

Funding and Compliance Lead



**LLOYDS BANK
FOUNDATION**
ENGLAND & WALES



Welcome!

Thank you for your interest in joining us as our **Funding and Compliance Lead**.

This is a genuinely exciting opportunity to be part of an independent charitable foundation with 40 years of impact. You'll be joining a driven and values-led team that is committed to connecting and catalysing community-led change. We're bold, relational, inclusive and can-do in everything we do. We're not afraid to innovate, take risks, and push for change that breaks down barriers and helps communities thrive.

As Funding and Compliance Lead, you will help the Foundation strengthen the systems and practices that underpin everything we do. You will lead our end-to-end funding and compliance function, bringing together assessment, risk, contract management and grant oversight, while building a high-performing team and improving the experience for applicants and funded partners. We're looking for someone with strong grant management and compliance expertise, who can balance rigour with pragmatism and build trusted relationships across the organisation.

If you share our vision — that everyone in England and Wales should **be in a good place** — and you're ready to play your part, we'd love to hear from you.



One Roof Leicester



**LLOYDS BANK
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About Us

Lloyds Bank Foundation for England and Wales is an independent charitable foundation, backed by Lloyds Banking Group and the people within it. We want everyone to be in a good place - personally, in a home that's a good place to live, and in a community that's a good place to belong.

We back people and communities across England and Wales, to make that happen, because when you back brilliant people, brilliant things happen. Our communities are full of ambitious, energetic and determined people stepping up to make their neighbours' lives better and their communities grow stronger. Day in, day out.

We play our role by connecting and catalysing community-led change, providing the money, time, tools and connections that build organisations' capacity and capability, to make people's lives better and their communities stronger.

You can find out more about us on [our website](#).



Voices in Exile



**LLOYDS BANK
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Our Values

Our values are more than words on piece of paper or stuck to the wall. Our values are how we live as we achieve our mission. They're how we work with our colleagues, our partners, and communities. Our values are at the heart of our organisation.

Bold

We're ambitious problem solvers.

Inclusive

We listen and learn from others.

Relational

We build relationships to achieve changes in society

Can do

We're driven and make change happen.



**LLOYDS BANK
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Our Impact

We've had 40 years of impact that lasts.

We've helped household name charities like Childline and Changing Faces get off the ground. As a frontrunner in organisational development and capacity building, our expert investments in charities have helped them turbocharge their growth, create new jobs, and become more resilient. And in our priority communities, we've improve how things work for people and places, so everyone can flourish.

Nearly

£1 billion

invested in communities

45,000

grants to community organisations

1,000s

of colleagues supported to give time and money

Nearly

1,700

jobs created over 10years



When I was referred to Youth Shedz, my mental health was awful and I wasn't leaving the house. I was really struggling with life. **I just wasn't in a good place.**

Having that space at Youth Shedz where I could just be myself and learn who I was, and what was really important to me, was so helpful. And then I started volunteering, and then I got offered a job and now I've been working here for three years.

Sonia, Assistant Youth Shedz Coordinator



Our Team

Lloyds Bank Foundation is an organisation with a bold vision, that's ready to scale.

Hand in hand with Lloyds Banking Group Group, and with partners new and old, we're setting out some ambitious goals, and each one of our four directorates plays a distinct role in making those goals a reality, so everyone in England and Wales can be in a good place.

Our Community-led Change Directorate is the delivery engine where strategy becomes action, with local teams embedded across England and Wales building genuine relationships with the people and places we support. Our Strategy, Impact and Innovation Directorate drives our national strategy, and connects what we learn on the ground to the systems change we pursue at a national level. Underpinning all of this are our Income and Operations teams, whose work ensures the organisation is sustainable, well-run and that our values are reflected in how we operate internally as much as externally.

We are governed by an impressive Board of Trustees who bring a wide range of skills and experience. We're a team of people who believe in what they do, support one another, and hold themselves to high standards.

You can meet our team and learn more about them [here](#).

Working with Us

Joining Lloyds Bank Foundation means becoming part of a team where your work directly contributes to making England and Wales a good place, whatever your role. The Foundation can offer you a rewarding career that supports your professional development alongside supporting community-led organisations, and creating a positive impact in society.

Everyone should be in a good place, and that's also true when it comes to working with us. We believe that we are at our best when we can be ourselves – that's why we are committed to creating an inclusive and accessible working environment for everyone.

92%

of our team describe themselves as either 'hopeful' or 'energised' by our new strategy.

We're a Disability Confident employer, a Living Wage Employer, and we work hard to make sure every member of our team feels valued, supported and able to thrive. We offer a comprehensive benefits package, and a culture built on our values. We welcome people of all backgrounds, particularly those from communities that are underrepresented in our sector. Whoever you are and wherever you're coming from, we want you to **be in a good place** when working with us.



Since joining the Foundation as a 2027 Associate, the opportunity that was presented to me to get a real insight into the UK voluntary sector in general and grant making in particular was remarkable.

I am so proud to be a member of the team, and play my part in the drive to better support and develop the capacity of small charities to address the issue of social injustice. I hope to further progress my career in the sector, and I feel I am at the right place.

Nebiat Tefera Abebe, Funding and Compliance Officer



Staff Benefits

We want everyone who works at Lloyds Bank Foundation to be in a good place, and that means making sure you have everything you need to thrive at work. Here's some of what we offer:

Generous annual leave of 33 to 38 days (inc. statutory)

Winter closure (additional 2-3 days)

Pension scheme with up to 13% employer contribution

Private medical insurance covering dental, eyecare and mental health

Two paid volunteering days per year

Employee family leave entitlement

Employee Assistance Programme

You can find more information about working with us and our comprehensive benefits package [here](#)



The Operations Directorate

The Operations Directorate is a key partner to the rest of the organisation in delivering "Everyone in a Good Place". Without strong systems, sustainable finances and a well-supported team, none of our work with charities would be possible.

The Directorate brings together four closely connected teams. Our People and Culture team supports colleagues to do their best work — recruiting well, developing our people, and ensuring our values are at the centre of how we work. Our Finance team ensures the Foundation is financially sustainable, with robust financial controls in place, managing resources carefully and making sure they are used effectively to back people and communities stepping up to make their neighbours' lives better.

Our Technology and Compliance team keeps our systems running, and our data safe, and supports our grant management, delivering the platforms and processes that connect us to the charities and communities we support. Our Portfolio Management and Governance team underpins strong charitable governance, providing oversight and assurance, tracking progress against plans, managing risk, and ensuring the Foundation meets its legal, regulatory and charitable obligations.

We work closely with the Community-led Change, Strategy, Impact and Innovation and Income Directorates to ensure delivery, influence and resource mobilisation reinforce each other. Together, we make sure the Foundation is well-run, well-resourced and in a good place to support the communities, charities and people who need us most.



WODIN (Women and Digital Inclusion)

About the role

Role: Funding and Compliance Lead

Starting Salary: £55,479 (if based outside London); £58,983 (if based in London)

Contract: Full-time, permanent contract (we are open to conversations about different ways of working - so please ask)

Location: London-based role with expectation of hybrid working from our London office

Line Manager: Head of Technology and Compliance

Direct Reports: Funding and Compliance Officers (x3)

Role purpose

The Funding and Compliance Lead is responsible for ensuring the Foundation delivers high-quality, transparent and equitable funding practices across its work. The role leads the end-to-end funding and compliance function, bringing together assessment, contract management, risk and grant management to ensure decisions are robust, proportionate and aligned with regulatory and sector standards.

Working across the Foundation, the role strengthens our systems and ways of working to improve consistency, quality and the experience of applicants and funded partners. It also leads and develops a high-performing team, ensuring our approach to funding supports our strategy, values and impact.

Responsibilities

Funding and Compliance Leadership

- Lead the end-to-end funding and compliance function, ensuring high-quality, consistent and evidence-based assessment, decision-making and grant management.
- Ensure funding decisions are robust, proportionate, well-documented and aligned with Foundation policies, regulatory requirements and sector standards.
- Oversee the full funding lifecycle, ensuring a clear, timely and supportive experience for applicants and funded partners.
- Maintain a strong connection between funding and delivery, working closely with the Community Led Change Directorate to ensure alignment.

Risk, Governance and Assurance

- Ensure robust and proportionate approaches to compliance, governance and risk management across all funding activity.
- Oversee the identification, monitoring and management of key risks, including safeguarding, financial viability and regulatory compliance.
- Ensure effective contract management processes are in place, with clear standards, approvals and accurate record-keeping.
- Provide assurance that funding activity is audit-ready, transparent and defensible, with issues identified and addressed proactively.

Systems, Processes and Continuous Improvement

- Lead the development and continuous improvement of funding and compliance systems, processes and guidance to improve quality, consistency and efficiency.
- Establish and maintain clear, accessible and up-to-date documentation, including our funding manual.
- Use data, insight and feedback to identify opportunities for improvement and drive test-and-learn approaches.
- Ensure effective use of systems (e.g. Salesforce) to support delivery, reporting and decision-making.

Responsibilities (continued...)

Stakeholder Engagement and Cross-Organisational Working

- Build strong, collaborative relationships across the Foundation, working closely with colleagues to ensure effective delivery of funding and compliance activity.
- Act as a key point of contact for funding and compliance, providing clear guidance and support to colleagues, applicants and funded partners.
- Work effectively with external stakeholders, including partners, auditors and sector bodies, representing the Foundation as required.

People Management and Team Leadership

- Role model a high-performing and inclusive culture, setting the tone for collaborative and respectful working across your team.
- Provide clear direction and expectations, ensuring team members understand priorities, objectives and what success looks like in their role.
- Hold regular and effective 1-2-1s, coaching team members around performance, wellbeing and development.
- Ensure effective planning and prioritisation of work across the team, making best use of team capacity and resources.

Ways of Working and Contribution

- Act as an ambassador for the Foundation, representing our work and values with credibility and professionalism internally and externally.
- Live and champion our values, being bold, inclusive, relational and can-do in how you approach your work and relationships.
- Collaborate across teams and directorates, contributing to a joined-up and supportive organisational culture.
- Contribute to organisational priorities and activities, including all-Foundation events, cross-team projects and key initiatives.
- Engage in learning and development, taking responsibility for your own growth and contributing to a culture of continuous improvement.
- Work flexibly to meet the needs of the role, including occasional travel, out-of-hours activity and overnight stays where required.

This is not an exhaustive list and other duties may be reasonably required.

About you

Experience & Qualifications

- Significant experience of grant management, including application assessment, compliance, contract management and reporting.
- Improving and implementing operational processes and systems to enhance efficiency, consistency and quality.
- Monitoring and managing risk, including safeguarding, financial viability and regulatory compliance.
- Working with grant management systems (e.g. Salesforce or similar).
- Managing teams, including setting direction, coaching people and managing performance to deliver high-quality outcomes.
- Working in the Voluntary, Community or Public sectors (desirable).

Knowledge & Skills

- Strong knowledge of grant management processes and compliance requirements, with the ability to apply these in a proportionate way.
- Strong analytical and problem-solving skills, with the ability to use data and insight to inform decisions and improve performance.
- Excellent organisational skills; able to manage multiple priorities and deliver work in a complex environment.
- Good communication and relationship management skills, with the ability to work effectively and build trust across teams and functions.
- Ability to balance rigour and pragmatism, maintaining high standards while enabling accessible and relational ways of working.
- Ability to coach and develop others, setting clear expectations and managing performance to enable individuals and teams to thrive.

Values & Attitudes

- Demonstrates a strong sense of ownership and accountability, taking responsibility for delivering high-quality work and following through on commitments.
- A collaborative and relational style - able to build productive relationships with colleagues / stakeholders.
- Demonstrates a clear commitment to the Foundation's values: bold, inclusive, relational and can-do.
- Shows a strong commitment to diversity, equity, inclusion and belonging for all in their work and approach.
- Demonstrates commitment to continuous learning and professional development.
- Comfortable operating in complex, evolving and sometimes ambiguous environments, maintaining focus and momentum.

Recruitment process

We're committed to a recruitment process that is fair, inclusive and structured, giving you a clear sense of what to expect at every stage. The process usually follows the steps outlined below, and if you make a successful application, we'll send you a more detailed breakdown ahead of time. This will usually include themes for interview questions in advance.

Step 1: Application

Start by completing an application form using our recruitment portal (Hireful). The form will ask two or three tailored questions, designed to help you demonstrate your experience, motivation and alignment with our values. You'll also be asked to upload your most recent CV.

Step 2: First Interview

First interviews (where applicable) are usually held remotely via Microsoft Teams and give us the chance to explore your application in more detail — your experience, what drives you, and how you connect with our mission. To help you prepare, we share the themes and topics of interview questions with you in advance.

Step 3: Final Interview

Final interviews are usually held in person and may include a task, presentation or scenario-based questions to explore your suitability in more depth. You'll have the opportunity to meet key members of the team and get a real feel for our culture and ways of working.

Using AI in the Application Process

We recognise that some candidates use AI tools such as ChatGPT to help write their applications. We understand. Applications take time, and it can be hard to know where to start. However, there are some common pitfalls that can affect the strength of your application. We've put together some tips to help you navigate this to submit an outstanding application. [Read them here](#). For full transparency, we also use AI to help streamline our selection process including sifting applications. We always do quality checks to test AI outputs and all of our final decisions are made by human beings.

A note on Imposter Syndrome

Imposter Syndrome is the feeling that you don't truly deserve your success, or that you're not as capable as others perceive you to be. It can be particularly present when applying for a new role. It's long been recognised as disproportionately affecting people from marginalised groups. If this resonates with you, please know that we actively want to hear from people of all backgrounds.

Your Application

Selection Timeline

Closing Date: Midday, Monday 15th June

First Interview: Thursday 25th June 2026

Second Interview: Monday 6th July 2026

How to Apply

If you have any questions about the role, please email our recruitment partner, Atkinson HR, to arrange an informal conversation with the lead consultant for the role. You can arrange this via nida@atkinsonhrconsulting.co.uk.

To apply, please complete [our online application form](#). As part of the application you will be asked to complete short answers to the following three questions:

- Why are you interested in applying and how do you feel your values align with the values of Lloyds Bank Foundation (300 words max.)
- What are the key achievements in your experience that make you a strong candidate for this role? (300 words max.)
- How would you ensure that funding and compliance processes are robust, proportionate and consistent, while also maintaining a positive and accessible experience for applicants and funded partners? (300 words max.)

If you think you have what it takes to fulfil this role but aren't sure you meet every point on the person specification, please still get in touch. We'd love to have a conversation and explore whether you could help us ensure that everyone in England and Wales is [in a good place](#).



lloydsbankfoundation.org.uk

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