

Making the Leap.

Role Title	Director of Growth & Strategy
Reporting to	Deputy CEO
Location	Kensal Green, London, and remotely. Currently three days a week in the office.
Working hours	Monday to Friday, 9.00am to 5.00pm
Salary	£70,000 per annum
Pension Scheme	10% contribution (5% non-contributory)

WHO ARE MAKING THE LEAP?

Making The Leap is an innovative societal change charity that aims to make a big difference. From direct delivery, to advocacy and leadership, we refuse to stay in our lane and believe passionately that those we exist to serve have the right to be anything they want to be. To say that this is an exciting time for the organisation would be an understatement, as our incredible funders, donors, partners and supporters have given us the chance to move to the next level, and have further influence and delivery nationally.

The shared soul of the organisation is to be passionate about helping young people from less-advantaged backgrounds; build up other charities and community groups and want to partner with them or support them; want to work with businesses and organisations to get things done; and care deeply about addressing racial inequity.

The organisation has a number of strands: core Making The Leap; the UK Social Mobility Awards; the Social Mobility Podcast and The Social Mobility List.

The Role

As a member of MTL's senior management team, you will take responsibility for the organisation's growth and outward facing initiatives. You will lead and manage the organisation's portfolio of social mobility leadership strands, and develop strong working relationships with key stakeholders. You will provide dynamic day-to-day leadership for the MTL's directorate responsible for income generation, impact, research, communications and policy, and ensure the organisation continues to be an exemplar of innovation, integrity and collaboration. You will also be contributing to, implementing and monitoring delivery of the organisation's strategic plan.

PRINCIPAL ACCOUNTABILITIES AND RESPONSIBILITIES

Leadership

- Work with the CEO, Deputy CEO, Director of Programmes and the functional Heads to develop the strategic direction of the organisation
- Responsibility for producing the strategic plan
- Develop and deliver Annual Plans to ensure the Directorate meets its strategic objectives
- Develop (on an annual basis) and manage the Directorate's annual income and expenditure budgets
- Lead change processes and initiatives that promote engagement and maximise the benefits of technology development
- Promote innovation and initiatives that will contribute to the organisation achieving its mission

People Management and Development

- Coach, develop and line-manage a team including the Head of Development, Head of Research & Advocacy, Head of Corporate Partnerships and Head of Communications and provide leadership to the whole directorate

- Take part in or lead recruitment activities depending on the role
- Support development activities for staff including delivering in-house training

Management Team

- Be involved in the development, implementation and review of MTL's strategies and plans, and track our achievements against them
- Develop service delivery plans for each project and use project management tools as appropriate
- Support management team colleagues in the effective running of the organisation, deputising for them in their absence

Growth

- Play a key role alongside the CEO and Deputy CEO in the development of new initiatives that deliver our strategic objectives
- Leading our growth through increased number and reach of our leadership and advocacy initiatives
- Identify new sources of income for the charity
- Develop a range of high-level strategic partnerships that benefit Making The Leap and allow us to further our ambitions
- Keep up to date with new practice in the field to inform and create new opportunities for MTL

Impact

- Oversee the organisation's performance methodologies and, where appropriate, identify and adopt new ones to better measure the effectiveness, outcomes, and impact of the organisation's work
- Maintain, facilitate and enable the development of (further) best practice across Making The Leap
- Contribute to the evaluation of impact strategies
- Oversee the production of an annual evaluation/impact report
- Build and maintain effective external relations to promote the ideas of Making The Leap and increase the organisation's influence and reach to relevant audiences

Communications

- Oversee consistent communications and promotions across all the organisation's programme
- Oversee the development and implementation of a marketing strategy for all the organisation's strands

Policy

- Oversee policy and research efforts that support the aims and the different strands of the organisation's activities
- Research and develop new advocacy initiatives

General

- Contributing to, implementing and monitoring delivery of the organisation's strategic plan
- Develop and maintain excellent working relations with internal and external stakeholders at all levels
- Represent the organisation at all times, including in stakeholder meetings and external events, such as round table discussions and conferences
- Managing programme budgets and reporting on financial status internally (and to programme Donors)

- Contributing to the leadership of the organisation by supporting the CEO and Deputy CEO and working with other senior leaders across the organisation

PERSON SPECIFICATION

Experience of:

- At least five years senior level experience of running programmes aimed at helping less-advantaged people
- A track record of leading a high performing and impactful team
- Contributing to, implementing and monitoring the organisational strategy
- Identifying and enacting opportunities to grow income from a variety of sources
- Developing relationships and engagement with senior level stakeholders
- Identifying and delivering areas for changes, both internally and externally
- Successfully working with CRM, web-based software and processes
- An inclusive and inspirational leader with a proven track record of leadership and creating an environment within teams where people can thrive
- Experience of managing budgets and excellent numerical skills

Skills and knowledge:

- A good understanding and experience of social mobility, the charity sector and race equity
- Able to advocate for and deliver effective policy change
- Excellent verbal and written communicator; able to synthesise wide-ranging ideas and recommendations (with strong analytical skills)
- Lead and manage a team to deliver across their full remit and build knowledge in key areas
- Excellent people management skills developed through proven experience
- Able to create a culture of accountability, collaboration and empowerment
- Excellent organisation and project management skills
- Excellent interpersonal, communication and influencing skills
- Clear thinking with sound judgement – able to manage competing demands, make effective decisions under pressure and think creatively to come up with solutions to problems
- Experience of inspiring, leading and embedding innovation and managing change within teams
- Able to make an effective contribution to the management team and work collaboratively with others across the organisation to achieve shared goals

Personal attributes:

- Willingness to join the organisation's shared soul
- Passionate about enabling social change and supporting young people to achieve the best from life
- A purpose-driven mindset and commitment to an ethical approach
- Proactive, self-starter with the energy and drive to identify and deliver areas for change
- Professional, approachable and compassionate
- A flexible attitude with a curious mindset and ability to keep learning
- A problem-solver, able to solve and engage in long-term, strategic thinking and organisational planning
- Committed to the MTL's vision

- Resourceful, well-organised and a talented and committed leader, with a track record of developing effective teams who deliver excellent results
- Open to change and able to demonstrate a flexible and adaptable approach
- Personable, flexible and discreet; able to fit in to a small team
- Has first-class interpersonal skills - a natural ambassador able to represent MTL in a range of settings

If you wish to be considered, please apply by e-mail to Paola Contessi, paola.contessi@mtl.org.uk, with your CV and a covering letter explaining why you are interested in this position and why you want to work for Making The Leap. The covering letter is your opportunity to talk yourself into an interview: please use it.