



JLP FOUNDATION

Director

John Lewis Partnership Foundation

July 2026



Welcome

Dear Applicant,

Thank you for your interest in becoming the next Director of the John Lewis Partnership Foundation.

The John Lewis Partnership Foundation is an independent UK registered charity and company limited by guarantee, established by the John Lewis Partnership. It brings together the ambitions previously championed through separate charitable funds, creating a single foundation that is aligned with the Partnership's purpose of working in Partnership for a Happier World. Through close collaboration with the Partnership, the Foundation exists to create lasting social and environmental impact where it is needed most.

At the heart of the Foundation is a simple ambition: a world where work is good for people and the planet. By bringing together funding, expertise, and the commitment of Partners, we aim to build the capabilities needed for the changing world of work – promoting fair opportunities for people and helping the natural world to flourish.

While the Foundation has its own independent governance and accountability, its work complements the Partnership's wider social impact ambitions. As the Foundation enters an exciting new chapter, a refreshed strategy will shift its focus from predominantly reactive grant-making towards long-term, strategic partnerships that deliver measurable, sustainable outcomes and greater impact.

We're now looking for an exceptional Director to lead this next phase of the Foundation's journey. You will work closely with the Chair and Trustees, with responsibility for agreeing the scope of services provided by a small number of Subject Matter Experts (SMEs) in the Partnership. You will be working closely with managers within the Partnership to ensure that our priorities are delivered, with SMEs maintaining their primary reporting lines.

You are a trusted leader who generates clarity through your inspirational style, emotional intelligence and exceptional influencing and communication skills. You will bring a collaborative style and exceptional stakeholder management skills to this role, garnering respect and confidence, and liaising with a significant breadth of stakeholders right across the JLP organisation. This includes the Chairman, Executive Director for New Businesses, other members of the Executive Team, Ethics & Sustainability Committee, Finance, Legal, CoSec, and Social Impact teams.

Delivering our new strategy will require high analytical capacity, sound judgement and the ability to see the big picture. The highest levels of integrity and ethical standards are also essential, because you will be role modelling the Partnership behaviours as well as the Foundation's values.

This is a rare opportunity to be part of the unique culture and Partnership model of JLP, uniting our collective passion and drive behind the Foundation and its priorities. You will lead and shape a nationally recognised catalyst for change, reflecting the Partnership's enduring belief that work can be good for people, communities, and the planet.

The Foundation in brief

The John Lewis Partnership Foundation is a UK registered charity and company limited by guarantee, set up by corporate sponsor, the John Lewis Partnership (the Partnership).

The Foundation acts as a living embodiment of the Partnership's 'Happier World' purpose, sharing a collaborative relationship and a mutual ambition for growth and impact.

While the Foundation has independent accountability, its work strategically complements the Partnership's social impact ambitions.



Our work has historically been delivered through separate funds, each focusing on the areas that we and our customers care strongly about.

- [The Employability Fund](#) (previously called the John Lewis Foundation) was established to support projects that invest in vulnerable young people.
- [The Golden Jubilee Trust](#) gave John Lewis and Waitrose Partners the chance to be seconded to their chosen UK registered charity for up to six months, either full or part time.
- [The Nature Fund](#) (previously the John Spedan Lewis Foundation) supports the understanding, protection, and restoration of the natural world – with the help of grants, awards, and bursaries, we can continue this important work while improving participation opportunities for under-represented groups, both in terms of candidates and project beneficiaries.
- [Building Happier Futures](#) is how we fund UK projects for care-experienced people, making a difference to vulnerable children and young people who don't have the safety net of family support.

Following a recent strategic review, our ambitions will be delivered through the new Foundation in alignment with three strategic pillars:

- Our People Deploying JLP Partner (employee) expertise through mission-aligned secondments to strengthen charity capacity.
- Our Resources Funding strategic partners through multi-year commitments to maximise long-term, measurable impact.
- Our Voice Convening voluntary & community sector (VCS) partners to share learning, build the field, and champion good work.



The role

Role title Director

Reports to Chair of the Board of Trustees of the John Lewis Partnership Foundation for strategic accountabilities and performance; the Partnership's General Council will hold accountability for the employment elements of the Foundation Director's role.

Key relationships The Chairman, Executive Director for New Businesses, Ethics & Sustainability Committee, Finance, Legal, CoSec, Executive Team Members and Social Impact teams.

Role purpose

To act as the leader of the Foundation's strategy, ensuring its successful execution to achieve long-term, measurable impact. The Director guides the Foundation through significant strategic transformation, establishing it as a distinct and nationally recognised asset that aligns with the John Lewis Partnership's (JLP's) 'Happier World' purpose and social impact strategy.

Main duties and responsibilities

Strategic Leadership & Transformation

- Lead the implementation of the new outcome-focused strategy, ensuring the Foundation has a clear, long-term roadmap that realises its vision and establishes measurable impact.
- Drive organisational change to transition the Foundation from reactive grant-giving to strategic partnership models.

Partnership Alignment & Executive Stakeholder Management

- Function as the strategic bridge between the Foundation and the John Lewis Partnership.
- Foster high-level relationships with the JLP Executive Team, Ethics & Sustainability Committee, and the JLP Council to ensure directional alignment with the JLP Social Impact Strategy and broader business direction, maximising the opportunity to engage JLP Partners.

Strategic Foresight & Development

- Proactively identify, evaluate, and prioritise strategic opportunities and partnerships that materially advance the Foundation's vision ("a world where work is good for people and the planet") and build its national reputation.

Strategic Resource Stewardship & Growth

- Oversee the strategic allocation of the annual budget and 'grants of time,' to maximise long-term, measurable impact.
- Develop and execute pragmatic strategies to grow the Foundation's income and resource base in collaboration with JLP.

External Advocacy & Field Building

- Serve as the Foundation's primary champion, building deep relationships with external Voluntary & Community Sector (VCS) partners.

Governance, Accountability, & Risk Strategy

- Establish and continuously review a strategic framework for governance, risk management, and compliance (including brand, legal, and safeguarding risks), ensuring adherence to the JLPF escalation protocol and protecting the Foundation's operational independence.

Organisational Oversight & Resilience

- Provide executive oversight for the Foundation's infrastructure and management, ensuring operational efficiency and stability.
- Ensure the Board meets all statutory obligations, overseeing the preparation and timely submission of the audited Annual Report, Accounts, and returns to the Charity Commission and Companies House.



Who we're looking for

In your written application, please address the Knowledge and Experience criteria set out below. Skills, abilities and leadership style will be explored at interview stage with selected candidates.

Your knowledge and experience

- Exceptional record of achievement in the leadership of significant teams or organisations.
- Depth of Third Sector knowledge and expertise, including significant experience of charity governance.
- Direct experience of and insight into grant giving trusts and foundations, as a donor or recipient.
- Experience of leading a charity or charities through major change and strategic shifts to achieve demonstrable impact.
- Strong experience of driving and shaping organisational change.

Your skills and abilities

- Highly developed communication, interpersonal and relationship-building skills.
- Outstanding influencing and stakeholder management skills.
- Ability to maintain an appropriate balance between collaborative working, and the Foundation's operational independence.
- High intellectual and analytical capacity, to assess complex issues and guide decision-making.
- Able to articulate and distil complex proposals and controversies clearly to a wide range of stakeholders.

Your leadership style

- You have an independent mindset with strategic reach and foresight.
- You have a personal style that garners trust and respect quickly, and you are comfortable with high levels of personal accountability.
- You engage and galvanise others through an inspirational leadership style.
- You have the judgement and willingness to challenge constructively if it leads to greater long-term impact.
- Your values align with ours and you hold a genuine commitment to our vision that "work is good for people and the planet" – you also take an interest in the brand, ethos, principles and values of the John Lewis Partnership.

Terms of appointment

Contract and salary

This role is offered on a full-time, permanent basis. Salary is offered within a set band and our expectation is that the role will be filled at £90,000. Starting salary is dependent on experience.

Location and working arrangements

The Partnership works on a hybrid basis in line with its flexible working principles. This role requires an initial commitment of at least three days per week in the office to facilitate onboarding, build relationships across the team and connect with key stakeholders.

Subject Matter Experts (SMEs) currently attend the office regularly and, moving forward, the Director – in consultation with the SMEs, Board and incoming Chair – will help shape the ongoing hybrid working model to foster greater collaboration across the Foundation.

Benefits

The successful candidate will also be entitled to benefits associated with being a Partner of the John Lewis Partnership including health care, car allowance, flexible working etc.

Charity registration

Registered charity number 1118162





How to apply

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

- Your CV (no more than two sides).
- A covering letter that sets out your motivation for the role and responds to the Knowledge and Experience criteria set out in the Person Specification.

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 for applications: **Friday 18th September 2026**

Recruitment timetable

Closing date:	Friday 18 th September 2026
Preliminary interviews:	w/c 28 th September 2026 (online)
Final Panel interviews:	Likely to be 19 th October