

DIRECTOR/HEAD OF DEVELOPMENT

- Organisation:** The Social Innovation Partnership, a social consultancy based in London.
- Job title:** Head/Director of Development.
- Contract:** Permanent, following completion of a 6-month probationary period.
- Salary:** £40,000 - £65,000 p/a dependent on experience.
- Benefits:** Uncapped profit share bonus calculated and paid quarterly.
33 days leave p/a (including UK Bank Holidays and mandatory office closure period between 25 December and first working day following the New Year public holiday).
Pension scheme (2% employer contribution, increasing to 3% in April 2019).
- Hours:** Full time (40 hours per week)
Consideration will be given to part-time working, flexible working and job share requests.
- Location:** TSIP offices in central London (Victoria) with occasional travel to client sites / remote working.
- Overview:** This role will be a crucial part of TSIP's leaderships and delivery of our 2018-2020 strategy. It will both deliver existing work and bring new work into the business from cross-sector clients.
- To succeed in it you will be nimble and adaptive; will recognise opportunities and know how to realise them; and understand the value of engaging people from a diverse set of backgrounds and partnering to achieve aims.
- To apply:** A CV and short cover letter (not more than 2 pages) to contact@tsip.co.uk with the "Director/Head of Development" as the subject line followed by your name.
- Deadline:** Recruitment is rolling until filled. Position available for immediate start.

About TSIP

The Social Innovation Partnership (TSIP) is a social business.

We work with clients across the three sectors: the public, private and social sectors, with the latter including high net worth individuals, not-for-profits, foundations and citizens. Our work is primarily, but not exclusively, in the UK, and we work with leadership teams and decision makers who want to develop social impact propositions.

Our working culture is framed around five values:

1. **Action:** We turn ideas into action. Theory is all very well, but it needs to translate into real change. We are uncompromising about the need for our work to have immediate practical value to our clients.
2. **Honesty:** We act as a critical friend. The urgency for social change demands honesty. We deliver frank and often tough messages when others might not, to challenge our clients and the wider sector to do better.
3. **Energy:** We energise creative thinking. Innovation is the surest way to thrive in today's complex and connected world. Unlike a conventional consultancy, we actively engage and challenge our clients to think creatively about their work.
4. **Quality:** We pursue excellence in everything that we do. We set and maintain high standards, because we are as passionate as our clients about social change. We learn from our mistakes to continually improve what we do.
5. **Purpose:** We work only where we can make a significant impact. Deep social change will require leaders to show the way. We partner with impactful organisations that share our vision of a more sustainable and dynamic sector.

Our service model

TSIP partners to make good ideas happen. You will be joining a small core team of staff which we augment with trusted associates to help clients on a journey from insight to impact through a five-part service offering:

1. **Research and analysis:** We support our clients to better understand the issues they work on and the people they work with, using a range of primary and secondary research methods. We conduct interviews and focus groups and administer surveys. We also conduct desk-based market research and evidence reviews. We take a rigorous approach to qualitative and quantitative data analysis.
2. **Evaluation and learning partnerships:** We support our clients to better understand and improve their work, through process, economic and impact evaluations and learning partnerships. We take a theory-based approach to evaluation and advocate for the use of theories of change. We act as a critical friend and support our clients to take a reflective and developmental approach to their work.

3. **Workshop facilitation and training:** We support our clients to build capacity in our areas of expertise through practical training sessions and enable diverse stakeholders to engage with social programmes and policy through workshops. We also facilitate C-suite level meetings directly including AGMs and Board sessions.
4. **Strategy and design:** We support our clients to develop new strategies for their work and to design systems and programmes that can help them to achieve their aims. We see value in co-production and user involvement. We facilitate co-design processes for social programmes.
5. **Programme delivery:** We support our clients to deliver work and to act on our recommendations by providing practical support through implementation and by taking on a project management role. We also deliver our own grant-funded programmes. Currently this work is focused on enabling civil society participation in government decision-making and developing technology to support rough sleepers.

Strategic themes

We address social challenges with ingenuity and ambition in line with our mission and strategic themes. We are currently looking at the role of physical “civic hubs” as nodes for innovation around which communities can form and services be framed. We are also developing a strategic theme around understanding the social implications of what the future of work will look like.

THE DEVELOPMENT ROLE

Leading at TSIP

You will be joining TSIP's leadership to deliver to this vision. This role will be accountable to TSIP's Board for deciding and delivering our new business in line with our 2018-2020 strategy. You will take over a series of activities currently being undertaken in interim by the Executive Chair of TSIP's Board and there will be a period of close overlapping working together.

TSIP is led by an executive Senior Leadership Team that is organised around functional areas: Delivery & Impact; People & Operations; and Finance & Commercials are in post and you will complete this stage of the recruitment of the executive. You will represent the SLT on the Partnerships and Sales sub-committee of our Board which will identify new strategic partnerships to meet our ambitions to achieve lasting social change.

Leading development in TSIP

You will be accountable for driving and coordinating business development within TSIP. The role will own the opportunity development part of TSIP's new work cycle. Including idea generation, needs identification for new projects and such things as:

- Developing engaging consultancy proposals and the delivering pitches for new business.
- Taking conversations through negotiation to contracting innovative commercial projects.
- Selling work to new clients and leading current delivery teams to identify opportunities for further work.
- Ensuring that all business development activity is supported with the appropriate marketing collateral and tools, templates and processes.
- Developing delivery team staff to think and work with a business development mind-set. To lead and help others to spot, nurture and build opportunities that create value for clients beyond core contracts.
- Leading TSIP's development processes internally by planning across client accounts, building from account plans and mapping to respective markets. Taking a strategic view of the three-sectors in which we work, identifying opportunities through and beyond our network.

Performance will be understood by metrics such win rate, the value of the proposal pipeline value and the average time spent to realise an opportunity, but you will also develop our management intelligence and Salesforce system to best manage this function.

Building TSIP's presence and reputation

You will represent TSIP externally, including to media, partners, and stakeholders where required. This role will be central in steering TSIP's brand with the three market segments in which we do business. You will input into determining TSIP's website and social media channels. Alongside generating content this will involve commissioning and curating content for these channels from TSIP's work and staff with consistent presentation and voice.

PERSON SPECIFICATION

This role will be at the Head of level (where we normally expect 6+ year of experience) with room to grow quickly, or the Director level (normally with 10+ years of experience). The salary will be commensurate with experience within the TSIP salary banding structure. In addition to salary we offer an uncapped bonus linked to the success of the business as a whole.

Experience

You will be responsible for building the TSIP's capability to respond to client needs. You will be responsible for driving revenue into TSIP in line with service areas, ensuring high quality bids, an acceptable win ratio and the delivery of annual income targets. This means you must be able to spot challenges and issues that TSIP can help clients solve.

You are a first-class communicator and have experience of oral, written and visual communication. The substance of this – organising events, conferences, round tables and writing blogs and articles – will be second nature and you will possess fluency in Adobe, Prezi and other tools to communicate TSIP's ideas and work.

You will understand and value the importance of human connection. You are adept at building relationships and helping clients to explore and solve the known and unknown challenges they face.

You will possess an understanding of social innovation at the intersection of public, private and social sectors. You will have experience of managing staff, teams and client relationships across backgrounds. You will be comfortable with dealing with technical experts, citizens with lived experience, corporate leaders and government officials.

You will work closely with our Head of Delivery & Impact to shape and develop work that can be delivered authentically and to quality. You will also deliver project work for TSIP as a way of having skin in the game of what we deliver and truly understanding our work.

You will be able to work on multiple things concurrently as you will provide hands-on work and input into projects as required, working in high pressure situations and able to deliver quality output to tight timelines.

In line with our two Strategic Themes, experience of developing programmes that address work, labour market and workforce development challenges; or experience of a citizen-centric and community-led focus will be advantageous.

We are particularly interested in hearing from people who have been affected by social issues and are now interested in addressing them as well as people with prior experience of working on employment policies or programmes. However, these are not essential requirements.

Prior line management experience is required.