

TSIP

THE
SOCIAL
INNOVATION
PARTNERSHIP

DIRECTOR OF CONSULTANCY PARTNERSHIP

Job Specification

September 2023



OVERVIEW

Role: Director of Consultancy Partnership

Organisation: The Social Innovation Partnership (TSIP)

Reports to: Chief Executive Officer

Salary: 60,000 p.a. pro rata

Working hours: Full time (37.5 hours per week) - will also consider 30 hours per week

Additional benefits: 33 days holiday (including bank holidays), flexible wellbeing benefits including personal wellbeing cash pot, employer pension, flexible working as standard

Location: Home-based, with 1-2 days in London-based offices and occasional travel in the UK

ABOUT THE ROLE

This is a fantastic opportunity to deliver an impactful, leadership role in a social enterprise. The launch of our new strategy saw the coming together of our consultancy service streams to form the consultancy partnership and we are now looking to appoint a director to provide general management, commercial oversight and strategic direction to our multi-disciplinary consultancy team. The post holder will be expected to ensure and deliver exceptional client management, quality deliverables, and cement TSIP as a market leader and thought leader for participatory approaches in research, evaluation, learning, strategy and design. There is also a large business development component to deliver on our growth ambitions by identifying and creating new opportunities, building strategic partnerships, and overseeing the tender response process.

You'll be working as a Senior Leader in our small, growing organisation and will nurture and promote our culture of a safe and inclusive working environment, embedding our values into your decision making and working collaboratively with other members of Senior Leadership Team to drive the business objectives and strategy.

RESPONSIBILITIES

- Deliver the consultancy partnership business objectives to deepen our unique approach to participation and community engagement and cement TSIP's reputation on the same by prioritising participatory research, evaluation and learning as well as new co-design and co-production initiatives.
- Embed a relationship management approach to proactive business development - bringing new market offers and diversifying our client base by targeting the business sector.
- Lead the expansion of our associate pool to add resourcing flexibility and breadth of expertise.
- Ensure our technical leads have dedicated time to deliver thought leadership and capacity development across the business.
- Deliver commercial oversight to contracting and partnership arrangements, analysing data to explore new ways to maximise profitability through our purpose driven work.
- Act as Project Director, delivering Quality Assurance, technical inputs (As a guide, you'll be expected to spend on average 50% of your time on fee earning projects).
- Work closely with the Head of the Social Innovation Lab to identify opportunities for upsell and on sell of Lab services.
- Own and manage the Consultancy Partnership budget and 3 year forecast.
- With support from the Head of Finance, pay close attention to the P&L and contribute to monthly management accounts providing insight, commentary and remedial actions.

KEY SKILLS AND COMPETENCIES

Essential:

- 7+ years' experience in a social purpose business that offers consultancy.
- 2+ years of senior leadership experience.
- Experience of leading diverse and multidisciplinary teams.
- Experience of managing departmental / team budgets £1-5m.
- Demonstrably high level of commercial acumen.
- Highly competent at workshop facilitation, with good foundational knowledge of variety of evaluation techniques, research tools and co-design.

Desirable:

- Knowledge or experience of working in UK in one of the following sectors: health, education, housing, climate or employment.
- Experience of delivering social impact 'strategy' outputs for organisations in the business sector.
- Good market knowledge of UK social/public consultancy sector.
- Experience driving strategies to raise profitability in an organisation that puts employee wellbeing at the centre of its purpose.
- Experience of working in a small business with awareness of related challenges and opportunities.

We're a welcoming team comprising values driven individuals with a passion to learn. Even if you do not have the desirable skills and experience, it's the essential skills that are the most important so please apply if you have them!

We know that the consultancy sector is not very diverse, but we're committed to changing that. Our organisation must reflect the people and communities we work with. We therefore strongly encourage candidates from racial and ethnic minority groups to apply for this position. We are committed to this positive action under the Equality Act 2010.

ABOUT TSIP

We are a social enterprise that raises income through consultancy while also delivering non-profit community-led innovations.

We are B Corp certified, which means we have a high standard of verified performance, accountability and transparency that centres people, communities and the planet in all our work.

We've been ranked in the top 100 organisations to work for by 'Escape the City' and are frequently cited by our former and present employees for walking the walk on our values and for our ongoing commitment to diversity and inclusion.

The Social Innovation Partnership (TSIP) inspires people and organisations to reimagine a fair society. We are a diverse team of technical and community specialists who are joining forces to drive inclusive social change. Our approach is collaborative, participatory and enabling. We work across sectors and on the ground with groups that share our values.

Over the last ten years, we have worked with some of the most ambitious charities, social investors and CSR programmes in the UK and launched programmes that have been scaled and replicated internationally. We have an amazing team and we are proud of the work we are doing and what we have achieved.

Some examples of our recent projects include:

- Co-designing a hub with and for people in Hackney, where community members will be able to come together to respond to local issues and get sponsorship to put their ideas into practice
- Evaluating the impact of a large-scale regeneration programme on those living in the area and ensuring their views and priorities are used to shape how the area evolves
- Identifying ways in which a large UK charity can make their services more accessible and serve a more diverse range of young people

Over the next year, we will be looking to expand our community engagement and design work have just launched a brand-new social innovation lab which is currently home to 'The Giving Lab' and offers possibility and opportunity to help communities lead and accelerate their own social change.

Check out our strategy: <https://www.tsip.co.uk/strategy>

Find out more about what it's like to work at TSIP: <https://www.tsip.co.uk/join-us>