

# COMMUNITY BENEFIT SOCIETY (CBS)

## DEVELOPMENT LEAD

### JOB DESCRIPTION AND TERMS AND CONDITIONS

Contract type	Fixed term minimum 12 months (with possible 12 months extension)
Hours	21 hours per week
Location	The work is predominantly based in the London Borough of Barking & Dagenham, where we have office space; you will be able to work from home where appropriate.
Salary	£42,000 - £50,000 per annum pro rata
Annual leave	25 days (pro rata) p.a. plus public holidays and a business closure over Christmas
Probation period	Three months
Reports to	Head of Programmes and Place

## Welcome

BD Giving works to support and uplift the people, businesses and organisations that make Barking and Dagenham a better place for all.

Since founding in 2020, our goal has been to foster a culture of active community participation and empower people to play a leading role in shaping their neighbourhood.

In our approach to funding, we seek to decouple money and power and break down hierarchies to foster agency, opportunities, and trust within our community. In short, we believe that the people affected by funding decisions should be the ones making those decisions.

To date, we have distributed over half a million pounds using participatory grant-making approaches and designed the first community-led investment fund in England.

We're looking for someone to join us on the next leg of our journey. Someone who can think and act strategically and has experience developing partnerships. Someone who understands that innovation and change must be delivered with and for those it will impact. You'll be an experienced convener and problem solver, used to bringing together partners with varying objectives towards a common goal. You'll be motivated by delivering real change in complex contexts.

## About BD Collective

**BD Giving is a part of an informal collective of social infrastructure organisations in Barking and Dagenham that have set in motion an intentional rebuilding of collaboration and partnership in the social sector towards a more equitable model for strengthening neighbourhoods and communities.**

The partnership was created 5 years ago and has stimulated several new opportunities in the borough, building capacity, growing cross-sector partnerships, and developing new forms of civic engagement.

We are now ready to take the next steps. Our plan is to morph the partnership into a new social infrastructure organisation to make this a permanent feature of Barking and Dagenham's social sector. This new Community Benefits Society (CBS) will be able to hold commissioning contracts and funding itself rather through a member organisation, ensuring all members have equitable access to consortia opportunities.

As a partnership, we believe that the complex issues of poverty, inequality and environmental crisis cannot be solved by one sector of society alone. Collaboration is essential to build trust, and to deliver the systemic changes needed to solve these 'wicked' issues.

If you are passionate about driving community participation, fostering collaboration, and empowering local residents to shape their own futures, we invite you to apply for the role of Development Lead at BD Giving.

Join us on this exciting journey as we continue to positively impact the lives of individuals and communities in Barking and Dagenham.

## About the role

This role has the significant responsibility of working with members of the BD Collective to develop a robust Community Benefit Society (CBS) that puts its members in the lead.

The successful candidate will develop a 3-year strategy for the CBS, through facilitated dialogue with members and the wider VCSE. It will convene the BD

Collective members to establish a CBS management committee, and the values and principles of the CBS.

We're looking for an excellent communicator who facilitates in an inclusive and dynamic manner, directing and providing focus to discussions while creating spaces that encourage diverse perspectives. You will be a keen collaborator with a solid grounding in the voluntary, community, social enterprise sector, enabling you to identify common goals relevant to the members of the Community Benefit Society members. You will bring together the sector to find and act on common goals, building a strong CBS that is able to take advantage of the opportunities presented through funding, commissioning and joint delivery opportunities.

We are looking for someone with a strong foundation in systemic methods for advancing social change and the ability to work collaboratively with diverse stakeholders. Someone who is passionate about elevating the voice of communities in everything we do, ensuring all decisions support communities to shape their neighbourhoods.

We are a small organisation that wants to make a big impact, and we recognise the need to have a diverse range of talent, skills and knowledge in our team.

## Benefits include

- A meaningful job where all team members contribute to strengthening the social sector in Barking and Dagenham
- Competitive remuneration
- 25 days' holiday (pro rata) p.a. plus public holidays and a business closure over Christmas
- 5% employer contribution to an ethical pension scheme
- Being part of a 4 day work week trial
- Development and training opportunities for shaping and realising your career goals
- Flexibility with working hours
- Personal User Guides. We work hard to understand each other's working styles.
- Cycle to work scheme (opt in)

# Job Description

## **Key functions of the role**

- Convene and facilitate conversations with BD Collective membership to co-design the new CBS management and governance structure
- Support the expansion of the borough's social infrastructure to create an environment where communities are empowered to work together to strengthen their neighbourhoods and their lives.
- Create spaces to develop consortia responses to funding and commissioning opportunities

## **Duties and responsibilities**

This is a new role, and the precise duties will be developed in partnership with the BD Collective members. It is likely they will include the following:

- Develop and convene local partnerships to help create a robust BD Collective CBS
- Lead the development and delivery of a 3-year strategy
- Identify opportunities for additional funding and commissioning and work closely with the CBS to foster collaborations and secure the necessary resources for these initiatives.
- Increase the membership of the CBS and its digital platform.
- Formulate a communication plan and supervise all communications related to the BD Collective CBS.

## **General**

- Ensure all activities uphold our integrity and core values.
- As required, represent BD Collective by attending relevant events.
- Attend meetings and workshops fully prepared.
- Implement and ensure best practices in BD Giving's Policies and Procedures.
- Work to ensure that BD Giving meets all its regulatory requirements.
- Fulfil other duties as directed by your line manager or CEO.

## **Additional responsibilities**

This post currently has no line management responsibilities but may be required to support and guide the work of new members of staff.

# Person Specification

<b>Experience</b>	<b>Essential (E) / Desirable (D)</b>
Proven track record of effectively employing learning, coaching, and facilitation tools to drive meaningful change	E
A clear history of establishing and nurturing successful partnerships, preferably in dynamic and evolving environments	E
Experience in stakeholder engagement, collaborating with community members, government agencies, and other stakeholders to ensure that initiatives are inclusive and reflect the needs and desires of the CBS members.	D
We are particularly interested in candidates from BAME backgrounds who have lived experiences of local neighbourhoods	D
<b>Knowledge, Skills and Aptitudes</b>	<b>Essential (E) / Desirable (D)</b>
Ability to develop strategies with robust delivery plans, and prioritise and managing workload effectively, i.e. identifying quick wins whilst working towards longer-term goals	E
Ability to manage and get the best from partners who work for different organisations, with the ability bring consensus around ideas	E
Ability to clearly articulate (written and verbal) ideas, principles and complex work to a wide range of stakeholders	E
Proficient in adapting to changing situations, a creative problem solver with the ability to think innovatively to advance projects	E
A people-person with a positive attitude who conducts themselves professionally, confidently, and with an ability to listen and negotiate	E
A proactive, motivated, self-starter who can work independently likes to take initiative and is flexible and quick-thinking/able to seize opportunities	E
Be curious about the role of the VSCE in Place, systems, public services and communities	D
Ability to use creative and innovative methods to engage VCSE organisations, harnessing new technology and community development approaches	D
<b>Qualifications</b>	<b>Essential (E) / Desirable (D)</b>
There are no specific qualification requirements for this role, and we prefer to assess skills based on demonstrated experiences	

# How to apply

Like the sound of the role but not sure if you have the right experience? We're always happy to have an informal chat. Please contact us at [hello@bdgiving.org.uk](mailto:hello@bdgiving.org.uk) and we'll arrange a phone conversation with you.

Once you're ready to apply please send your CV, along with a cover letter of no more than one A4 side using the person's specification as a guide to outline how your experience relates to the role and why you want to work for BD Giving in PDF format to [hello@bdgiving.org.uk](mailto:hello@bdgiving.org.uk), with "Development Lead Application" in the subject of the email.

Due to the urgency and place-based nature of the role, if you are invited to interview, you must provide documentary evidence of your right to work in the United Kingdom.

Closing Date: 6 October - Interviews to be held on 9 and 10 October.

At BD Giving, we believe that a diverse workforce leads to more innovation, more creativity and better results.

We want our workforce to represent the diversity of the people and communities we work with. We also want our workplace to be one where different experiences, expertise and perspectives are valued and everyone is encouraged to grow and develop.

This means that when we are recruiting, we actively seek to reach a diverse pool of candidates. It also means that we will consider any reasonable adjustments that potential employees may need to be successful.