

**Strategic Lead – Recover and Reinvent**

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| **Directly responsible to: Head of Events and Programmes****Salary £: 39214****Grade/Band: F1****Location: Loughborough, Manchester, home-based or hybrid****Contract: 2 years, full-time, (flexible working available and job share considered)** |

**Brief**

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| This job opportunity is the first of its kind, involving a collaboration between two Sport England partners, **Activity Alliance and Sport for Confidence**, delivering the Recover and Reinvent Programme. We are joining forces and working in collaboration with many national disability sports partners, the voluntary and community sector, leisure and health. Empowered by people’s lived experiences and, we aim to maximise our collective knowledge, insight and impact to reduce inequalities for disabled people. We know that disabled people face significant challenges in participating, volunteering, and working in sport and physical activity for many reasons including financial, physical, psychological and structural barriers. The programme will address this by enhancing participation, volunteering and employment opportunities. Disabled people’s experiences and voices will be an essential part of shaping and leading this programme over the next two years.  |

**Role purpose**

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| As the Strategic Lead, you will steer the Recover and Reinvent programme in partnership with Sport for Confidence. Working with disabled people, Sport for Confidence (a programme partner) and other relevant partners, we will develop empowering and sustainable opportunities. These will tackle the unfair impact of the cost-of-living crisis on disabled people.You will undertake this with the support of the Head of Events and Programmes and be a member of the organisation’s extended leadership Team. You will directly manage the Programme Advisors. |

**About Activity Alliance**

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| Activity Alliance is the leading voice for disabled people in sport and activity. Established in 1998 as a national charity, we were previously known as the English Federation of Disability Sport. Our vision is fairness for disabled people in sport and activity. Sport and activity play an important role in our nation’s health. We want to create a fair society for everyone. A place where everyone can be active however and wherever they want to be.Our ambition is to close the gap between disabled people’s level of inactivity and that of non-disabled people. We are to close this gap within a generation by achieving two clear organisational goals: 1. Changing attitudes towards disabled people in sport and activity
2. Embedding inclusive practice into organisations

Our values underpin everything we do. They shape our work and support us to embed a strong dynamic culture across our organisation: * We care – we are passionate about what we do, and who we do it for.
* We unite – we collaborate with others to achieve greater outcomes.
* We champion – we recognise everyone’s voice must be heard if we are to provide equitable place to live, work, and thrive.
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**About Sport for Confidence**

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| Sport for Confidence (CIC) centres the needs of people and communities furthest away from sport and physical activity. We work locally and nationally [in spaces and places] making use of the combined expertise of participants, occupational therapists and sports coaches, working together to ensure systems and services are able to meet the needs of diverse communities.  This combined skill set is ideally suited to address barriers to accessing sport and physical activity, tackling inequalities and providing the best possible experience for people and communities to engage with physical activity in a way that is relevant and meaningful to people’s lives.  We recognise and value the unique contributions of people, their environment(s), occupation and participation when using physical activity to promote good health and prevent ill health. We believe everyone should have the opportunities to experience physical activity and sport which offers empowerment, choice and belonging.Occupational Therapists at Sport for Confidence provide practical support to empower individuals to facilitate Recover and overcome barriers preventing them from doing the meaningful activities that matter to them. Engagement in these meaningful activities can promote and enhance performance in daily life skills as well as improve physical health and wellbeing. Sport for Confidence places Occupational Therapists into non-traditional spaces, however the scope of practice remains the same, utilising the same skillset, passion and core values to make a difference to any individuals in any place. Occupational Therapists have expanded their role across many spaces in the UK. The value and impact of Occupational Therapy is becoming increasingly and widely recognised to meet the complexity of need that frequently requires more than a medical approach as well as an earlier stage than secondary care. Occupational Therapists working in these non-traditional settings can work proactively to support individuals earlier to reduce occupational deprivation which can significantly diminish health, wellbeing and quality of life.  |

**Key responsibilities**

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| **Role delivery*** Work collaboratively with Sport for Confidence in the development and delivery of the Recover and Reinvent programme.
* Lead the Recover and Reinvent programme team at Activity Alliance to ensure successful delivery.
* Address programme-related issues through effective problem-solving, negotiation, and relationship management.

**Recover and reinvent strategy*** Under the direction of the Head of Events and Programmes, lead the strategic development and implementation of strategies and operational plans for Recover and Reinvent.
* Promote and share best practices of the project within the organisation and with external stakeholders.

**Project delivery*** Ensure effective delivery and budget management of Recover and Reinvent.
* Collaborate with the Programmes Manager (Workforce) and Strategic Lead – Programmes to align project activities with the broader Programmes function.
* Create, develop and implement recruitment process for a disabled people’s network using expertise from the Recover and Reinvent partner network.
* Contribute to the effective management of processes and systems within the Programmes function to support the implementation of high-quality projects and programmes.
* Represent the organisation at various programme and project development events, conferences, and working groups, advocating strongly for disabled people.

**Programme impact*** Provide expertise and knowledge to develop the programme’s theory of change that leads to positive outcomes for disabled people.
* Work with the Research, Evaluation, and Insight team to create and maintain monitoring, evaluation, and learning frameworks that ensure best practices in measuring impact of the programme.
* Manage the implementation of the Recover and Reinvent programme monitoring, evaluation and learning framework.
* Measure programme impact, to inform and influence better practice and provide evidence and insight on the organisation’s achievements and value.

**Partnerships management*** Working with Sport for Confidence, to identify Strategic Partners and lead a collaboration of a Strategic Partner Network.
* Maintain and manage relationships with Sport England, Sport for Confidence, and other partners in the disability sports system regarding Recover and Reinvent.
* Oversee all contracts related to the Recover and Reinvent programme.

**People management*** Lead the Recover and Reinvent programme team to deliver operational plan and manage related budgets while fostering continuous improvement.
* Provide clear leadership and performance management for direct reports.
* Develop team competence in operational excellence, teamwork, and relationship building.
* Manage freelance staff and expert delivery facilitators as needed.
* Serve as a role model and lead staff development and training initiatives within the Recover and Reinvent Programme Team.
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**Person specification**

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| **Key behaviours** * Team player and collaborator
* Motivating manager and leader
* Positive thinker
* Analytical
* Organised and able to prioritise well
* Creative and innovative
* Excellent communicator
* Self-motivated, resilient and able to work autonomously

**Essential skills/experience*** In-depth knowledge and experience of programme and project management methods and principles
* Demonstrable experience of leading, managing and evaluating the delivery of a complex project in a dynamic and challenging environment
* Experience of team and line management
* Experience of supporting and developing teams to deliver complex projects or programmes
* In-depth knowledge of data analysis, budgeting and resource allocation
* In-depth knowledge of key performance indicators and project evaluation methods
* Excellent interpersonal, leadership and organisational skills
* Excellent problem-solving and negotiation skills
* Excellent stakeholder relationship building and management skills
* Excellent written and verbal communication skills with the ability to tailor these depending on the audience
* Excellent attention to detail
* Co-production, co-creation or co-design experience

**Desirable skills/experience*** Project management qualification
* Experience of funding proposals development
* Understanding of Disability Policy
* Experience of place based programme management
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**Contribution to Activity Alliance’s work**

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| * To work as a member of the Activity Alliance extended leadership team, supporting the leadership team and the organisation to achieve its outcomes.
* Demonstrate our organisational values and behaviours in everything you do.
* In collaboration with the Head of Events and Programmes, lead on the communication of key issues, reports, legislation etc. relating to all areas aligned to Programmes, ensuring appropriate action is taken where required.
* Contribute to developing and delivering strategies and operational plans for Activity Alliance and partners relevant to the area of Programmes.
* To work closely with Activity Alliance colleagues and stakeholders to ensure all are fully engaged and informed of the work of the Events and Programmes Team.
* Actively ready to promote and advocate equality, diversity, and inclusion.
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**Other requirements of role**

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| Ability to travel across the UK and willingness to work away from the normal place of work as required. The post holder will need the flexibility to work occasional unsocial hours including evenings and weekends. |

**Equality and diversity**

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| We encourage applications from disabled individuals, especially those with lived experience, to bring valuable experience, knowledge and perspectives to this role.Activity Alliance is committed to championing equality and diversity in all aspects of employment and in the services that we provide. All employees are expected to understand and promote the Activity Alliance equal opportunities policy in their work. All Activity Alliance staff are required to actively promote, influence, and encourage the empowerment of disabled people in sport and activity. |

**Safeguarding and recruitment**

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| We are committed to hiring those who share our values and commitment to safeguarding children, young people, and adults at risk. Therefore, we implement rigorous recruitment and selection processes in line with safer recruitment practice to ensure suitability for the role and conduct thorough screening of all candidates before their appointment. |



Activity Alliance

SportPark, Loughborough University

3 Oakwood Drive

Loughborough Leicestershire LE11 3QF

Telephone: 08081 756991

Email: info@activityalliance.org.uk

[www.activityalliance.org.uk](http://www.activityalliance.org.uk)