



Candidate Pack For Funding Strategy, Innovation and UK Director

Welcome

Thank you for your interest in the Funding Strategy and Innovation, and UK Director role at the National Lottery Community Fund.

The National Lottery Community Fund is the largest single source of funding for community activities in the UK. We're One Fund based in communities in England, Northern Ireland, Scotland and Wales, and our work reflects the diversity of the UK. We support activities that create resilient communities that are more inclusive and environmentally sustainable – activities that will strengthen society and improve lives.

We are now seeking an energetic and purposeful leader, as our new Funding Strategy and Innovation, and UK Director, confident in shaping and setting direction across the directorate and wider 'One Fund'. Our 2024-27 Corporate Plan places a strong emphasis on making a bigger difference, supporting bolder change in the delivery of The National Lottery Community Fund's 'It starts with community' strategy to 2030.

This is a newly created role with responsibility for our UK-wide grant making portfolio which offers larger funding to organisations looking to scale impact, that benefits communities across the UK. The postholder will have accountability for over £110 million in grant funding annually, and an operating budget of around £9 million, and play a central role in ensuring public money is used responsibly, strategically, and with transformative impact.

This is a crucial leadership appointment - you will be part of the Senior Management Team and bring together innovation and best practice. This role is central to how we anticipate, design, and deliver bold, community-led solutions to meet the challenges of our time. You will lead our Funding Strategy and Innovation work which develops ways of working that enable us to deliver our One Fund strategic ambition and passion for community-led change and inclusive practice. You will understand what effective, equity-focused funding looks like—and know how to build strategies, cultures and partnerships that spark innovation and shift systems.

Candidates will bring senior grant making experience, a strategic mindset, and a people-first leadership style to drive excellence in delivery, foster innovation, and embed equity and sustainability across all we do. Wherever you are, you will provide a clear vision, bring a systematic approach to delivery, and have the capability to build personal credibility quickly. You will have excellent interpersonal skills, show credibility at Board level, and demonstrate strategic judgement. Importantly, you will bring a collaborative approach in working with our talented and committed teams.

If you believe you have the skills and qualities required, we would be very pleased to hear from you.



David Knott, Chief Executive
The National Lottery Community Fund

About the National Lottery Community Fund

Background

The National Lottery Community Fund is the largest single source of community funding in the UK. We support amazing projects that help to strengthen society and improve lives. National Lottery players raise an incredible £30 million a week for good causes. This money funds projects and activities that transform communities, protect our heritage, and enrich lives. We are proud to be one of 12 distributors responsible for awarding this funding across the UK.

We also distribute non-National Lottery funds, working closely with UK Government on funding for important issues such as youth social action and health and wellbeing.

It starts with community - our journey to 2030

Social connections and community activities are at the heart of creating healthier, happier lives and a flourishing society. That's why The National Lottery Community Fund supports amazing community-led projects. And why we're looking to make a bigger difference in the years ahead, by listening and responding to communities and by focusing on supporting bolder change.

The ambition through this strategy is to create resilient communities that are more inclusive and environmentally sustainable, funding activities and organisations that strengthen society and improve lives across the UK.

We're focusing our efforts where there is greatest need. We're looking to make a bigger difference in the years ahead, both by listening and responding to communities, and being more focused on supporting the greatest impact.

We will be delivering this strategy to 2030 at a time of renewal and expected growth in returns to 'good causes' from The National Lottery, alongside the Fund's third party and dormant assets work.

The organisation

The National Lottery Community Fund is established as a non-departmental public body by an Act of Parliament. The Board is responsible for the overall strategic direction of the Fund and for the Fund's governance. It delegates the day-to-day running of the organisation to the Chief Executive and his Senior Management team.

Funding decisions are delegated to five funding committees (UK, England, Northern Ireland, Scotland and Wales) and to Executive Officers.

Policy responsibility for The National Lottery Community Fund in England, including setting policy directions, rests with the Department for Digital, Culture, Media and Sport.

The National Lottery Community Fund is governed by a Board. The Board is responsible for setting the Fund's long-term strategy and key policies, and making sure that it is run in an effective and efficient way.

Our purpose

We support activities that create resilient communities that are more inclusive and environmentally sustainable - activities that will strengthen society and improve lives across the UK.

Our community-led missions and what we'll achieve by 2030

We'll support communities to connect by:

- creating accessible, welcoming places, both physical and virtual, for people to meet initiating engaging and inclusive activities that support connections within and between groups of people.
- enabling people from all backgrounds to shape the future of their communities cultivating an increased sense of belonging.

We'll support environmentally sustainable communities that:

- reduce carbon emissions and negative environmental impact.
- create positive environmental impacts.
- establish equality of access to the natural environment improve the quality of natural spaces.

We'll enable children and young people to thrive by:

- creating opportunities for children and young people from all backgrounds to enjoy community experiences.
- helping children and young people shape the decisions that affect them and their communities.
- providing children and young people access to safe spaces to play, participate, socialise and get support.

We'll enable people to live healthier lives by:

- helping reduce health inequalities.
- increasing opportunities for community participation to shape better health services
- taking a preventative approach to health.

Our values



We are inclusive

We know that communities and organisations are stronger when everyone can participate, and work to increase inclusion.



We are ambitious

We believe in the power of community and connection and are ambitious for its potential. We support people and communities to shape the future and lead change.



We are impact focused

We are inspired by communities and learn with them. We listen, reflect and use evidence to improve knowledge, inform action and increase impact.



We are adaptable

We welcome and embrace new ideas and ways of working.



We are compassionate

We work with care, consideration and humility.

Money awarded in 2023-24

Money awarded in 2023-24



Scotland
£52.0m

1,658 grants

Northern Ireland
£26.8m

575 grants

Wales
£39.2m

1,001 grants

England
£521m

10,267 grants

Annual report and accounts

UK-wide
£47.3m
219 grants

In total
£686.3m
13,720 grants

To read more about our funding and accounts, see link [here](#)

Our key performance indicators (KPI):

KPI 1 - More than **80%** of areas across the UK will apply for National Lottery Awards for All funding and at least 60% of areas will receive a grant award.

KPI 2 – The primary focus of more than **90%** of grants is on one of the four community-led missions.

KPI 3 - More than **50%** of all grants by volume will go to communities experiencing greatest poverty and disadvantage.

KPI 4 - At least **15%** of our grants will go to projects that have environmental sustainability as their primary aim.

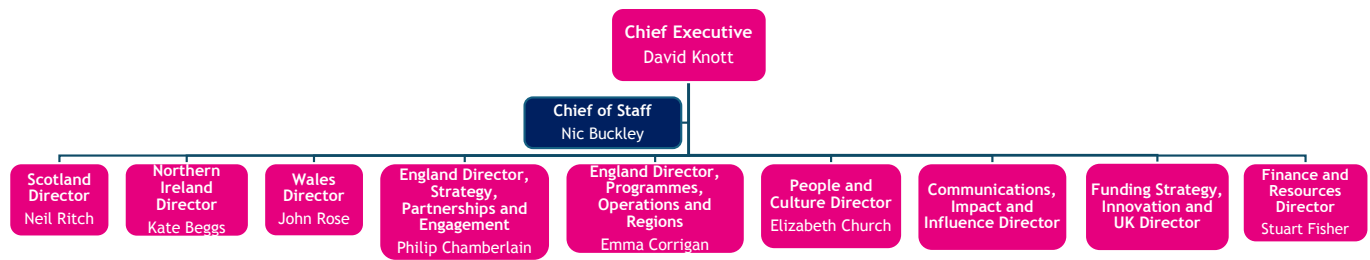
KPI 5 - Our employee engagement score will be in the **top quartile** when compared with similar and comparable organisations.

KPI 6 – More than **50%** of elected members (MPs and representatives in devolved administrations) and the general public are aware that the Fund supports good causes thanks to the National Lottery.

KPI 7 – The value of grant awards will not be less than **95%** of budget.

KPI 8 - Overall customer satisfaction will be over **80%**.

The National Lottery Community Fund Senior Management Team



Job description

Job title: Funding Strategy, Innovation and UK Director

Reports to: Chief Executive

Directorate: UK Portfolio, Funding Strategy

About the Role

As our **Funding Strategy, Innovation and UK Director**, you will lead a vital directorate at the heart of how we fund change across the UK. With strategic oversight of the UK Portfolio, Funding Strategy and Innovation, this role is central to how we anticipate, design, and deliver bold, community-led solutions to the challenges of our time.

You'll bring senior grant making experience, a strategic mindset, and a people-first leadership style to drive excellence in delivery, foster innovation, and embed equity and sustainability across all we do. With accountability for over £110 million in grant funding annually and an operating budget of around £9 million, you'll play a central role in ensuring public money is used responsibly, strategically, and with transformative impact.

You are a purpose-led, experienced senior leader with a passion for community-led change and inclusive practice. You understand what effective, equity-focused funding looks like—and know how to build strategies, cultures and partnerships that spark innovation and shift systems.

Key Responsibilities

Strategic Leadership

- Set the vision and direction for the Funding Strategy, Innovation and UK teams, aligning with our 2030 It starts with community strategy and 2024–27 Corporate Plan.
- Provide strong, inclusive leadership across dispersed teams, championing a unified 'One Fund' approach.
- Act as a senior voice on funding excellence and strategic foresight—bringing ambition, curiosity, and credibility to how we fund for the future.

UK Portfolio Delivery

- Lead the delivery of the UK Portfolio, which awards large-scale grants (£110m in 2025/26) that amplify solutions and scale community impact, through partnership-based approach.
- Ensure this portfolio delivers value, equity and transformational impact in line with our four community-led missions:
 - Supporting communities to come together
 - Environmental sustainability
 - Helping children and young people thrive
 - Enabling healthier lives

Funding Strategy & Innovation

- Oversee the development of funding strategy and innovation functions—ensuring we stay ahead of change and remain at the leading edge of grantmaking practice.
- Champion new approaches, testing, learning and adaptive strategy—embedding innovation as a core capability across the Fund.
- Promote a culture of experimentation and collaboration that supports our priorities around equity, environmental sustainability, and community power.
- Champion continuous improvement and evolve our funding practice —making them more open, insight-driven, and transformative.



Person specification

Essential Criteria

- Proven ability to develop and deliver impactful funding strategies that align with organisational missions and values.
- Deep sector knowledge and operational expertise in grantmaking.
- Senior level experience in driving and championing successful change delivery—improving operational practices to realise bold strategic intent.
- Proven leadership, able to develop, coach and manage multidisciplinary and expert professional teams, creating positive and engaged team culture.
- Excellent influencing and negotiating skills, both internally and externally—able to convene partners and develop collaborative partnerships around new ideas and collective action
- Experience with senior stakeholders across sectors, for example working with non-executive Chairs, Boards and Committees.
- Track record of strategy and innovation, through development and into tangible improvements for example funding practices, increasing accessibility, transparency, and outcome alignment.
- Experience of embedding equity, diversity, and inclusion (EDI) into all aspects of work.
- Strong financial and operational acumen, able to manage resources effectively and ensure accountability.



Terms of appointment

Salary

The salary range for this role is £83,750 - £100,000 per annum (including London weighting) on a full-time permanent basis.

Location

UK-based, flexible. The Fund is committed to providing a working environment that gives everyone choice and flexibility. We encourage flexible working, including hybrid working combining balance of home and office working, unless there is a conflict with business needs and/or customer service. The Fund has larger offices in Birmingham, London, Cardiff, Glasgow, Belfast, and Newcastle.

The Funding Strategy, Innovation and UK teams are dispersed through our offices across the UK. As such you must be committed to travel to engage with your teams. Board and SMT meetings are held across the UK. The postholder can be based anywhere in the UK and expect to work some their time remotely. Regular presence and travel to Board, SMT and meetings to engage colleagues across the UK is a requirement of the role.

Pension

The Fund operates two pension schemes, Alpha, our Principal Civil Service Pension Scheme (PCSPS) and a Partnership Pension Scheme with Legal & General.

For Alpha, the employer's contribution is between 26.6% and 30.3% and the employee contributions rates are between 4.6% and 8.05% depending on salary.

For Partnership, the employer's contribution rate is between 8% to 14.75% of your earnings. You do not have to contribute to this scheme, but if you do, the Fund will match your contributions up to 3% of your pensionable pay.

Annual leave

Annual leave is 30 days per year on joining The National Lottery Community Fund plus bank holidays. An additional three days of leave is given every year – normally at Christmas. Your entitlement will vary according to your date of appointment, and is prorated for part-time employees.

Additional benefits

We recognise that keeping our people happy and healthy enables us to be a more effective organisation and makes The National Lottery Community Fund a better place to work.

Benefits include:

- Generous Civil Service Pension scheme
- Flexible working
- Enhanced paid maternity/paternity/adoption leave
- Paid volunteering leave
- Season ticket loan
- Healthcare cash plan
- Cycle2work
- Employee discount scheme

How to apply

We hope you will consider making an application. To make an application, please go to <https://starfishsearch.com/jobs/tnlcf-fs-inn-uk-dir/> 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 knowledge and experience criteria.

We would also be grateful if you would 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: Friday 6th June 2025

Preliminary interviews: w/c Monday 16th June and Monday 23rd June 2025

Final Panel interviews: w/c Monday 7th July 2025 (tbc)

