Business Development and Partnerships Director

- Fully Remote (with monthly fully-expensed travel to Oxford for team days).
- Full- time post 1.0 FTE (0.8 FTE considered for exceptional candidates)
- Reports to the CEO
- Salary: £46,500
- Fixed term for 12 months (with a view to extend into a permanent position)
- Closing Date: 09 December
- Expected interview date: 21/22 December

About The Centre for Sustainable Healthcare

The Centre for Sustainable Healthcare (CSH) has been leading the development of sustainable healthcare since 2008. We inspire and empower people across the health system with the knowledge, skills, and tools to make healthcare more sustainable for people, communities, and the natural world. Our work is guided by four principles of sustainable clinical practice: prevention, patient empowerment, lean care systems, and low-carbon alternatives.

Through our Clinical Transformation and Green Space for Health programmes, alongside our Core team, we support healthcare organisations and professionals to embed sustainability into clinical practice, education, and the NHS estate: improving health and wellbeing while tackling climate change and supporting nature.

About the role

The Centre for Sustainable Healthcare is seeking a dynamic Business Development and Partnerships Director to lead our newly launched membership model, build commercial partnerships and raise the profile of CSH through strategic marketing and relationship building.

This is a pivotal senior leadership role responsible for growing and diversifying income, strengthening strategic partnerships, and increasing the reach and impact of CSH's work. You will develop relationships across the NHS, healthcare industry, academia, charities, and philanthropic sectors, creating opportunities that support our mission and long-term sustainability.

Working closely with the CEO, COO and Senior Management Team, you will lead the development and delivery of a sustainable income-generation strategy encompassing memberships, consultancy, commissioned projects, sponsorship, and philanthropic giving.

You will also provide strategic oversight of communications and marketing activities, ensuring that CSH's profile, influence and income-generation efforts are aligned and mutually reinforcing.

Responsibilities

Income Generation and Business Development

- Develop and implement CSH's income-generation strategy.
- Build and maintain strategic relationships across the NHS, industry, charities, membership organisations, and academic institutions.
- Generate opportunities for consultancy, sponsorship, commissioned projects, and other earned-income services.
- Develop a robust pipeline of new business opportunities and oversee conversion through to contract agreement.

Membership and Partnerships

- Lead the development and growth of the CSH membership programme.
- Establish partnerships that increase member engagement, retention, and value.
- Create and deliver partnership propositions aligned with CSH's mission and objectives.
- Represent CSH at sector events, conferences, and stakeholder meetings.

Marketing and Communications

- Provide strategic oversight of communications, marketing, and stakeholder engagement activities.
- Ensure a strong and consistent external profile for CSH.
- Work with the communications team to develop campaigns supporting income generation, membership growth and organisational influence.

Leadership

- Lead, develop and line-manage the communications and development team.
- Contribute to organisational leadership as a member of the Senior Management Team.
- Manage and report on income-generation budgets, targets, and performance.
- Provide regular reporting to the CEO, COO and Board on partnership development and income growth.

A day in the Life

No two days are the same in this role. One morning might begin with a Senior Management Team meeting discussing strategic priorities, income targets and opportunities to expand CSH's influence across the healthcare sector. You may then have a meeting with a key strategic NHS leader and another later with a commercial partner to explore new collaborations, sponsorship opportunities or commissioned projects.

Throughout the day, you will balance relationship building with strategic planning, reviewing the pipeline of partnership opportunities, developing proposals and negotiating agreements that support CSH's long-term sustainability and impact.
Marketing and communications are also a key part of the role. You will work with colleagues to develop campaigns that showcase CSH's thought leadership, promote training and membership opportunities, celebrate programme impacts, and strengthen engagement with current and prospective partners. This will involve reviewing communications plans, contributing content for events, publications or social media, and identifying opportunities to raise the profile of sustainable healthcare nationally and internationally.

As an ambassador for CSH, you will regularly represent the organisation at in-person and online conferences, sector events and stakeholder meetings, building relationships and identifying opportunities to extend our reach and influence. Alongside this external engagement, you will support and develop team members, monitor progress against income and partnership objectives, and work closely with the CEO, COO and SMT to help shape the future direction of the organisation

About you

Essential Experience, Skills & Attributes	Desirable Experience, Skills & Attributes
• Demonstrable success in business development, fundraising, partnership development, or commercial growth. • Experience working within the healthcare sector or a related field • Strong track record of developing and managing strategic partnerships. • Experience identifying opportunities and generating sustainable income. • Strong commercial awareness and contract negotiation skills. • Excellent influencing, relationship-building and stakeholder management skills. • Experience leading and developing high-performing teams. • Strong communication and presentation skills, including public speaking. • Experience managing budgets, targets, and performance reporting.	• Existing network within healthcare organisations- both public and private • Experience growing a membership-based organisation • Experience securing corporate sponsorship or major donor funding. • Experience working within the charity, or not-for-profit sector. • Marketing or communications experience • Knowledge of sustainability, climate change, public health, or healthcare transformation. • Experience working remotely.

• Proficiency with Microsoft 365 and CRM systems • Strong organisational skills with the ability to manage multiple priorities • Commitment to the values and mission of CSH.	

Location

This is a predominantly remote/home working role. The role will require travel within the UK for visits, meetings, and conferences. We encourage the use of sustainable travel wherever feasible. CSH is based in Oxford, UK. Staff are expected to attend office meeting days in person once a month. Travel costs for attending these meetings are reimbursed.

Appointment

This is a full-time post at a salary of £46,500 per annum, plus contributory pension. The appointment is for a fixed term position for one year from start date- with the intention to make permanent.

Benefits

CSH is a registered charity, and our salary levels are competitive within the charity sector. We have a Pay Policy which delivers remuneration in line or above cost-of-living annually. Working with CSH has many additional advantages: CSH cares for every staff member as a whole person and as a valued part of the team; CSH provides support for people working in different circumstances and is flexible in terms of working patterns to accommodate individual needs.

CSH values the well-being of its employees, offering a supportive environment and a range of staff benefits such as online yoga classes, monthly team days in Oxford, and more. We consistently have great feedback from staff surveys. If you are passionate about sustainable healthcare and looking for a rewarding, impactful role, this is your chance to make a difference!

What to expect from the recruitment process

While the exact process may vary by role, it typically includes:

- Application, CV, and Cover Letter review
- Shortlisting

- We aim to get back to applicants within 2 weeks after the closing date. Sometimes this may be delayed if we receive a high volume of applications.
- Assessment preparation (relevant to the role)
- Interview stage (questions and a chance to present/discuss your assessment), approx. 45 mins – 1 hour long
- 2nd round of interviews (only if there are a high number of applications received)
- Offer and onboarding

We aim to review applications within two weeks of the closing date, although this may take longer if we receive a high volume of applications.
Interviews are held via Microsoft Teams, and we'll share interview questions in advance so you can prepare.
We want everyone to have the opportunity to perform at their best. If you need any adjustments or alternative arrangements during the recruitment process, please let us know and we'll work with you to meet your needs.
You'll have opportunities to ask questions throughout the process. We aim to provide feedback after interviews wherever possible, although this may not always be possible when application numbers are high.

AI and Recruitment

At CSH, we do not use AI to make recruitment decisions or to screen, read or assess CVs, Cover Letters, and applications. Your application will be reviewed by people, and recruitment decisions are made by our people.

We recognise that AI and assistive technologies can be helpful in supporting people with their application. We encourage candidates to use technology in ways that help them communicate their skills and experience. However, we value authenticity and encourage you to ensure that your application reflects your own experiences, skills, and voice.

Equal opportunities and eligibility to work in the UK

The Centre for Sustainable Healthcare aspires to be a diverse and inclusive workplace and strongly encourages suitably qualified applicants of the global majority, people with disabilities and men to apply, as these groups are currently under-represented in the organisation.

As an equal opportunities' employer, The Centre for Sustainable Healthcare is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.
Given our close collaboration with the healthcare sector, which champions diversity, it is vital that our own team reflects this same dedication. By mirroring the healthcare sector's mission

for Equality, Diversity and Inclusion (EDI), we not only strengthen our partnership but also bring a wider range of perspectives and experience to our work in promoting sustainable healthcare for all.

Completing our Equality and Diversity Monitoring form is voluntary. However, if you do disclose any data, CSH will make sure that:

- Your data is stored securely.
- Disclosures will not be referred to in your interview.
- Negative discrimination will not take place on the data you provide.

We are committed to building a diverse and inclusive workforce and actively encourage applications from people from underrepresented backgrounds, including candidates with disabilities, those from global majority backgrounds, and people of all gender identities.
All applications are assessed fairly and consistently against the skills, experience and criteria outlined in the job description. Recruitment decisions are based on merit and evidence provided through the application and interview process.
Where candidates are assessed as equally qualified, we may take positive action in line with the Equality Act 2010 to help address under-representation within our organisation.

The Centre for Sustainable Healthcare aspires to be a diverse and inclusive workplace and strongly encourages suitably qualified applicants of the global majority, people with disabilities and men to apply, as these groups are currently under-represented in the organisation.

If you require reasonable adjustments at any stage of the application process, please contact recruitment@sustainablehealthcare.org.uk

Please note, we have a legal responsibility to ensure that all our workers and employees have the legal right to live and work in the UK. As such you may be asked to provide proof that you have the right to work in the UK.

Data Protection

CSH is committed to ensuring your data is protected and is only used in line with GDPR guidelines, and we do not collect unnecessary personal data from applicants during the recruitment process. Data collected as part of the recruitment process is held securely and accessed by, and disclosed to, individuals only for the purposes of managing the recruitment exercise effectively to decide to whom to offer the job. Please see our privacy policy for more information.

How To Apply

Please complete and return our application form along with your CV to recruitment@sustainablehealthcare.org.uk

Your application will be assessed solely by how well you fit the role requirements and to what extent you evidence your experience and/or knowledge.

- Closing date: 09 December at 11.59pm

For any questions, please contact recruitment@sustainablehealthcare.org.uk