



DiABETES UK
KNOW DIABETES. FIGHT DIABETES.

Director People
and Organisational
Development

 Starfish

Introduction from the Chief Executive

A new and very different future for people living with, and at risk, of diabetes is within our grasp. We have the opportunity to shape that future.

Thank you for your interest in becoming our new Director of People and Organisational Development at Diabetes UK. This role offers a real opportunity to help shape the future for the 1 in 15 of us living with diabetes in the UK.

We have a vision of a world where diabetes can do no harm. With five million people in the UK already living with diabetes and many more at risk of getting type 2 diabetes, it is our biggest and growing health crisis. We are the leading charity for the 4.6 million people with diabetes in the UK; we fund critical research, influence policy, campaign for better health outcomes and treatments and provide a range of information and support services.

The impact of Covid-19 in the past 18 months has thrown into stark relief the health inequalities and outcomes that exist across the UK and has had a disproportionate impact on those living with diabetes and their loved ones. It has also had a seismic impact on how we work and for many their priorities have changed towards how they engage with prospective employers, and we need to make sure that we are able to respond in an agile and strategic way.

We need a strategic, resilient leader with their finger on the pulse of what constitutes modern and effective organisational design and who isn't afraid to challenge existing organisational models. You will be a collaborative, open and engaged leader who possesses a strong track record of developing and leading teams through change and is able to engage effectively at all levels across the organisation, including with the Board and key external stakeholders.

As Our Future Ways of Working trial ends later this year, and as we move towards becoming a Learning organisation, we will look to you to ensure we have the right mix of capabilities and skills to ensure we continue to be a high functioning, flexible organisation that attracts the best talent. Leading on the progression of our ED&I strategy and reviewing our Capability Framework, you will get to build on the good work already done over the past four years and will be joining an engaged and committed team.

Diabetes UK aims to be an equal opportunity employer; the organisation recognises and respects the value and diversity of all. You do not need to come from within the charity sector, but if you share our values and are committed to helping fight inequality and tackling the stigma that people with diabetes can face, I very much look forward to hearing from you.

Chris Askew OBE, Chief Executive

About Us

We are Diabetes UK. Our vision is a world where diabetes can do no harm. 4.8 million people are living with diabetes in the UK, and we fight to get everyone the care they need wherever they live – including diabetes tech free on prescription. We are the UK's leading charitable funder of diabetes research. We improve lives through pioneering research into all forms of diabetes and diabetes-related complications. The work we support helps us understand the causes of diabetes, bring about life-changing breakthroughs in care, treatment and prevention and bring us closer to a cure. In 2019 we invested over £6.8 million in diabetes research and agreed to support 35 new studies.

We are leading the fight against the UK's biggest and growing health crisis. And it's a fight that involves us all – sharing knowledge and taking on diabetes together. As the UK's leading diabetes charity, it's our job to tackle the diabetes crisis and we are here to prevent Type 2 diabetes, campaign for and support everyone affected by diabetes, and fund research that will one day lead us to a cure. We are fighting for a world where diabetes can do no harm. Diabetes is a serious and often hidden condition, so without access to crucial information and support people experience life-changing and potentially fatal complications.

All our work is made possible thanks to our supporters who offer their time, their donations and fundraising to help us find reach a world where diabetes can do no harm.



Our Strategy

At the heart of our strategy, what motivates us every day, and what drives us towards our vision of a world where diabetes can do no harm, are two ambitions.

1. We want people to live well and longer with diabetes.
2. We want to cure or prevent diabetes.

Society continues to change and technological and clinical breakthroughs could transform the quality of life for people with diabetes within a generation. But, right now, with obesity on the rise and with the damage that all types of diabetes can do greatly underestimated, the next generation are facing even more harm. To succeed and to create a world where diabetes can do no harm, we need a bold, ambitious strategy.

Our outcomes

- More people with type 1, type 2 and all other forms of diabetes will benefit from new treatments that cure or prevent the condition.
- More people will be in remission from type 2 diabetes.
- More people will get the quality of care they need to manage their diabetes well. Fewer people will get type 2 and gestational diabetes.
- More people will live better and more confident lives with diabetes, free from discrimination.
- Equal Access to the right care, treatments and technologies.
- Trained, knowledgeable, confident healthcare professionals.

The next five years are critical. With more and more people affected by diabetes, we have no choice but to fight harder than ever before.

We will

- Bring the experts together and challenge the decision makers to be bolder.
- Listen and act and persuade others to join us.
- Work with our donors, volunteers, partners, researchers, clinicians and campaigners to make change happen.
- Work with healthcare professionals to help them better understand diabetes, the needs of people living with it and what good care looks like.

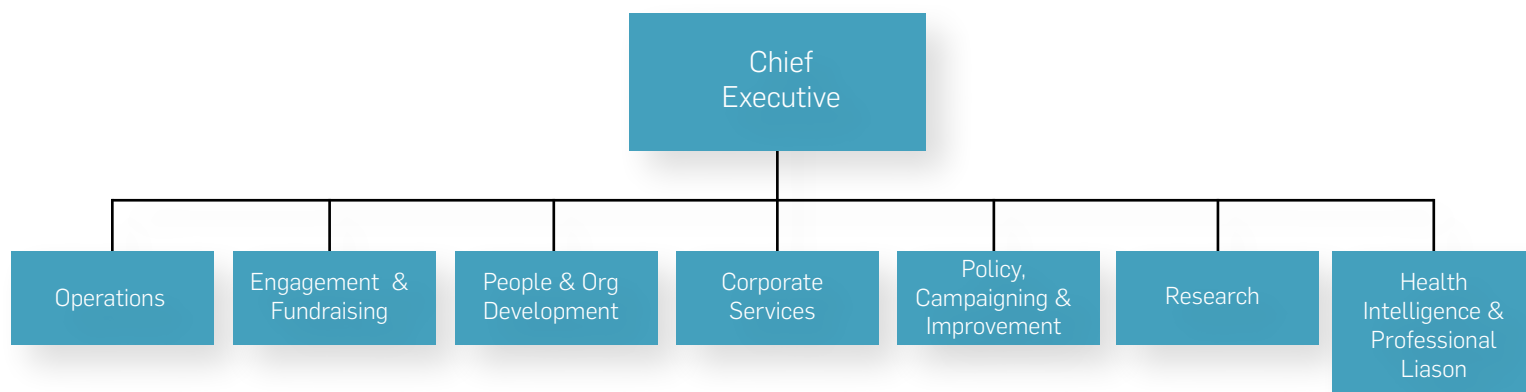
To read our strategy please visit https://www.diabetes.org.uk/about_us/strategy



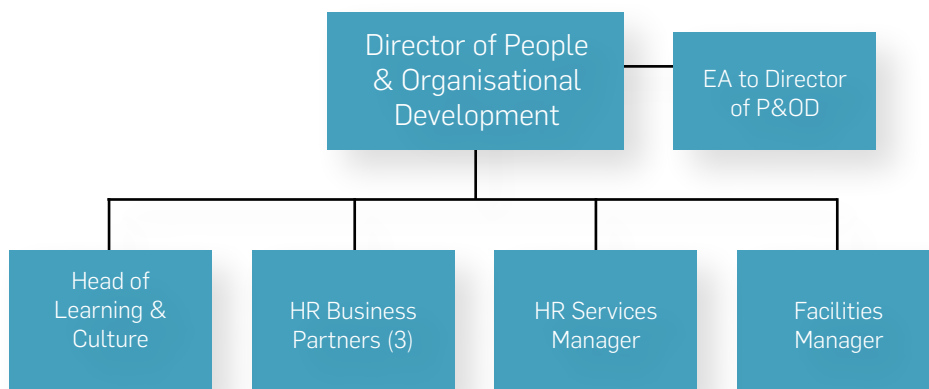
Directorate and team

This role sits in the People and Organisational Development Directorate.

Department



Job and reporting line



Job Description

Role title: Director of People and Organisational Development

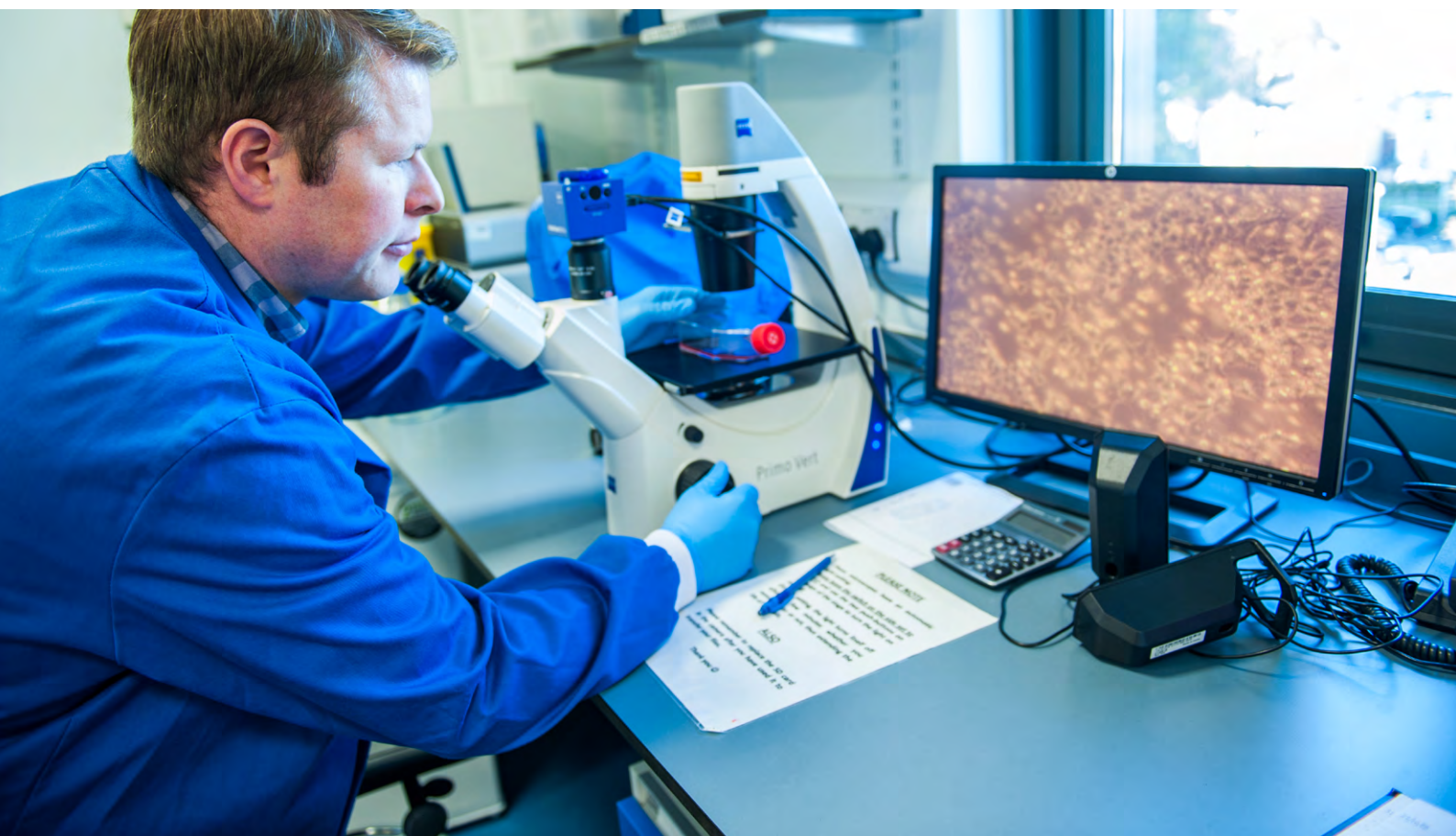
Key relationships: Internal – Trustees, Executive Team, Assistant Directors, Heads of Teams, Co-Leads of Strategy Outcomes/Drivers.
External – HR Professionals, Richmond Group HRDs, Legal and Recruitment partners.

Key focus of the role

Through your leadership of the People & Organisational Development directorate, you will develop and implement our people strategy to attract, retain and develop talent in the charity, where diversity is valued, and everyone feels included. This will include responsibility for our employee value proposition, people policies and processes, as well as organisational leadership and management development.

Key deliverables

- Development and implementation of the people strategy, ensuring this is updated periodically to reflect the needs of the charity.
- Lead the People & OD Team to deliver excellent service and support to colleagues at all levels across the charity, ensuring the Future Way of Working model (hybrid working) is successfully implemented.
- Bring OD insights, based on qualitative and quantitative data, and provide leadership to the charity as a member of the Executive Team, and role model a collaborative and enabling approach to leadership.
- Co-lead one of the charity's strategic outcomes or outcome drivers to deliver the commitments we've made to people living with or affected by diabetes.



Person Specification

All jobs at Diabetes UK are based on our competency framework called the **What-How Framework**. In the following sections we've listed:

- the key activities you'll undertake (**the What**) and
- the skills, knowledge, experience and behaviours you need to be successful in this role (**the How**).

Key activities – **What** you need to do

When applying, focus on the bullet points that are **bold** only. We will use these elements for shortlisting purposes.

Setting & delivering strategy & objectives

- **Co-lead the Learning & Improving Together outcome driver to develop and embed a culture of continual improvement.**
- **Play a key role in setting and delivering strategy for the charity as a member of the Executive Team, whilst specifically taking responsibility for the development and implementation of the people strategy.**
- Provide advice and support to senior leaders to ensure the organisational and role design and responsibilities support the current organisation and its future growth and evolution supporting the CEO with recruitment for senior roles.

Managing & developing others

- **Work with the People & OD team to role model excellent people management and leadership to create an environment and culture for colleagues so everyone can be at their best and where they have opportunities to succeed and thrive.**
- Champion leadership and management development and support the People & OD team to deliver Learning & Development programmes.

Making change happen

- Support leaders to identify and successfully implement change, ensuring colleagues understand and embrace the change.
- Lead and provide full support on resolving complex Employee Relations issues and guide the management approach.
- Support the CEO, senior leaders and your Internal Comms Team to identify and implement effective internal communications to engage and inspire colleagues to achieve our strategic outcomes.

Improving delivery

- **Identify and analyse appropriate people data to gain insights to help identify and implement improvements in our employer brand, policies and processes.**
- Maintain all HR policies in line with the needs of the organisation, the requirements of the law, and encompassing leading HR practice.

Skills, knowledge, experience and behaviours – How you need to do it

Managing & developing others

- Develop your direct reports so that they can succeed and thrive, and lead your teams so they are highly engaged and have a commitment to shared goals.
- Be a strong team player, leading and influencing effectively in a outcomes-led, matrix environment to achieve change collaboratively.

Making change happen

- Lead in a way that inspires and brings colleagues with you, harnessing their energy and expertise to achieve success.
- **Manage collective employee relationships through the Colleague Forum and Trade Union, and foster a healthy environment to maintain fair and good employee relations.**
- **Champion Equity, Diversity and Inclusion, ensuring these are key considerations in the Employer Brand, so that everyone can succeed and thrive in the charity.**

Making decisions

- **Coach and support your team to make considered decisions in all aspects of their role, ensuring the impact and risks are carefully considered and balanced before action is taken.**
- Gather appropriate inputs and data, using both internal relationships and external networks, to engage and consult with colleagues on decisions and changes that impact them.

Collaborating with colleagues

- **Lead the team in a way that promotes collaboration to achieve greatest impact across the directorate and with other teams in the charity.**
- Build excellent relationships, with colleagues across the charity to foster engagement and achieve results.
- Be a problem solver who helps develop solutions that make a difference in situations where there is a complexity of multiple stakeholders.

Qualifications

- **Essential** - CIPD qualified.



Terms of Appointment

Contract type	Permanent
Hours	35 hours a week
Salary	Salary £88,000-£98,000.
Pension	Starting at 5% employer/3% employee (Aviva).
Generous benefits	<ul style="list-style-type: none">• Annual leave starting at 25 days plus bank holidays rising every year up to 30 days maximum.• Flexible working (Future Way of Working) and Early finish Friday.• A Cash Healthcare Plan (giving you up to £1,600 towards a range of out-of-pocket health expenses like new glasses, dentist, chiropractor or osteopath appointments).• Discounts on gym membership and days out.• Employee assistance programme to give you support on any issues that come up in life.• Home office interest free loan.• Annual season ticket loan.• A very active social scene including sport teams, gardening and other activities.• Generous pension provision, life assurance and permanent health insurance.• Cycle to work scheme.



How to Apply

We hope you will consider making an application. If having read through the candidate brief you have any questions about the appointment, please contact Rebecca.OConnor@starfishsearch.com

To make an application, please go to <https://starfishsearch.com/jobs/diabetes-uk-dir-people-org-dev/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out why you think this role is the right move for you and how you meet the experience and knowledge criteria with a focus on the bullet points that are in bold.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date:	Thursday 24th March 2022
Preliminary interviews with Starfish:	w/c 11th April and w/c 18th April 2022
Interviews with Diabetes UK:	w/c 2nd May or w/c 9th May 2022

