

VERSUS ARTHRITIS



Director of
People



Welcome

Dear Candidate

Thank you for your interest in becoming our new Director of People at Versus Arthritis.

Nearly 19 million people in the UK suffer daily pain, fatigue and isolation from arthritis and related conditions. Despite the enormous impact on the individual, their families and society, arthritis too often remains trivialised and forgotten. This is not alright and as Versus Arthritis we are pushing back.

We used the opportunity of merger at the end of 2017 to create a vibrant new organisation with the ambition, drive and resources needed to make a real difference. Our people have worked tirelessly together over the last two years to create this wonderful charity, starting with the needs of people with arthritis, building our culture, values and behaviours and working practices. We have created a powerful new voice and brand that is really cutting through.

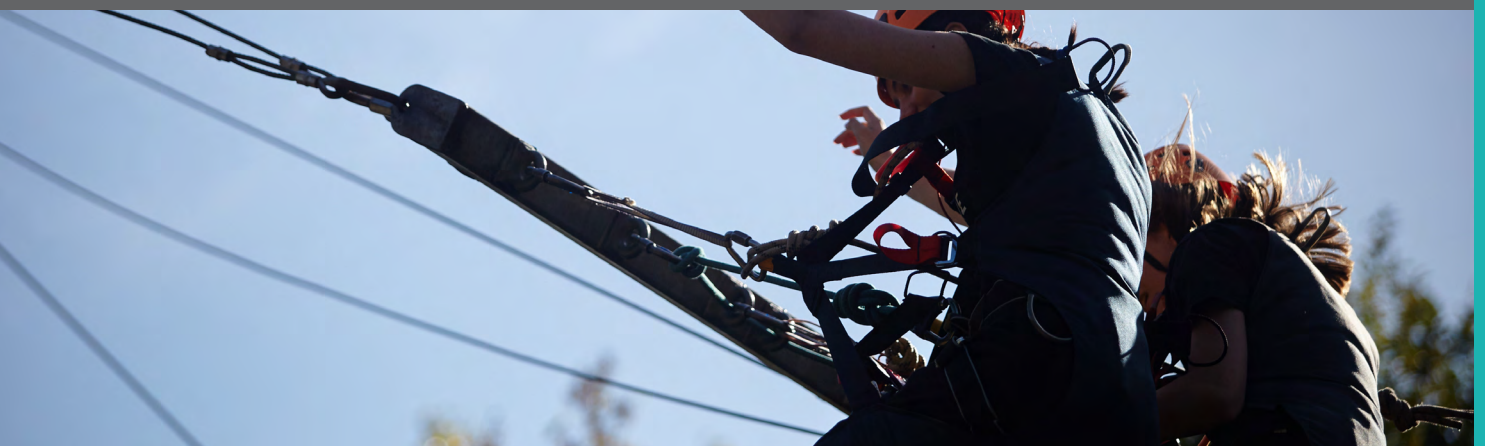
We're now looking for new leaders to join the team that helped create Versus Arthritis (bringing together Arthritis Research UK and Arthritis Care), to work with us to make sure the charity fulfils its promise and maximises the impact of our new strategy in a way that is sustainable in the long-term. We must build on our passionate, dynamic and committed culture and continue to make a difference to peoples' lives by scaling up and delivering our charity's activities to impact on the lives of many thousands more people across the UK. We are excited by the opportunity before us and recognise the responsibility we have, to really make a difference to peoples' lives.

As our Director of People, you will shape and lead an ambitious people strategy that ensures our structures, working practices and systems support and enhance performance as we seek to extend our reach and impact. Reporting to me and working closely with colleagues on our Organisational Leadership Team (OLT), you will help shape Versus Arthritis through organisational and people development, ensuring we operate as an agile and flexible organisation that attracts and develops the best talent. You will lead our work on organisational design and continue the development of our employee and volunteer offer so that our working culture, practices and environment reflect our identity and core values.

You will be a dynamic and strategic people leader with significant expertise across HR, organisational development, volunteer management and facilities in a complex and sizeable organisation. A natural and engaging communicator, you will have delivered change that impacts organisationally and culturally with the leadership skills to motivate, inspire and empower diverse teams. A genuine 'people person', you will secure the confidence of others quickly and, as importantly, will keep people with arthritis at the heart of your approach.

If you are a progressive leader who shares our values and who has the ability to deliver on our ambitions, I hope you will read on and consider joining something special.

Best wishes
Liam O'Toole CEO



About Versus Arthritis

Too many people accept the daily pain, fatigue and isolation that arthritis causes. Too many dismiss it as 'just a bit of arthritis'. But we don't accept it.

Alongside volunteers, healthcare professionals, researchers and friends, we do everything we can to push back against arthritis. Together, we'll continue to develop breakthrough treatments, campaign relentlessly for arthritis to be seen as a priority and support each other whenever we need it.

From challenging and influencing Government to get the big decisions right, to working with people with arthritis and our supporters we are making real headway. But there's still a long way to go, and we won't stop until no-one has to tolerate living with the pain, fatigue and isolation of arthritis.

We have big ambitions and all our activities must work together to deliver these. In this way we will build recognition of the impact of arthritis. We will catalyse and galvanise communities across the UK who push back against arthritis. We will find, discover, innovate and enable new solutions, directly provide these and influence others to make big change happen. We will reach and support every child and young person living with arthritis and we will lead the generation and application of research knowledge relevant to arthritis.

Critical to success is growing our income and creating a sustainable organisation equipped and able to deliver the support and solutions that people will look for.

To find out more about us, visit www.versusarthritis.org

Our Values and Behaviours

- We value our contribution to a truly inclusive and flexible organisation, that prioritises people's health and wellbeing.
- We value learning to increase our impact for people affected by arthritis.
- We value being accountable for our actions and have high expectations of each other.
- We value persevering with challenges when we know it's the right thing to do.



Main Purpose of the Role

The Director of People will push back against arthritis by leading the ongoing development of our employee and volunteer offer and our physical working environments so that our working culture, practices and environment reflect our identity and core values. They will lead our work on organisational design, champion and role model progressive leadership and our focus on developing our people (employees and volunteers).

Adopting a principles-based approach and involving our people in the design of both our working environment and ways of working (known as 'Flex' within the Charity) has been hugely successful in a short space of time. What people can expect when they are part of or working with Versus Arthritis is increasingly clear and increasingly dynamic. However, our culture, like our organisation is new and still emerging. It is vitally important that we embed and build on the experience of working for and with Versus Arthritis so that it is resilient enough to be experienced by 1000s more people without losing its identity.

The Director of People will be central to the charity meeting this challenge as a key member of an OLT that collectively inspire and motivate our people through demonstrating our values and behaviours. All members of the OLT are expected to:

- Be leaders for Versus Arthritis first and their areas of expertise and responsibility second.
- Provide clear, confident articulation of our organisational purpose and direction of travel.
- Role model and actively embed our values and behaviours across all activities.
- Actively champion our brand values with energy and dynamism.
- Work collectively to consider options, develop solutions and agree actions.
- Be visible when and where needed, both internally and externally.
- Inspire, motivate, support, challenge and develop our people.
- Seek out, support and act on the input and recommendations of expert leads.



Organisational Design Principles

Organisation Design at Versus Arthritis is the approach to aligning our organisational structures, working practices and systems with our vision, ambitions and strategic priorities to improve our overall performance. In short, making sure what we do, how we do it, and the people involved are all aligned to help us reach our ambitions.

Our approach to organisation design will provide clarity on:

- Structure - how we organise our teams, decision-making and networks.
- Governance and systems - how we manage the rules and standards we all follow which brings consistency and compliance to our working practices.
- Working practices (culture) - how we cultivate an environment which supports our ambitions, values and behaviours.

We want the way that we organise ourselves, make decisions, operate and behave to consistently and coherently reflect our values and our identity as Versus Arthritis. As we prepare to move beyond a period of transformation, we are reviewing what as an organisation we want and need in terms of these three areas. This enables us to analyse the gap between our current state and where we want to be in the future so we can make sure the organisational practices we put in place help bridge that gap.

We have developed the design principles set out below to test recommendations and initiatives and ensure we are all working towards our shared goals.

The principles

Pushing back against arthritis unifies us.

To achieve our ambitions, we think as a network of communities; people with arthritis, professionals, employees, volunteers, supporters and customers at a UK, national and local level. No matter who or where we are, we think and act as this network of communities working as 'Versus Arthritis' first.

We listen, reflect and respond together.

The voices of our communities (including people with arthritis) are involved in the way we think and the way we act as an organisation. They influence our decision making and are an integral part of our day-to-day working practices. We actively value, respect and demonstrate the trust put in us by our communities by responding to and working collaboratively with our network.

We embrace the complexity of our challenge.

The impacts of arthritis are complex and varied which means we play many roles; as an organisation, as groups and as individuals. Being clear on what we want to achieve and simple in our delivery, allows for complexity in the detail. Whether that relates to activities we deliver ourselves or through influencing and partnering with others.

People closest to delivery are equipped and confident to make decisions.

We always start with and come back to the purpose of the work. We make sure that decisions are made by people who are most informed and closest to the doing. We equip decision-owners to stand by outcomes because they can be confident in the steps and decision-making that led to that point.

We value and celebrate each step.

Each step towards delivering our ambitions, no matter how small, is a success which is celebrated. When the challenges are large, we aren't paralysed - we start small, test, learn and progress. We don't just ask what did we achieve, but what did we learn?

Measured choices balance our present and potential impact.

We balance the investment of our time, money and effort across activities. Between things that will have an impact for people with arthritis now, and those that will make sure we have the strongest platform to grow our impact into the future.

Management and Key Relationships

Roles managed (Day 1)

- PA and business administration support
- Senior Property Manager
- Head of OD & HR
- Workplace Wellbeing Manager

Reports to

Chief Executive Officer (CEO)

Main Responsibilities and Duties

1. Lead the ongoing development and embedding of our values and behaviours, our working environments and our ways of working (culture).
2. Shape and lead development of the experience of people (employees and volunteers) working in Versus Arthritis.
3. Lead, inspire and motivate resources responsible for the design and delivery of the employee and volunteer experience and the physical working environment of our employed workforce.
4. Lead the translation of our commitment to equality, diversity and inclusion into practice.
5. Lead and drive great people management practices across the charity, including recruitment, retention, recognition, resourcing, employee relations, workforce planning, reward and systems, talent management, learning and organisational development, organisational design, and health, safety and wellbeing with the purpose of aligning and driving positive change in behaviours, performance and structure, and building capacity, capability and engagement.
6. Lead and champion the use of impactful HR analytics to inform and drive performance through our people.
7. Effectively sponsor priority projects and programmes.

Key objectives – how success will be demonstrated

- Organisation design principles understood and applied consistently when reviewing or developing systems, governance or team structures.
- Values and behaviours, and our working environments and our ways of working (culture) are recognisable and resilient.
- There is a recognisable, understandable and embedded experience of people (employees and volunteers) working in Versus Arthritis.
- The teams responsible for attracting, recruiting, recognising, rewarding, retaining and employees and volunteers (our people) are in place and can meet the growing demands of the charity.
- Impactful learning and development opportunities for new and emerging leaders in place.

Person Specification

Knowledge and Experience

- Deep experience of strategic People leadership with a proven track record of promoting and embedding successful organisational change. You will have led a sizeable function, ideally at board level and will have significant expertise in employee relations and legislation, workforce planning, reward, volunteer and change management.
- Experience of developing and leading the application of organisational design, including learning and development and property and facilities management within an office-based working environment.
- Successful track record in building and maintaining high performance/engaging work environments where staff are motivated, highly competent and focused on what's important to achieve ongoing organisational success.
- Successful experience of managing complex budgets and long-term plans.
- Knowledge and understanding of how this role can help to enhance Versus Arthritis' widening participation, equal opportunities and social inclusion agendas, and a commitment to translate this understanding into action.
- An empathy for and understanding of arthritis and other musculoskeletal conditions, their symptoms and effects.

Skills and Leadership Style

- A clear and motivational leadership style with the vision to shape, empower and maintain a high-performance culture in which people thrive and are trusted to deliver to shared objectives.
- Exceptional interpersonal and relationship building capability – collaborative and with a strong customer focus; quickly gains the confidence and trust of others.
- Able to communicate complex concepts and new ideas clearly, consistently and persuasively to key internal and external stakeholders at all levels.
- Exceptional attention to detail and ability to work simultaneously on multiple priorities.
- Strong listening and questioning skills; able to take account of and respond to information from a range of sources when developing plans.

Personal Attributes

- Comfortable with ambiguity; possesses the drive, energy and resilience to see through change.
- Open to other ways of doing things, proactively seeking out diverse views to inform thinking and decision making.
- Spots and acts on opportunities to innovate and improve effectiveness and impact.
- Leads by example; demonstrates professional excellence and high integrity.
- Strong commitment to the role, vision and values of Versus Arthritis.

Terms of Appointment

Salary	£91,000
Location	Flexible. Regular presence in all offices including London and Chesterfield
Benefits	Further information on the benefits offered by Versus Arthritis to their employees can be found at www.versusarthritis.org/about-us/work-for-us/what-we-offer/



How to Apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact katy.giddens@starfishsearch.com and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/versus-arthritis-director-people/> and click on the apply now button, with the following prepared:

- your CV (no more than three sides)
- a supporting statement that sets out why you think this role is the right move for you and how you meet the Experience and Knowledge criteria
- we would be grateful if you would also tell us your current salary details and any dates when you are not available to attend interview

Closing date	Friday 1st May 2020
Preliminary interviews with Starfish Search	w/c 11th and w/c 18th May 2020
First Round interviews with Versus Arthritis	w/c 1st June and 8th June 2020
Final Interviews with Versus Arthritis	w/c 15th and 22nd June 2020



VERSUS ARTHRITIS



CEO, Liam O'Toole

