



Strategic Director of BD Collective

JOB DESCRIPTION AND TERMS AND CONDITIONS

Contract type	Fixed term 2 years (with possible extension)
Hours	28 hours per week
Location	The work is predominantly based in the BD Giving office.
Salary	£45,000 - £50,000
Reports to	Chair of the BD Collective Board

Welcome

BD Collective is a social infrastructure organisation dedicated to strengthening the voluntary, community, faith, and social enterprise (VCFSE) sector in Barking and Dagenham. We create the space for people to connect together, collaborate, and build a better future—bringing people together to imagine bold solutions and challenge the systems that hold us back.

Originally founded as a network of networks, we've evolved into a member-led Co-operative CIC, where our community collectively shapes priorities, decisions, and resources through democratic governance. In the past year alone, BD Collective has facilitated over £2.5 million in collaborative funding and established multiple active networks across the borough.

We are now entering a new phase, focused on building a sustainable, high-performing organisation capable of operating at scale while remaining accountable to its members and this role is pivotal to the organisation's development.

The Strategic Director will be expected to drive the organisation forward to deliver its new strategy, establishing The BD Collective as the leading local voice of the sector creating real change and impact. The role will be responsible for the

successful management of the co-operative including all financial, operational and legal functions. With a focus on translating the member-led vision into an effective, transparent, and accountable operating model. In this role, you will lead the development of social infrastructure systems, partnerships, and governance to enable BD Collective to:

- support collaboration across a diverse VCFSE ecosystem
- operate as a democratic, member-led co-operative
- deliver visible social sector leadership, influencing key partners
- grow and manage funding at scale

BD Collective operates in a complex and dynamic environment where multiple perspectives coexist, and the limits of knowledge are acknowledged as a natural part of the work. The organisation is looking for a leader who can navigate uncertainty, embrace the unknown, and make sound judgments despite incomplete information. This role requires a mindset that thrives in ambiguity, where adaptability, humility, and the ability to hold and integrate diverse viewpoints sit alongside a drive to effect real change in the world.

The ideal candidate will combine strategic thinking with cultural literacy and operational expertise, capable of managing complexity while building practical, effective systems. A strong commitment to power-sharing, participation, and equity is essential, ensuring that growth aligns with the Collective's values.

Job Description

Strategy & Leadership

- Provide strategic and operational leadership for BD Collective as a Co-operative CIC, ensuring alignment with its values.
- Develop and implement a collaborative, member-led 5-year strategy that accounts for the complexity of working in place.
- Translate the member-led vision and strategy into an effective operating model that adapts to evolving needs and perspectives.
- Build and develop the core Collective team with emotional intelligence, fostering psychological safety and trust to deliver the strategy and meet member needs.

Financial Sustainability & Funding

- Develop and deliver a fundraising strategy to increase the Collective's capacity and achieve organisational independence.

- Manage multiple funding streams, partnerships, and delivery programmes with adaptability in uncertain environments.
- Identify and secure consortium funding opportunities (e.g. Council tenders, commissions, grants) to support the Collective's aims amidst evolving priorities.

Stakeholder Engagement & Representation

- Build and manage relationships with key stakeholders using your cultural literacy to integrate diverse perspectives, including those of:
 - VCFSE organisations
 - Statutory partners (e.g., LBBD, local NHS)
 - Funding bodies and businesses
- Represent BD Collective externally on working groups, steering committees, and at local/national events.
- Position BD Collective as a key infrastructure organisation by embodying cultural leadership and inspiring belief in the mission.

Sector Strengthening & Collaboration

- Strengthen networks and collaboration across the VCFSE sector and with public/private partners.
- Develop mentorship programmes, alumni networks, and member-led initiatives that encourage collective action and shared purpose.
- Ensure the Collective adds value without duplicating existing provision.
- Communicate BD Collective's value proposition with clarity and humility.

Monitoring, Learning & Impact

- Develop frameworks to measure impact that account for the complexity of social infrastructure outcomes.
- Embed learning systems to inform continuous improvement.
- Ensure accountability to members, funders, and the wider community.
- Develop and publish an of annual "State of the Sector" report

Organisational Operations

- Lead day-to-day operations and ensure effective delivery across all programmes.
- Develop and implement operational systems that respond to the dynamic needs of the organisation and its members.
- Ensure compliance with CIC, co-operative governance, and regulatory requirements.
- Oversee financial planning, budgeting, and reporting.

- Line management of staff with empathy and emotional intelligence, fostering a culture of self-awareness and growth.

General Expectations

- Take a reflective approach to your experiences, emotions and impact on others, adapting your approach when needed.
- Exhibit cultural literacy, understanding and valuing the impact of culture on perception and collaboration
- Manage emotions constructively and help create a supportive, inclusive environment for colleagues and members.
- Work confidently with complexity, ambiguity and competing priorities, using evidence and sound judgement to make decisions.

Additional responsibilities

This role currently requires matrix management across consortia commissions and networks and includes direct line management for two staff members, with potential to manage additional team members in the future.

Person Specification

Experience	Essential (E) / Desirable (D)
Leadership experience in a complex, developing or growing organisation.	E
Experience managing operations, finance and organisational development	E
A clear history of establishing and nurturing successful partnerships, preferably in dynamic and evolving environments	E
Proven track record of effectively employing learning, coaching, and facilitation tools to drive meaningful change	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 members.	E
Demonstrated ability to reflect on experiences in the moment and adapt responses	E
Experience navigating ambiguity with sound judgment and adaptability	E
We are particularly interested in candidates from BAME backgrounds who have lived experiences of local neighbourhoods	D
Knowledge, Skills and Aptitudes	Essential (E) / Desirable (D)
Strong strategic thinking with the ability to translate strategy into delivery	E
Experience navigating complex stakeholder environments and power dynamics, including acute political acumen	E
Skilled in building trust and credibility across a wide range of organisations, integrating multiple perspectives simultaneously	E
Ability to develop robust monitoring, evaluation and learning systems	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 proactive, motivated, self-starter who can work independently likes to take initiative and is flexible and quick-thinking/able to seize opportunities	E
Personal attributes	Essential (E) / Desirable (D)
Committed to equity, participation and community-led change	E
Embodies humility, balancing confidence with openness to evolving understanding	E
Creates psychologically safe environments where team members feel valued and heard.	E