



Director of Development and Innovation

Background

Community Catalysts is a Community Interest Company established in 2009. We see the world differently and celebrate the strength of people and community. We know how to help local people help other local people and we bring our values, creativity and passion to everything we do.

Our primary role is to work as a catalyst within communities to build on the strengths of people, communities, and organisations to ensure that people who need support to live their lives can be part of strong, inclusive, communities with real opportunities to connect, create and contribute. We use our expertise to help communities, organisations, authorities, and policy makers to deliver the transformational change in services or systems needed to make this a reality.

Job Overview

We are seeking a dynamic and visionary person to lead our efforts in driving forward development and innovation initiatives. The Director of Development and Innovation is responsible for leading strategic development activities, working collaboratively with colleagues and partners to identify new opportunities, and overseeing the implementation of innovative solutions that align with our mission and objectives. This role requires a creative thinker with a strong background in project management, stakeholder engagement, and a passion for making a positive impact in the health and care sector.

Director of Development and Innovation

Job Description

Accountable to:	The Chief Executive
Salary:	£55,000 per annum
Hours:	37.5 hours per week
Location:	Flexible (home based with UK wide remit and travel)

Key Responsibilities

- To develop, manage and deliver an effective and ambitious innovation strategy and plan to enable Community Catalysts to achieve its strategic aims and preserve our reputation as an innovator in our field
- Lead the development and implementation of innovative projects and programmes aimed at addressing the evolving needs of individuals, communities and partners we work with
- Conduct thorough research and analysis to identify emerging trends, best practices, and opportunities for innovation in service delivery, technology, and community engagement.
- Collaborate with internal teams, external partners, and stakeholders to co-create and co-design innovative solutions that empower individuals, families, and communities.
- Oversee the full project lifecycle of new programmes of work from conceptualisation to implementation, ensuring deliverables are achieved within scope, budget, and timeline.
- Provide leadership and support to project teams, fostering a culture of creativity, collaboration, and continuous learning.
- Develop and maintain strong relationships with funders, donors, and other key stakeholders to secure funding and resources for innovative projects and initiatives.
- Monitor and evaluate the impact and effectiveness of innovation projects, using data and feedback to inform decision-making and drive continuous improvement.
- Develop and oversee an effective process to transition successful development projects to business as usual.
- Represent Community Catalysts at conferences, events, and other forums to showcase innovative approaches and build networks within the health and care sector.
- Take a full part in the work of the Senior Management team and contribute to the strategic development, growth, and sustainability of Community Catalysts

- Be involved in continuous self-development and training including active engagement with supervision and performance reviews
- Work in a way that meets the requirements of the company's equality and diversity policy and anti-discriminatory practice
- Operate in a way that is consistent with the company's legal responsibilities including health and safety legislation and guidance.
- Such other duties as may reasonably be required by the company and that are commensurate with the grade.

Director of Development and Innovation Person Specification

Community Catalysts is a creative social enterprise exploring radically new ways of thinking about care, health and wellbeing. Our people make us the positive force for change that we are. Finding a person with the right knowledge and experience is important to us. BUT finding a person with the right outlook, energy, imagination and determination is absolutely essential.

Requirements	How we will assess these
<p>Experience</p> <p>Minimum of 5 years of experience in project management, innovation management, or related roles, preferably within the health and care sector or social enterprise).</p> <p>Proven track record of successfully leading and delivering complex projects from conception to implementation, preferably in a community-based or nonprofit setting.</p> <p>Demonstrated experience in grant writing, fundraising, and securing resources for innovative projects and programmes.</p> <p>Effective line management in a senior role</p>	<p>Application form and interview</p> <p>Application form and interview</p> <p>Application form and interview</p> <p>Application form and interview</p>
<p>Knowledge</p> <p>Strong understanding of the health and care landscape in the UK, including key challenges, policies, and opportunities for innovation and knowledge of the key organisations and individuals who are influential in terms of policy direction, sector debates and public opinion.</p> <p>An understanding of the work of Community Catalysts, its aims and underpinning ethos</p>	<p>Application form and interview</p> <p>Application form and interview</p>
<p>Skills</p> <p>Excellent strategic thinking and problem-solving skills, with the ability to envision and drive forward innovative solutions that address systemic issues.</p> <p>Exceptional communication and interpersonal skills, with the ability to build relationships, influence stakeholders, and mobilise support for innovative initiatives.</p> <p>A capacity to thrive in fast-paced environments: happy to work on their own initiative, comfortable in creating clarity in ambiguous context</p>	<p>Application form and interview exercise</p> <p>Application form and interview</p> <p>Application form and interview</p>

Requirements	How we will assess these
Highly organised with excellent attention to detail and the ability to manage multiple projects and priorities effectively.	Application form and interview
Financially astute, with a track record in delivering viable and sustainable new products and services	Application form and interview
Attitude	
Passionate about social innovation, community empowerment, and making a positive difference in people's lives.	Application form and interview
Commitment to the aims and values of Community Catalysts	Application form and interview
Demonstrate commitment to working in ways which promote diversity and equality of opportunity	Application form
Commitment to continuous professional development	Application form
Practical	
Ability to work the hours dictated by the needs and demands of the job (including occasional evenings and weekends to be agreed in advance)	Application form
Able to travel as and when required by the job, including some overnight stays across the UK	Application form

Please note:

Applicants should use their application form to demonstrate how they meet the criteria *giving clear evidence to support any statements they make.*