Job Description

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| **Employer:** | Active Black Country Limited |
| **Job title:** | Director of Impact |
| **Department:** | Corporate/Leadership |
| **Location:** | Office location in the Black Country |
| **Contract:** | Permanent |
| **Salary:** | £53,000.00 per annum |
| **Hours of work:** | 37.5 hours per week with additional hours worked as necessary for the proper performance of duties |
| **Reporting to:** | Active Black Country Chief Executive Officer |

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| **Job purpose** |
| The Director of Impact is responsible for overseeing the monitoring, evaluation & learning across the Active Black Country partnership. They will work closely with the Chief Executive Officer (CEO) & Director of Partnerships to drive the culture, systems and tools which show the progress we are making and evidence our impact and learning against the vision and strategic objectives outlined in ‘Creating an Active Black Country’ and the wider work of partners across the Black Country.  Reporting to the CEO and working alongside the Director of Partnerships the post holder will play a leading role to ensure we are clear on what drives impact and implementation, including systems thinking & transformational learning to support outcomes, innovation, collaboration, and developing expertise.  The post will form part of Active Black Country executive leadership management team, alongside the CEO, Director of Partnerships and Business Operations Manager to shape the culture and drive the growth of Active Black Country. |
| **Main duties** |
| 1. Lead, grow and develop a high performing monitoring, evaluation and learning function of the Active Black Country partnership, that reflects the complexity of measuring and evidencing the collective impact of the partnerships work at a business, place (s) and ‘system’ level. 2. Operate as a member of the senior leadership team contributing to the development of the Active Black Country partnerships culture, through advocating and role modelling principles, values & way of working to ensure they are reflected in our day-to-day operations across the team and externally with partners. 3. Direct the Impact team, ensuring we are strategically assessing the health, socio and economic impact of Active Black Country work against strategic priorities, through illustrating the social value generated and the impact on local people’s lives. 4. Play a leading role in driving & influencing approaches to place-based work with partners to support a whole system approach to integrating physical activity into wider policy & services, ensuring delivery against ABC investment and operational objectives. 5. Be a strong example of a learning leader and advocate for the value and approach of learning across the Active Black Country partnership and wider partners, including capacity building, technical support and training to ensure learning is consistently and systematically integrated into culture and operations. 6. Overall responsibility for defined ABC programme budgets across priority theme areas, ensuring monitoring, evaluation and learning requirements are integrated within all ABC contract management and grant fund management processes. 7. Responsible for ensuring approaches across the ABC priority themes is evaluated systematically to support wider policy, strategy development, investment proposals and design of interventions, in addition support Active Black Country’s inclusion, diversity and people objectives. 8. Lead the development of frameworks, tools, and best practices that partners and local organisations can use to better integrate measurement, evaluation and learning into the planning and design process to inform future place-based and whole system work. 9. Identify and promote opportunities to grow the provision of ABC partnership services and secure investment to support ABC & partners objectives. 10. Working closely with the Director of Partnerships to develop and maintain effective processes and approach to consultation, community involvement and engagement to achieve the objectives of ‘Creating an Active Black Country’ and associated strategies. 11. Operating as line manager to communication and marketing direct reports, oversee the external communication and marketing function of the Active Black Country partnership to advocate the work of local stakeholders, ensuring insight and learning is assimilated and shared strategically. 12. Responsible for reporting through to the ABC Board and Strategic Investment Committee on the progress against ‘Creating an Active Black Country’ strategic objectives. 13. Take the lead role in the development of a priority theme of the ‘Creating an Active Black Country’ strategic framework to realise the partnership’s overall vision, mission and objectives. 14. Ensuring compliance at all times with contract management, procurement and finance procedures. 15. To be responsible and take reasonable care for the Health, Safety and Welfare of self and other employees and the public in accordance with Health and Safety Legislation and company procedures. 16. To adhere to the Data Protection Act at all times. Confidentiality must be maintained at all times. 17. To adhere to all relevant Active Black Country Limited policies and procedures at all times. 18. To undertake such other duties as may be appropriate. |
| **Person Specification** |
| 1. Demonstrates a proven desire and ability to positively help foster a high performing, values-driven team culture. 2. Can be a credible and influential ‘player’ who can lead, shape and support strategic thinking and practice - influencing key internal and external stakeholders. 3. Ability to represent the impact function as part of the broader role that Active Black Country fulfils to tackle physical inactivity & support socio-economic & health outcomes. 4. Can show strength and expertise in best practice ways to share and connect learning. 5. Demonstrates experience in translating data and analysis into strategies, content and communications that demonstrate impact. 6. Shows confidence in checking and challenging strategic thinking and ways of working to influence continual improvement and development. 7. Is articulate with excellent written and verbal skills enabling them to effectively communicate at all layers of an organisation. 8. Shows skills in agile and adaptive working proving they can respond quickly, work flexibly and navigate through fast-paced, changing, complex and uncertain environments. 9. Can demonstrate a quality of thought disseminating data, insight and trends translating it into meaningful action and decision making. 10. Is an analytical problem solver who can use reason, logic and initiative to reach sound conclusions. 11. Visibly values and promotes co-design and can bring people together to jointly create innovative ideas and practice. |

**Last updated:** June 2023

**Date of next review:**