

Saxton Bampfylde



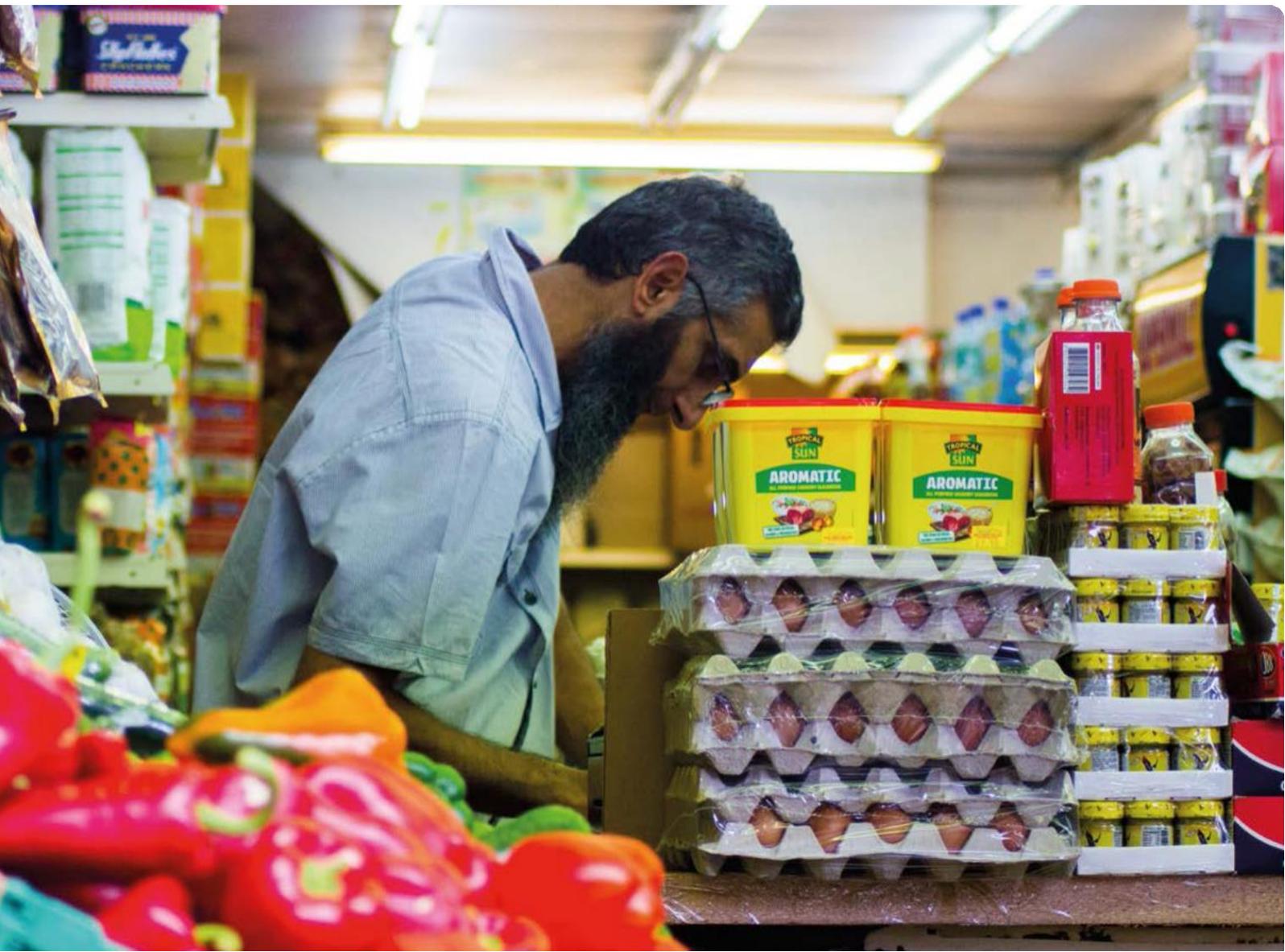
Director of Programmes
Candidate Information Pack
January 2019

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***We want a society
where everyone enjoys
a good later life.***

***We are the Centre for
Ageing Better, an
independent charitable
foundation.***



INTRODUCTION

The Centre for Ageing Better is a charity, funded by an endowment from the Big Lottery Fund, working to create a society where everyone enjoys a good later life. We want more people to be in fulfilling work, in good health, living in safe, accessible homes and connected communities. By focusing on those approaching later life and at risk of missing out, we will create lasting change in society. We are bold and innovative in our approach to improving later lives. We work in partnership with a diverse range of organisations. As a part of the What Works network, we are grounded in evidence.

VISION

Our vision is a society where everyone enjoys their later life. By 2040, we want more people in later life to be in good health, financially secure, to have social connections and feel their lives are meaningful and purposeful. We know that people who experience all or some of these have happier later lives. We will measure and track progress on these aims to be sure that actions are making a real difference to people's lives. Sadly, today too many people are missing out on a good later life. We believe poverty, preventable ill health and disability, loneliness and feeling undervalued must not be inevitably associated with later life.

We must act today to secure a better future for present and future generations.

PRIORITY GOALS

To achieve our long-term vision by 2040, the aim of our work over the next ten years is for people approaching later life to:

- Live healthier, more active lives, reducing the risk of poor health, delaying onset, progression and impact of disease and disability
- Be in good quality work for longer, boosting savings and delaying drawing pensions
- Live in safe, accessible and adaptable homes, remaining independent and active for longer
- Live in communities where social relationships flourish, making it easier to build and maintain close connections as well as wider everyday contact.

We have chosen four priorities – healthy ageing, fulfilling work, safe and accessible housing, and connected communities.

Our priorities are what people say matters most to the quality of their lives. They are also where we believe we can make significant and long-lasting changes by sticking with them over time. Finally, and crucially, our priority goals are interconnected in the real world of people's experience – we know that one of them alone can't achieve the impact we need and that progress on one leads to improvement in the others.

Someone aged 65 today
can expect to live to 85,
nearly 10 years longer
than their parents'
generation.



THE ROLE

Reporting to the Chief Executive, the Director of Programmes will enable Ageing Better to deliver change in line with our strategy through a set of integrated programmes of activities which are informed by evidence and focused on impact.

Specifically, this person will oversee the development and delivery of impactful programmes of work, which contribute to achievement of priority goals, and ensure all our programmes are effectively managed and coordinated across the organisation, all programmes are planned and executed effectively using a matrix approach and draw on the insights and content expertise of the Associate Directors for each of our priority goals.

Key responsibilities

The Director of Programmes will:

- Lead and manage a highly motivated and effective team that has the skills and capabilities to efficiently deliver complex programmes of activity across other teams in the organisation;
- Ensure Ageing Better has a sound process for developing, testing and reviewing the logic of programmes to ensure they will deliver the intended impact;
- Be responsible for ensuring programme plans and frameworks are in place and that these are fully integrated to reflect input and activities from across the organisation;
- Be accountable for programme delivery, ensuring all programmes are managed effectively, that timely and accurate information on activity, risks and impact is collected and reported to the Senior Leadership Team, PPC and the Board, and that we are able to demonstrate the impact of our programme activities. Where necessary, work with other Directors to resolve delivery issues across functions;
- Ensure the smooth running of the Programmes and Partnership Committee working with the Chief Executive, Chair of the PPC, and Programme Business Manager;
- Ensure work at the intersections between programmes is taking place, spotting the gaps and ensuring coordination at the overlaps;
- Ensure Ageing Better has the capacity to commission and deliver activities to support innovation, stimulate and shape markets, and promote adoption and implementation of evidence-based approaches at scale, and put in place appropriate contracts and partnerships with associates and third-party providers with relevant skills;
- Regularly review and develop Ageing Better's approach to innovation and change ensuring that the approaches used are appropriate and all work is completed to a high standard;
- Ensure that Ageing Better's programmes are supported by effective processes and systems to deliver large, multi-year and complex programmes of work, that staff across the organisation are familiar with and use the appropriate project and programme management tools;
- Ensure delivery partnerships are in place on each of our programmes to support uptake and adoption at scale; and
- Continue to build Ageing Better's national and international profile and reputation as an innovative organisation that is focused on change in the ageing sector.

Corporate leadership

As a member of the Executive Team, the Director of Programmes will also:

- Contribute to the corporate leadership and management of the organisation, including attending Board meetings and preparing and presenting papers to the Board;

- Provide collective leadership across all our priority goals and wider agenda and contribute at a strategic level to the development of Ageing Better's priority goals and programmes working collaboratively with other Directors;
- Ensure the effective use of resources, value for money in procurement, manage budgets effectively and ensure information is provided to support effective monitoring and management of finances and activities;
- Demonstrate a commitment to Ageing Better's values and principles and demonstrate behaviours consistent with these; and
- Ensure that Ageing Better's programmes recognise and reflect the diversity of the ageing population and draw on the views of people with lived experience.



PERSON SPECIFICATION

The successful candidate will bring all or most of the following:

Knowledge and experience

- Successful track record gained at a senior level with strong experience of designing, managing and delivering large programmes that delivered impact;
- Experience of effectively managing large multi-year budgets, and of commissioning / grant making;
- Experience of working within a matrix environment or non-vertical management structure and/ or programme structure;
- Experience of leading or supporting innovation and ensuring widespread adoption and implementation of practice;
- A track record of working effectively with a wide range of stakeholders including funders, national and local policy makers, opinion formers, the private and voluntary sector and public services;
- Experience of working in a policy or organisational context relevant to the ageing agenda;
- Experience of developing and leading a high performing team, including setting a culture of high standards and working as one aligned team;
- Strong understanding of theory of change and how to bring about change in practice;
- Understanding of innovation processes and how these can be applied;

Skills and personal qualities

- Outstanding programme and project management skills;
- Able to identify opportunities for Ageing Better to have clear impact across different sectors;
- High intellectual capability with strong analytical skills and the ability to interpret complex information and develop clear actionable insights;
- Strong ability to build positive partnerships and alliances across a range of internal and external senior-level stakeholders;
- Outstanding leadership and people management skills, with the ability to encourage and inspire staff;
- Exceptional written and verbal communication skills with the ability to tailor style and approach to suit a variety of audiences and purposes;
- Effective negotiation and diplomacy skills;
- Highly effective team player who is willing and able to share responsibilities in a collective leadership model
- Demonstrates a strong commitment to Ageing Better's vision, mission and values;
- Leads by example and has the highest degree of personal integrity;
- Politically astute with sound judgement;
- Highly credible and commands the confidence and respect of others quickly;
- A proven collaborator, networker and convenor who makes connections and brings others together to achieve results;
- Able to balance strategic and operational priorities effectively; and
- Highly organised and takes a planned approach to work.

TERMS OF APPOINTMENT

This role will be based at the Centre for Ageing Better's head office in Central London.

This is a senior appointment in the organisation and an attractive package will be agreed with the preferred candidate. This is a permanent role. Flexible working arrangements are supported

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to **Centre for Ageing Better** on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments, using code **AADAJB**.

Click on the **'apply'** button and follow the instructions to upload a CV and cover letter.

The closing date for applications is noon on **28th January 2019**.

A photograph of a woman with dark hair and bangs, wearing a white textured sweater and a lanyard with a name tag, talking to a man in a dark suit. They are in a social setting with other people in the background.

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