities are the heart of our nation, connecting threads of people and places that give us meaning, purpose and belonging. This great unleashing of community spirit has seen the creation of 4,000 new mutual aid groups and more than 10 million volunteers step forward. We have a major role to play in this new era of community renewal

We have recently set out what our partners can expect from us in Putting Communities First - Our Commitments to Communities. And, in November, we published the Fund's first ever Impact Report.

These are enabling us to move forward with confidence and purpose, learning

from what's come before while renewing our shape and direction. In doing so as Chief Executive my priority, shared by our Board and leadership team, is ensuring we have a culture that is fair, inclusive, and consistent for all as we have said here.

By joining us at this time, you'll be part of the Community Fund's leadership team helping this reshaping and renewal.

As one of two England Directors you will have pivotal role. This is our largest funding portfolio. The job profile details the responsibilities in each role. Across them you'll need to share our passion for communities, bring an authentic approach to delivering results and working with others, and show leadership in collaboration, innovation and improvement.

This is truly unique opportunity. I hope you will share the passion we have for putting communities first. I look forward to your application!

David Knott
CEO

About us

Our core purpose is to support people and communities to thrive.

Supporting communities across the UK is now more important than ever as people and organisations attempt to survive, recover and support others as we emerge from the coronavirus crisis.

We are one of 12 distributors of National Lottery funding. We work closely with the Department for Digital, Culture, Media and Sport (DCMS) and the license holder for The National Lottery, currently Camelot, to distribute National Lottery funding across the UK. Every year, as one of the largest distributors, we award around £600 million of funding raised by players of The National Lottery. Last year we awarded over £752 million of National Lottery money to communities and this amounted to over 20,000 grants.

The money we award is for everyone, enabling people and communities to thrive.

We work closely with The National Lottery family, other distributors and the lottery games operator to share inspirational stories demonstrating the impact of National Lottery funding across the UK. This is a critical time to continue telling that story, not least as National Lottery funding continues to be a vital resource for communities as they recover from the coronavirus crisis.

Our Board is responsible for steering and setting our long-term strategy and key policies. They also make sure that as a large organisation, every pound is spent in the best possible way.

The Chief Executive and the Senior Management Team of nine directors are responsible for delivering the strategy and policies set by the Board. The Chief Executive is also the Accountable Officer to Parliament under the National Lottery Act.

Our work is divided into five portfolios, covering funding across England, Northern Ireland, Wales, Scotland, and the UK.

Each of these portfolios has its own committee of non-executives making major funding decisions via three funding streams: small grants under £10,000, larger grants of over £10,000 and partnership grants that support organisations to collaborate and innovate.

The National Lottery Community Fund's Commitment to Equity, Diversity and Inclusion

We are here for communities - all communities - across the UK. We know that when people are in the lead, communities thrive. This is why, as the UK's largest community funder, we strive to ensure that National Lottery funding is for everyone, no matter what their starting point.

Equity, diversity and inclusion in our grant-making, and amongst our people, are all vital to our success in supporting people and communities to thrive.

We believe our people should represent the communities, organisations and individuals we work with. We are committed to being an inclusive and great place to work, and recognise our people come from diverse backgrounds. To support this we have fair and positive policies along with flexible working practices.

We are proud to be a Disability Confident Employer. We welcome applications from disabled people and will proactively make reasonable adjustments if needed through the recruitment process and during employment. This can be related to a physical and mental health conditions. We guarantee to offer an interview to disabled candidates who meet all of the essential criteria for a role.

If you need adjustments to our recruitment process, please contact Inclusive Boards. For example you may need more time for a test, or have particular transport or accessibility needs.

We are also proud to be a Stonewall Diversity Champion, supporting our commitment to being a great place to work for lesbian, gay, bisexual and transgender (LGBT) staff.

Mindful of our commitment to Equity, Diversity and Inclusion, we wanted to share the following statements from our David Knott, CEO:

“As the new Chief Executive, I have established a new cross-Fund EDI steering committee that I chair. I will ensure that we publish a strategy that sets out the specific actions, timeline and metrics we will use as a grant-maker and organisation. All steps we take towards improvement will be consistent with our renewed commitment to EDI.

We are taking action to recruit EDI advisers in our People Team and will strengthen further where we need. We have established staff networks, recruited dedicated staff to lead this important agenda and made a commitment towards fairness and inclusion for all.”



African Caribbean Community Association



YMCA Allotment Redhill



Our strategic framework

When people are in the lead, communities thrive. People understand what's needed in their communities better than anyone.

We listen, collaborate and fund so that good things happen.

That's why we're proud to award money raised by National Lottery players across the UK.

Our purpose

We support people and communities to thrive.





East Lothian Council

Our goals in practice

Our organisational goals enable us to support people and communities to thrive.

1

The National Lottery Community Fund supports ideas and projects that matter to people and communities.

2

Our funding is a catalyst for wider change to ensure that communities across the UK, and the organisations that support them, are thriving, diverse, and fit for the future.

3

The National Lottery Community Fund is valued, trusted and efficient.

Our year in numbers

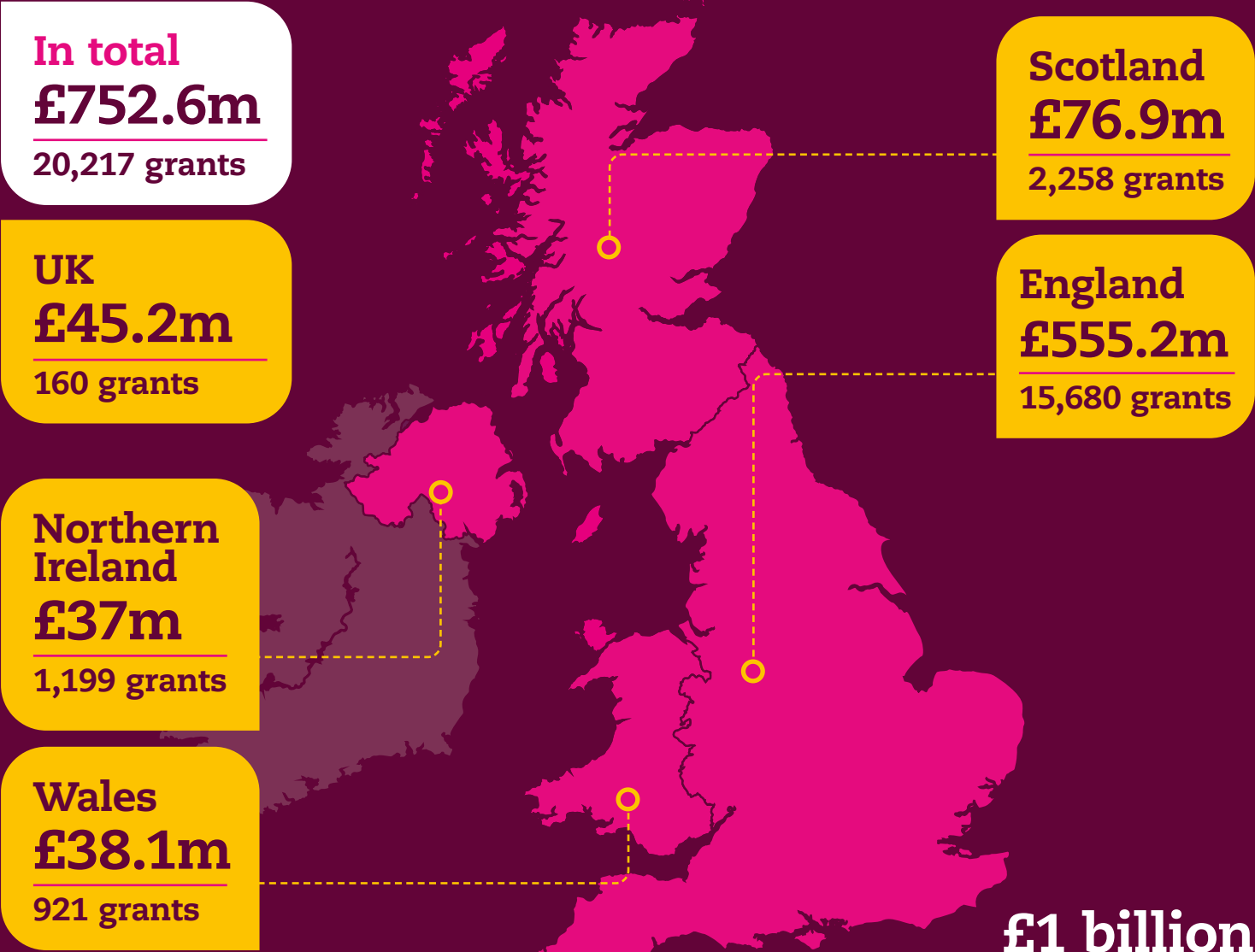
Our funding goes to the heart of what matters to people and communities



Newtownabbey Senior Citizens Forum



National Lottery money awarded in 2020-21



Totals for country portfolios include funding in partnership with third parties.

£1 billion
paid out (includes honouring pre-existing commitments)

Our governance

The National Lottery Community Fund is a non-departmental public body (NDPB), created by the National Lottery Act 2006. The Department of Digital, Culture, Media and Sport (DCMS) is our sponsor Department and alongside the devolved administrations in Scotland, Wales and Northern Ireland can issue us with Policy Directions, which inform our funding strategy.

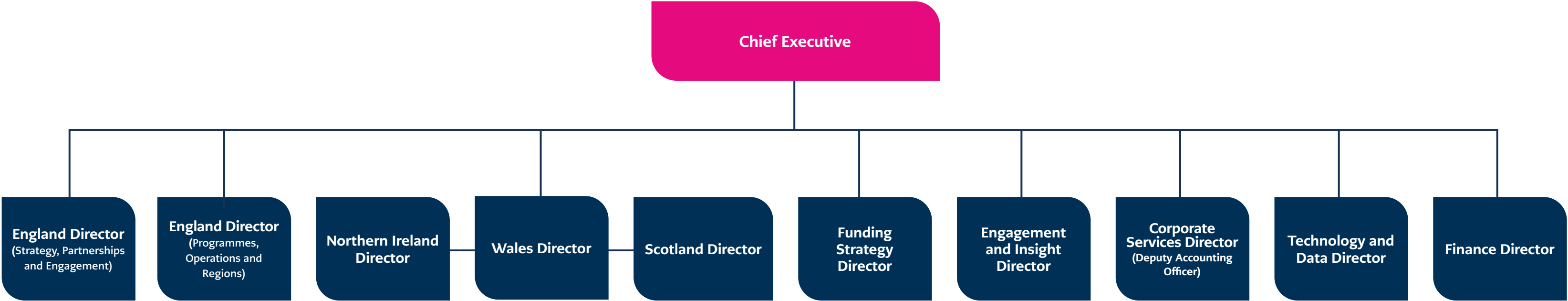
As a UK funder, we have four country committees who make decisions about our funding priorities across England, Wales, Scotland and Northern Ireland. These committees work with the devolved administrations and our staff teams based in communities across all parts of the UK to ensure our funding is for everyone.

Our Board is made up of ten members including the Chairs of each country committee, with the Board Chair appointed by DCMS. You can meet our Board [here](#).

Our Senior Management Team is appointed by the Chief Executive and supports the strategic and operational leadership of the Fund, with each undertaking responsibilities to ensure the Fund lives up to the commitments in our [Corporate Plan](#).



Our Senior Management Team



Meet our Senior Management Team and
read their biographies on our website
tnlcommunityfund.org.uk/smt



What we are planning to achieve in 2021/22

We have budgeted to deliver total operating costs within a 7.75% cost threshold in 2021/22, with capacity for some additional investment in service improvements based on the three-year rolling measurement approach. The target is founded on budgeted National Lottery income of £675 million, derived from our forecast of revenues for 2021/22 at the time of budget preparation and taking account of anticipated changes in operations during the year.

The budget has been based on developing activities in support of our Corporate Plan, continuing our programme of change and seeking efficiencies, enabling us to resource and deliver investment activities that will support delivery of the Strategic Framework.

Our funding strategy

For our National Lottery funding programmes, our strategy is to award the maximum amount of funding that we can safely commit to over a five-year period considering our anticipated income. Since many of our grants pay out over a number of years following the initial award, this strategy ensures that the projects and activities our awards support are able to deliver their benefits as early as possible while ensuring we remain protected from any unexpected changes in income.

At 31 March 2021, we had £875 million (2019/20 £1,052 million) of outstanding commitments with respect to awards made while we held £264 million (2019/20 £303 million) in the National Lottery Distribution Fund (NLDF) with which to meet them. This means we had made net commitments of £611 million (2019/20 £749 million) above our currently available resources. This is equivalent to about 11 months of future National Lottery income based on our current projections.



“Not only does this project have a positive impact on the environment in Hackney, it also helps reduce social isolation and enables people to thrive.”

Siobhan,
Community Projects Coordinator,
St Mary's Secret Garden

Climate Action Fund

Role one

England Director (Strategy, Partnerships and Engagement)

- As the **England Director (Strategy, Partnerships and Engagement)**, you will work alongside the **England Director (Programmes, Operations and Regions)** and will have shared accountability for the England Directorate's day to day operational delivery and longer-term strategic direction, positively leading the team into its next chapter of growth and development.
- With a dispersed team across the UK, and a significant operational and grant-funding budget, you will be a key member of the Fund's Senior Management Team and work alongside other Directors in delivery of our corporate goals and strategic vision. You will lead our strategic and partnership teams to develop a strategy and implementation plan for continued strategic funding, and the development of key stakeholder relationships at national and international levels.
- You will lead our Performance teams to further develop and implement our approach to social and economic impact, and operational management and planning through data and insights. This strategy will empower and inform funding teams to incorporate learnings into strategic and day-to-day grant making decisions and embed a culture of continuous improvement.
- An innovative leader, you will have demonstrable experience of motivating others to succeed, a commercial conscience, and an ability to champion and deliver the required cultural and organisational change. You will lead on matters relating to England, and relationships with Government, working closely with senior stakeholders in the voluntary, public and private sectors. You will work with the England Committee Chair and the England Director

(Programmes, Operations and Regions), leading, planning and managing the organisational delivery priorities with the England Committee.

- Dynamic and solutions-focussed, you will embody and promote the culture of the organisation, one that puts grant-funding at the centre of our work, and that encourages feedback, creativity and continuous improvement. Likewise, you will also share learning with other funders and stakeholders.

“The National Lottery Community Fund has totally transformed our project and the community.”

Melanie,
Manager, The Senior Centre,
South Glasgow

Intercultural Youth Scotland



Role two

England Director (Programmes, Operations and Regions)

- As the **England Director (Programmes, Operations and Regions)**, you'll work alongside the **England Director (Strategy, Partnerships and Engagement)** will have shared accountability for the England Directorate's day-to-day operational delivery and longer-term strategic direction; positively leading the team into its next chapter of growth and development.
- With a dispersed team across the UK, and a significant operational and grant-funding budget, you will be a key member of the Fund's Senior Management Team and work alongside other Directors in the delivery of our corporate goals and strategic vision.
- You will lead our regional funding teams to deliver operational excellence; ensuring our ways of working respond and flex to the local context whilst remaining unified and consistent across our wider organisation. You will be comfortable

with, and apply, a diverse range of approaches to different localities and regions of England, to maximise the impact of our funding in different communities.

- Relationships are core to the way our regional teams work; stakeholders, applicants, grant holders, other funders, local decision-makers and of course, the local community. You will provide leadership on programme management requirements and best practice, establishing relationships with external audiences and key stakeholders.
- An innovative leader, you will have deep operational experience, a commercial conscience, and an ability to champion and deliver the required cultural and organisational change. Working closely with senior stakeholders in the voluntary, public and private sectors, you will also lead on operational matters across the England portfolio. You will work with the England Committee Chair

and the England Director (Strategy, Partnerships and Engagement) as well as leading, planning and managing the business delivery priorities with the England Committee.

- Dynamic and solutions-focussed, you will embody and promote the culture of the organisation, one that puts grant-funding at the centre of our work, and that encourages feedback, creativity and continuous improvement. Likewise, you will also share learning with other funders and stakeholders.

Women's Tec



Your experience

- Exceptional people leadership, with an ability to communicate purpose and direction, enabling and developing teams within the Directorate. Leading from the front, engaging with staff with candour and persuasive vision, to provide them with a vision for the future and motivating them to succeed.
- Strong team player, with track record of operating at a senior leadership level in a complex and multidisciplinary organisation; bringing deep commitment to collaboration and delivering results within England Directorate and across the UK-wide Fund.
- Operational delivery experience, the ability to set a culture that emphasises impact while maintaining highest quality and consistent standards across teams, budget, financial controls, and external partnerships.
- Understanding of the environment and sectors that the Fund operates in in England, particularly the ever-changing political and legal context.
- Developing, influencing and enhancing key relationships with senior external stakeholders across public and private sectors.
- Values-driven and passionate about the Fund's purpose, your energy and enthusiasm will inspire the teams you lead. Open and honest, you'll listen to feedback, taking charge of challenging situations and coaching and developing talent within the organisation to empower colleagues to succeed.





Benefits

- Generous annual leave
- Flexible working
- Pension scheme
- Healthcare plan
- Employee discount scheme
- Season ticket and rental deposit loan
- Give as you earn
- Paid maternity/adoption leave
- Paid paternity leave
- Paid shared parental leave
- Paid parental leave
- Paid volunteering leave
- Unpaid career break
- Coaching and mentoring

For more information on the benefits we offer, visit our website:
tnlcommunityfund.org.uk/about/jobs/benefits



Micro Rainbow

How to apply

Use direct link to apply: <https://bit.ly/CommunityFund-EnglandDirector>

Contact info: This search is being undertaken by Inclusive Boards on behalf of the Community Fund.

For further enquiries regarding the role, please email NLCF@inclusiveboards.co.uk

or call **0207 267 8369** to arrange a chat with one of our consultants.

Call our advice line : 0345 4 10 20 30

Text Relay: 18001 plus 0345 4 10 20 30

Visit our website: tnlcommunityfund.org.uk

