



WOOD GREEN, N22

JULY 2026

RECRUITMENT PACK

COMMUNITY ENTERPRISE MANAGER



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Job Title:	Community Enterprise Manager
Location:	Wolves Lane Centre, Wood Green, N22 5JD
Salary:	£36,800 gross per annum based on £46,000 full time equivalent
Contract Hours:	4 days per week, some hybrid working available
Contract Term:	2 years fixed term
Accountable:	Wolves Lane Consortium Board
Reporting to:	Ubele Initiative CIC
Direct Reports:	Hires & Events Manager; Senior Grower (Enterprise); and others tbd

ABOUT UBELE INITIATIVE C.I.C.

Ubele Initiative C.I.C. ("Ubele") is a leading African diaspora-led social enterprise working across the UK to strengthen communities, build organisational capacity, influence policy, and deliver sustainable social, economic, and environmental change.

With a turnover of approximately £3-4 million, Ubele delivers large-scale national programmes, community development initiatives, consultancy, training, capacity-building and enterprise support.

Ubele is now entering a new phase of organisational development. A strategy has been established and a programme of change is underway to strengthen systems, improve ways of working, and support long-term sustainability.

At the same time, the organisation is moving through a planned leadership transition, there is an immediate need for experienced leadership to maintain momentum and ensure continuity.

Ubele is therefore appointing a Director of Operations to provide focused leadership during this period—supporting the organisation to embed change, strengthen operational effectiveness, and move into a more stable and consistent operating position.

ABOUT WOLVES LANE CENTRE

Wolves Lane Centre is a 3 ½ acre working horticultural site, owned by London Borough of Haringey and tenanted by the Wolves Lane Consortium who hold a 25-year lease. In turn the Consortium has vested the stewardship of the Centre in Ubele CIC and OrganicLea CIC.

The Centre comprises nine 1970's built industrial sized glasshouses for growing and propagating pesticide free plants and produce and including a tropical palm-house and a cactus house - all tended to and cared for by a dedicated team of staff, community growers and volunteers. In 2024 the glasshouses were complemented by a £3m eco-development comprising three new timber-framed and strawbale insulated buildings -> a 120 standing capacity public hall and 40 capacity studio; office space; and a production 'barn' for processing, packaging and distributing produce. This was made possible with funding from the Mayor of London, the National Lottery and others, to contribute to London becoming a Market Garden City where more of the capital's food was grown in and by its communities. It is a much-loved local community asset, with an on-site shop, café, offering events and learning opportunities, with ambitious plans to become a hub for sustainable living.

The Centre's Vision - the difference to be made over the next 20+ years is a fairer food future with equitable access to land, growing together and inspiring change rooted in social, racial and environmental justice. The Centre's Mission - which is being pursued over the next 5 years is to create community-owned food growing spaces, combining learning and enterprise, and to build healthy, connected, and climate aware communities

It is in the above context that this brand-new Community Enterprise role has been created. It is a senior hands-on, results-oriented role that will lead, deliver and achieve income generation through securing new and expanding existing revenue-generating markets. This from wholesale, business and retail sales, from increased custom to the Centre, and from new partnerships and joint ventures. To improve significantly the Centre's financial health, and to be pursued in a manner that balances deftly the financial imperatives with our community purpose and the stated vision and mission

As one of two senior roles, the Community Enterprise Manager will, alongside the Centre's Facilities & Operations Manager, co-lead and co-manage the Centre and its team of contracted staff, sessional staff, and volunteers.

We are looking for someone suitably experienced with a successful track record in income generation, who is entrepreneurial, commercially astute and participatory, and can "hit the ground running" for swift impact.

ABOUT THE ROLE

This is a senior hands-on role accountable to the Wolves Lane Consortium board who hold the 25-year lease for the Centre, and reporting to co-managing steward Ubele Initiative CIC whose investment has made this role possible and is the employing organisation.

This results-oriented role is pivotal to strengthening the Centre's long-term financial resilience while maintaining its strong community ethos and aligning with the vision and mission. This to be achieved through identifying, developing and securing new income streams and expanding existing to generate gross profit, to contribute to overall running costs, and to generate sufficient yield for Consortium's reserves and on-going investment.

Income streams to include from business to business, and retail sales; from increasing venue hires and event revenues; expanding value-partnerships with different sectors, and joint ventures; and at all times ensuring robust financial and performance oversight.

The postholder will be required to develop an Income Generation Strategy for approval by the Board and will be responsible for all its commercial elements. You must be community and values-driven, outcome-focused, an inspiring and collaborative leader and manager, and motivated by the Consortium's vision and mission, and those of its co-stewards OrganicLea CIC and Ubele CIC. At all times you will be an ambassador for the Centre.

CO-LEADERSHIP AND MANAGEMENT

Working on behalf of the Wolves Lane Consortium, informed fully by and reporting to co-stewards Ubele CIC, and sharing the leadership and management of the Centre with the Facilities & Operations Manager, together you will be relied upon for the Centre's success in pursuing its strategic and annual plans, and in what it does and how it does it.

The Facilities and Operations role is primarily to ensure the Centre is fit for all of its many different purposes; provides all users and visitors with a safe environment for their operations and activities, and a pleasant, rewarding, inspiring experience that results in return visits, longer dwell time. And in so doing reaches and attracts new audiences and more custom.

The Community Enterprise role is predominantly outward facing - to create, attract and secure new and increased income streams through more sales of its products, services and offer; to co-create with entrepreneurs' new community-based enterprise models and for joint ventures; to secure more investment from philanthropic and individual donations, and for funded programmes from new and existing partners.

These two distinct and overlapping roles will work collaboratively creating synergies to optimize the Centre's income generating potential, the revenue and investment it secures, and at the same time increase its reputation, reach, and value as a vibrant community asset and contributor to community wealth building.

Together the two senior roles will deliver a seamless, compliant, and inspiring Centre offer, will co-lead and motivate the Centre team through a people management approach that fosters a culture of ambition, collaboration, care and success. Individually and together you will be accountable to the Consortium Board's for ensuring all regulatory and customer standards are applied and met consistently, pursuing its vision through the strategy for the Centre's good health, sustainability, and continuous growth in accordance with the Consortium's values and ways-of-working.

KEY RELATIONSHIPS

- Wolves Lane Consortium Board – represented by the Consortium's two co-managing stewards, OrganicLea CIC and Ubele CIC, and to whom this role is accountable
- Ubele CIC – one of the Consortium's two co-managing stewards, employer and funder of this role, and to whom this role reports
- Wolves Lane Centre Facilities & Operations Manager - close collaboration as co-leaders & co-senior managers of the Centre, jointly responsible to the Board for the Centre's successful pursuit of its vision and mission
- Direct reports: Hires & Events Manager; Senior Grower (Enterprise)
- Wolves Lane Centre staff team - who you will jointly lead with the Centre's Facilities & Operations Manager
- Businesses, their associations, and sectors - with whom to do business; Value Stakeholders including existing and new £ funding partners, public sector commissioners; Venue Hirers - commercial, private & community; Local / sub-regional / regional stakeholders including government
- Community organisations, groups & their members; local residents and other local stakeholders

DUTIES AND RESPONSIBILITIES

Enterprise and business development

- Develop and implement a Board approved 2-year enterprise and income generation strategy and action plan aligned with the Centre's mission and that,
- Identify and secure new, and increase and expand existing, commercial and retail sales income for produce and plants grown at Wolves Lane Centre, Pasteur Gardens and other growing sites.
- Develop and increase the Centre's venue hires & events offer including markets;
- Co-create and support new community-based enterprise models that can operate within and / or be part of Wolves Lane Consortium eco-system, with a particular focus on increasing representation of those from Black and Racially minoritised communities
- Support the Facilities & Operations manager in the development of financially viable business cases for the cafeteria and the retail offer and that contribute to Centre surpluses
- Grow and diversify earned income streams to improve financial sustainability.
- Monitor market trends and identify opportunities for innovation and growth.

Partnership development

- Attract and build strong customer relationships with wholesalers, retailers, restaurants, concessions etc., and other businesses who will buy produce from Wolves Lane's growing sites
- Develop and maintain strong relationships with commerce to whom we will sell, community organisations, funders and public sector bodies and identify opportunities for sales and hires.
- Act as an ambassador for the Centre, representing it at networking events and stakeholder meetings including the local Business Improvement District (BID).
- Develop collaborative programmes and initiatives that enhance community impact and income potential and bring new communities onto our site.

Venue Hire and Events

- Develop and implement a Board-approved Hires Policy, ensuring alignment with the Centre's values as both a community and income-generating asset.
- Working with key colleagues, maximise income from venue hire through proactive marketing and relationship management.
- Oversee the planning and delivery of events that generate revenue and increase footfall
- Ensure effective systems are in place for bookings, contracts, invoicing and customer service.
- Ensure effective use of the space-rental software, platforms, optimising functionality and user experience.
- Ensure compliance with safeguarding requirements and GDPR.

Customer experience

- Jointly with the Centre's Facilities & Operations manager set centre-wide customer and visitor service standards applicable to all areas, facilities and services, ensuring these comply with all regulatory and health & safety requirements, and are consistently applied and visible.

Financial management and budget oversight

- Jointly with the Centre's Facilities & Operations manager develop annual budget in collaboration with and for the approval of the Wolves Lane Board
- Working with the finance team, monitor income and expenditure, producing regular financial reports and forecasts for the areas of responsibility.
- Ensure financial controls and reporting processes are robust and transparent.
- Oversee the development of funding applications and business cases to attract income and to generate a significant net contribution

Leadership & People Management

- Jointly with the Centre's Facilities & Operations manager, to provide leadership to the Centre, motivating, inspiring and involving the Centre based team including its volunteers, and in a manner and style that is participatory whilst retaining accountability
- Manage and coach direct reports in a participatory style, that inspires and motivates for the team members' and team's high-performance

Reporting & Governance

- Be accountable to the Wolves Lane Consortium Board on performance, risks and opportunities.
- Report to Ubele Initiative CIC, the role's employer and manager
- Support the Consortium board in its strategic and action planning, within the context of its long-term business planning.
- Ensure compliance with all relevant internal policies and procedures of Ubele and Wolves Lane Consortium; regulatory and legal requirements; industry-sector-professional recognised good practice in the areas relevant to this role.

Other

- Any other duties commensurate with this role's status and purpose and as required by management.

PERSON SPECIFICATION

Essential

- Proven and successful experience in enterprise development, income generation, or running a business.
- Strong sales, marketing and customer service skills, with a track record of meeting income targets.
- Demonstrable success in developing partnerships and securing earned income.
- Experience of budget management and financial reporting.
- Strong communication and stakeholder engagement skills.
- Excellent organisational skills and attention to detail.
- Entrepreneurial mindset balanced with a commitment to community values.
- Senior-level experience of people leadership, people management and decision-making.

- Ability to work independently and take responsibility and accountability for decisions made.
- Experience of working collaboratively with shared responsibilities and accountabilities for decision-making.
- Ability to lead and motivate teams to engage and perform, ideally using participatory approaches.
- Excellent interpersonal and communication skills, with a collaborative approach.
- Resilience, creativity and the ability to work in a dynamic, hands-on environment.
- Commitment to the Consortium's and co-managing stewards' vision and mission to reduce economic, environmental, food, land, racial and social injustices through its work and decision-making, and to community wealth-building.

Desirable

- Growing experience of plants, fruit and vegetables.
- Experience of promoting or managing venue hire or events, ideally in a multi-use or community setting.
- Experience of managing retail sales.
- Experience of working with Black and racially minoritised communities, ideally widening opportunities for participation where there has historically been under-representation.

HOW TO APPLY

Please submit your CV and a supporting statement to recruitment@ubele.org. Applications close 09 August 2026, 17.00 GMT. Applicants must be legally eligible to work in the UK.

Once we receive your application you will be sent a link to our diversity form which assists us in measuring the diversity within our recruitment processes. This form is voluntary, anonymous and confidential, only accessible by our HR team. The answers you give are in no way linked to your application and cannot be traced to your name.

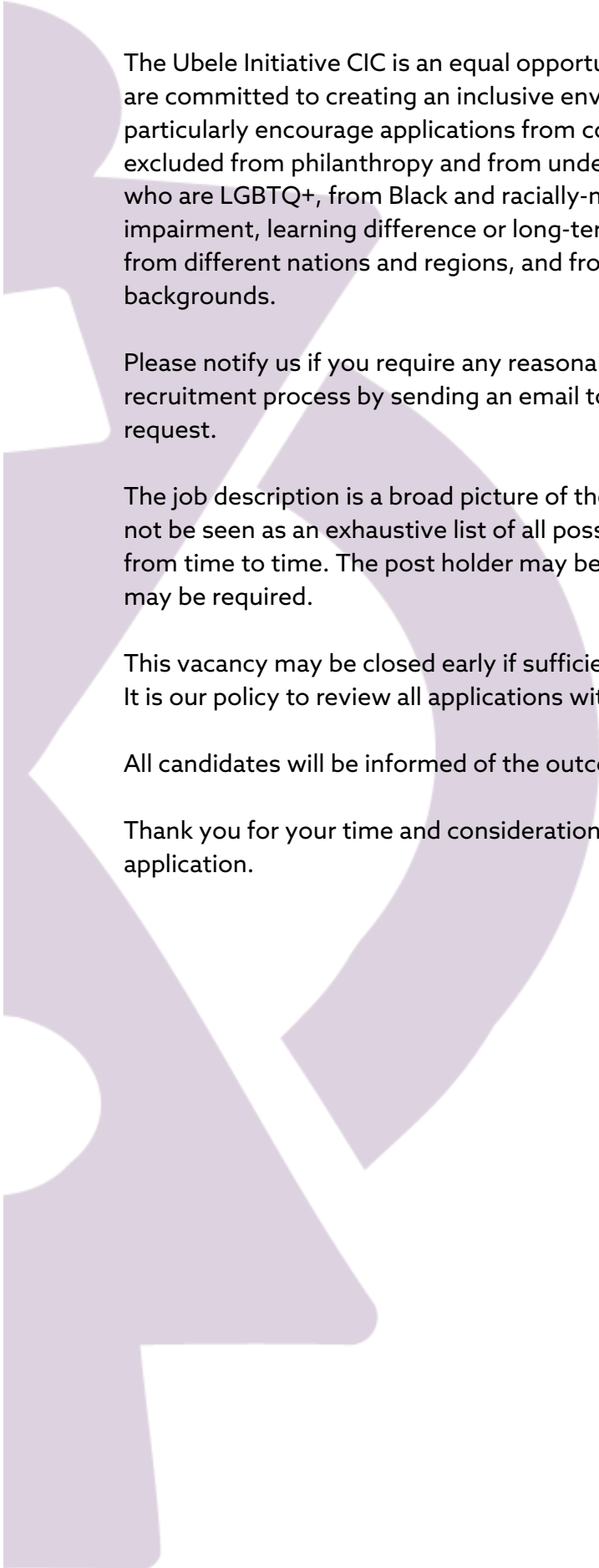
We can offer:

The Ubele Initiative fosters a caring intergenerational creative and flexible work environment that promotes collaboration, team wellbeing, respect, and professional development.

Ubele encourages professional development as a part of our culture and values. Ubele provides opportunities for training in mental health and first aid, collaboration, and mentorship. Ubele hosts away days, annual retreat, local and international courses, learning sessions and social events.

Support

- Access to Bright Wellbeing 24hr advice line and counselling service.
- Access to Health Assured App
- Access to Bright Safe Health & Safety management software and a variety of training courses.



The Ubele Initiative CIC is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We particularly encourage applications from communities that have historically been excluded from philanthropy and from underrepresented groups including candidates who are LGBTQ+, from Black and racially-minoritised communities, with a disability, impairment, learning difference or long-term condition, with caring responsibilities, from different nations and regions, and from less advantaged socioeconomic backgrounds.

Please notify us if you require any reasonable adjustments to be made to the recruitment process by sending an email to recruitment@ubele.org with your request.

The job description is a broad picture of the post at the time of preparation. It should not be seen as an exhaustive list of all possible duties and will be subject to review from time to time. The post holder may be required to undertake such other duties as may be required.

This vacancy may be closed early if sufficient applications have been submitted. It is our policy to review all applications within two weeks of the stated closing date.

All candidates will be informed of the outcome of their application.

Thank you for your time and consideration and we look forward to receiving your application.



@ubeleinitiative
<https://ubele.org/>