

Job Description

Job Title: Alliance Director (Enhanced Mental Health)

Reporting to: Director of Business Development (Health Pathfinders Alliance)

Service: Enhanced Mental Health Pathfinders Alliance

Salary Band: 6

Location: Pan-London/Hybrid (Various London locations)

Hours: 37.5 hours per week

This job description may change to reflect changing requirements of the role

The Enhanced Mental Health Pathfinders Alliance aims to improve care for adult victims and survivors of sexual assault and abuse with multiple complex trauma-related mental health needs, enabling recovery, healing and long-term wellbeing. To achieve this, the Pathfinder will strengthen collaboration between statutory and voluntary sector services, improve identification of complex trauma-related needs and develop the capacity and pathways required to deliver timely, sustained and trauma informed support.

The Alliance is made up of six core members: Ashiana, Oxleas NHS Foundation Trust, Pan London Sexual Violence Alliance, Respond, Solace and Survivor's Trust. The Alliance is funded by NHS England (London) for five years.

The Role

The Alliance Director (AD) will hold a pivotal leadership role within the Alliance Management Team, responsible for ensuring the Enhanced Mental Health Pathfinders Alliance delivers on its vision and achieves its strategic objectives. The AD will provide hands-on operational leadership, leading efforts to maintain a cohesive, cooperative approach across the Enhanced Mental Health Pathways Alliance, and overseeing the planning, delivery, governance, and continued development of the Alliance.

The role requires an exceptional, values-driven leader with the ability to manage complex programmes and drive system-wide improvement. The AD will bring outstanding skills in project management, financial oversight, organisational coordination, and communication, ensuring that the Alliance functions effectively day-to-day while also advancing long-term transformation and growth.

The core purpose of the role is to:

- To develop Alliance and its strategies and plans in line with Alliance vision, objectives and values
- Embed an 'alliance' culture in delivery teams
- To support the Alliance Leadership Team, ensuring alliance culture including consensus and shared risk in decision making

Whilst the successful candidate will be employed by Solace Women's Aid, they will be accountable to the Alliance as a whole and will be expected to work on occasion across different members' offices.

Responsibilities

- Managing systemic and cultural change
- Ensuring appropriate safeguarding oversight and assurance mechanisms are embedded across all delivery partners.
- Managing an annual budget ensuring the Alliance operates within its financial resource, ensuring administration/ management costs are managed
- Leading internal and external communication about the work of the Alliance
- Supporting a culture of innovation and collaboration
- Support Alliance wide decision-making and resolution of conflicts
- Developing an Alliance strategy and ensuring momentum in its delivery
- Leading Alliance Delivery Teams including delivery and performance reporting ensuring Information Governance protocols are in place
- Identify and escalate risk and ensure accountability for delivery across Alliance members
- Act as the link between the Alliance Management Team (AMT) and the Alliance Leadership Team (ALT)
- Support contractual compliance and represent the Alliance externally
- Act as Designated Safeguarding Lead for the Alliance

Accountabilities

- Provide effective reporting and guidance to the Alliance Leadership and Delivery Teams within a system of empowered and accountable management; to assist decision making in line with Alliance principles
- Maintain strategic and operational Risk Registers
- Manage the Alliance Programme Manager and Alliance Coordinator, as well as any other Alliance-specific roles to maximise performance whilst supporting wellbeing and enabling professional growth
- Ensure systems for gathering and analysis of feedback from stakeholders are in place
- Ensure co-production and lived experience involvement are embedded within governance and service evaluation structures.
- Undertake other duties as required for the effective running and co-ordination of Alliance Delivery Teams and achievement of Alliance Objectives
- Communicating effectively to build and invest in key relationships
- Resolving difficult and complex issues through innovative and creative solutions
- Assess and prioritise information from the AMT to highlight key updates, including risks and challenges, to the ALT, making clear recommendations for mitigations and next steps.
- Lead on the development and deployment of financial, management and operational plans including collation and analysis of quality data
- Coordinate invoicing across the Alliance, ensuring the Service is delivered to budget with minimal variance.
- Working inclusively, valuing equity and anti-discriminatory and providing support for shared workforce development
- Demonstrating the ability to innovate and deliver continuous improvement.

Knowledge, Experience and Skills

- Experience of analysing and reporting on data
- Significant experience in Complex Mental Health Services and/or Sexual Violence Services
- Experience in the successful management of complex multi-stakeholder programmes and partnerships
- Successful experience of managing transformational change in complex systems and creating successful systems change at a senior level
- Staff management and leadership
- Partnership and team working at a leadership level
- Flexible and independently motivated to react and respond effectively to unplanned demands and to problem-solve independently
- Experience of working with commissioners
- Information Governance and Data Protection
- Finance: managing costs and budget setting and control with multiple funding streams
- Advanced IT skills, particularly Microsoft Office 365, and ability to use databases and client relationship management systems (e.g., Salesforce).
- Experience working in an Alliance (desirable)
- Sub-contracting experience (desirable)

Values, Behaviours & Competencies

- Strong commitment to equity, diversity, inclusion, and intersectionality.
- Open to challenge, reflective, and willing to learn from others, including those with lived experience.
- A proactive, flexible and positive attitude towards evolving projects, working at pace.

Job Description

As part of the development of an Alliance Agreement for all members, the EMHP ALT will develop a set of shared values with support from the Alliance Director and external support from the Ideas Alliance.

The Alliance will adhere to the following partnership principles:

- promote equity of voice and influence between NHS and voluntary sector partners.
- create a shared responsibility for delivery, risk and outcomes.
- foster a collaborative, non-hierarchical approach to service design, delivery and improvement.
- embed mechanisms for transparent communication, open book decision making, budget management and joint planning.
- enable the inclusion of victims and survivors, lived experience representatives and commissioners within governance structures.

Please note this job description is intended to outline the main duties of the post and may change as the post and organisation develops.