



Strategic Lead (Place)

Recruitment Pack

Closing Date: 12 noon, Wednesday 13th May 2026

Interviews: Thursday 21st May 2026, in person at Salford CVS' offices

Reference: SLP/04/2026

www.salfordcvs.co.uk

Welcome from our Chief Executive

Hi, thanks for considering a role at Salford CVS.

Salford CVS has a long and proud history of making a difference in Salford – we were established in 1919!

I've been in post since 2013 and during that time I have led the development and diversification of the organisation and what we do. Alongside prioritising delivery of all the key services associated with a CVS and Volunteer Centre, we also lead / participate in a wide range of other activities and programmes in Salford and across Greater Manchester.

I'm telling you all this because I'm keen to employ someone for this role who cares as much about this city, our sector, the diversity of our work and the people who live and work here as we all do.

We have a vibrant and multi-skilled team of paid staff here at Salford CVS, ably supported by our Board of Trustees and other volunteers.

Our values of Passion, Innovation, Quality, Cooperation, Diversity and Impact and associated commitments are central to everything we do.

Our team of circa 50 paid staff come from a variety of backgrounds and experiences; what unites us all are those values and our commitment to our mission of '[Making a Difference in Salford](#)'.

Please also see our current [Strategic Plan \(2025 - 2028\)](#).

Thank you for your interest – and I really do hope you will consider becoming a member of the Salford CVS team. Good luck with your application!

Regards,

Alison Page

Chief Executive, Salford CVS

Contents

- Introducing Salford CVS
- Who we are and what we do
- Benefits
- Conflicts of Interest
- Information specific to the post
- Job description
- Person specification
- How to apply and selection process

Introducing Salford CVS

Thank you for your interest in the role of **Strategic Lead (Place)** here at Salford Community and Voluntary Services (Salford CVS). We want applicants to be able to understand who we are as an organisation and to be able to demonstrate how their skills and experience meet the requirements of the advertised role. We have provided you with information and guidance to help you through the process, but should you have any difficulties please do not hesitate to contact recruitment@salfordcvs.co.uk.

The Benefits of Working for Salford CVS

- 28 days' holiday - rising to 30 days (after five years), plus Bank Holidays (pro rata for part-time)
- Enhanced company sick and maternity pay, subject to terms and conditions of service
- Pension scheme - with 7% employer contribution (and 1% mandatory employee contribution)
- Cycle to Work scheme
- Membership of the Hospital Saturday Fund via an employer subsidised scheme (optional and non-contractual)
- RHS family membership (optional and non-contractual)
- Development opportunities - we support and encourage our staff to progress in their careers (including formal training)
- A supportive working culture - we respect and support one another to do the best we can

We are an [accredited Living Wage Employer](#), Living Hours Employer and Living Wage Funder, ensuring not just our staff are paid the 'real' Living Wage but also that any projects we fund can do the same.

Conflicts of Interest

Salford CVS staff are not permitted to volunteer for voluntary, community or social enterprise organisations based and / or active in Salford. This is to ensure that we are seen as impartial as the local infrastructure organisation for the VCSE sector in Salford and that our staff do not encounter any prejudicial conflicts of interest.

Information specific to the post

Salford CVS work strategically to strengthen the voice and influence of the Voluntary, Community and Social Enterprise (VCSE) sector as an integral part of Salford's key decision-making partnerships and boards. We also work directly with public sector funders and commissioners to influence relationships with the sector.

Our role as a sector leader has been crucial in the development of strong and productive relationships between the VCSE sector and public sector bodies in Salford. We lead on the delivery of the city's VCSE Charter and the VCSE and Volunteering Strategies for Salford which have been co-produced with VCSE Leaders, Salford City Council and NHS Greater Manchester.

About the role

We are seeking to recruit to a brand-new post and are looking for an experienced and strategically minded person to strengthen Salford CVS's strategic VCSE leadership role within Salford. This role will provide strategic oversight, coordination and influence to ensure that the VCSE sector's voice, expertise and insight shape Salford's Place-based priorities including Pride in Place activity across the two selected neighbourhoods, Pendleton and Peel Green. The postholder will also lead on other related 'place' work, including regeneration and housing.

Salford CVS has a long history of championing the Voluntary, Community and Social Enterprise (VCSE) sector and ensuring it plays a meaningful, respected role in Salford's major partnerships and system-wide planning. This Strategic Lead (Place) role builds on that foundation by focusing specifically on place-based priorities and ensuring that VCSE perspectives are embedded within the strategic discussions, governance arrangements and long-term ambitions.

We are looking for someone who:

- Enjoys working within a committed, values-driven team and is motivated by improving outcomes for Salford residents
- Can build strong, trusted and influential relationships with VCSE organisations, senior public sector partners and system-wide stakeholders
- Can confidently represent and advocate for the VCSE sector in strategic settings
- Brings experience of shaping and supporting multi-sector partnerships and influencing shared priorities
- Has an excellent understanding of the VCSE sector - ideally in Salford and Greater Manchester - and the wider policy context that shapes it
- Can help ensure that the VCSE sector has a strong, consistent and respected voice within Pride in Place and wider place-based governance and decision-making

This is an exciting opportunity to shape the strategic foundations of Pride in Place in Salford ensuring the VCSE sector is deeply embedded, well-represented and able to drive meaningful, long-term change for communities in Pendleton, Peel Green and across the city.

Are you the person we're looking for?

- Do you have strong strategic leadership skills and experience shaping place-based or system-wide programmes?
- Can you build trusted, influential relationships with senior stakeholders across the VCSE sector, local government and wider public sector partners?
- Can you navigate complex systems, influence partnership agendas and support collaborative approaches across sectors?
- Do you enjoy working in a dynamic environment and shaping ambitious new approaches?
- Do you have the ability to multi-task, self-motivate and prioritise while working in a fast-paced environment?
- Are you willing to work in person in our Eccles offices and across the city?

The **personal qualities** we are looking for are:

- Ability to form good working relationships with people from a wide range of backgrounds to enable you to achieve your goals
- Works in a way that recognises the strengths of others and works well as part of a team
- Ability to challenge appropriately where necessary
- A commitment to equality of opportunity for all
- To have a proactive and flexible approach to work
- A highly motivated and enthusiastic person
- Patience, sensitivity and good understanding of different levels of need
- Ability to remain calm and focused under pressure

Full training will be provided to familiarise the post-holder with Salford CVS' bespoke systems and support with professional development will be available.

To get a fuller flavour of our work, we recommend that candidates look at our website

<https://www.salfordcvcs.co.uk/>

Applications and interviews

If you would like to apply for the position of **Strategic Lead (Place)**, please submit your application via email to recruitment@salfordcvcs.co.uk by **12 noon on Wednesday 13th May 2026**.

Interviews will take place in person at Salford CVS' offices in Eccles on **Thursday 21st May 2026**.

Job Description

Job Title: Strategic Lead (Place)

Grade: NJC Point 31 - £41,771 per annum

Hours: 37.5 hrs per week (excluding breaks)

Days: Monday to Friday (core hours are worked between 8am – 6pm)

Contract: Initial 12 months fixed-term contract (with option to extend), subject to the successful completion of a 6-month probationary period

Responsible to: Senior Strategic Lead (People and Place)

Place of work: Salford CVS' offices in Eccles, Salford, M30 0FN.

Main purposes of the post

To provide strategic leadership for Salford CVS's place-based work, ensuring the VCSE sector is influential, represented and embedded within key strategic partnerships, boards and system-wide initiatives across Salford. The postholder will work closely with the Senior Strategic Lead for People and Place to shape strategic agendas, strengthen cross-sector relationships and ensure VCSE voices help influence the city's long-term plans relating to Pride in Place, regeneration, housing, social value, climate action, culture, and wider place-based priorities.

Specific duties:

Strategic Leadership and Influence

1. Support the Chief Executive and the Senior Strategic Lead for People and Place to drive Salford CVS's strategic role across a wide portfolio including housing transformation, public and VCSE estates, inclusive growth, regeneration, culture, arts and heritage, climate action, digital strategy and social value
2. Represent Salford CVS in senior strategic forums and partnerships, including (but not limited to) the Salford Strategic Housing Partnership, Salford Culture and Place Partnership, and Salford Climate Action Board, providing confident, credible VCSE leadership
3. Advocate for and embed VCSE sector perspectives within major place-based programmes (including Pride In Place), ensuring community voice and sector expertise help shape planning, policy and decision-making
4. Identify strategic opportunities for collaboration, influence, co-design and innovation across Salford's place-based agendas

VCSE Voice, Representation and Partnerships

5. Facilitate delivery of the Vocal model for VCSE voice and influence, leading strategic forums, workshops and events relating to place, ensuring they enable meaningful learning, influence and partnership development
6. Support and coordinate VCSE representatives who sit on cross-sector partnerships, ensuring they are briefed, supported and able to represent the sector confidently and consistently
7. Ensure representative protocols are followed, including expectations for reporting, feedback loops and communication with the wider VCSE sector
8. Maintain strong, trusting relationships with VCSE organisations, ensuring they are kept informed, included in strategic conversations and supported to influence system priorities
9. Engage proactively with Salford CVS colleagues to ensure the organisation is well-connected to emerging strategic issues, opportunities and policy developments

Strategic Development, Insight and Alignment

10. Monitor and interpret strategic developments, translating complex system information into clear messages for VCSE partners and colleagues
11. Align place-based work with wider Salford strategies, including housing, regeneration, culture, digital transformation, climate action, social value and Pride in Place
12. Work closely with the Programme Manager (Place) to ensure community insight, learning and engagement activity is reflected in strategic discussions and decision-making
13. Contribute to organisational strategic planning, influencing priorities and shaping Salford CVS's approach to place-based leadership

Generic responsibilities (all Salford CVS staff)

1. Attend and actively participate in regular staff team meetings
2. Support Salford CVS's response to an emergency in Salford, for example by setting up a rest centre
3. Attend and contribute to regular line management sessions with your designated line manager
4. Be responsible for the completion of work as set out in an agreed action plan, ensuring targets are met and delivered to timescale
5. Write and submit a detailed monthly report to the Chief Executive of Salford CVS and to your line manager

6. Manage your own time and workload effectively, whilst also working as part of a wider team
7. Promote the mission, vision, values, and strategic priorities of Salford CVS
8. Fulfil all responsibilities in accordance with Salford CVS' policies and procedures, as set out in the Terms and Conditions of Employment and in related policy documents; and actively implement and promote Salford CVS' Equal Opportunities Policy
9. Ensure adherence to all relevant Health and Safety legislation, rules and procedures at all times
10. Ensure all activities comply with relevant legislation and promote good practice in relation to safeguarding and data protection
11. Undertake any other duties as appropriate to the nature and grading of the post – as required by the Chief Executive of Salford CVS

This job description is intended as an outline of the general areas of activity and responsibility for the post-holder and may be amended considering the changing needs of Salford CVS.

If you have questions regarding this post, please email recruitment@salfordcvs.co.uk

Person Specification

PS Ref		Essential (E) Desirable (D)	Indicator (Application, Interview, Test, Presentation)
Skills and Experience			
1	Experience of working within the VCSE sector - or in a role with significant VCSE partnership involvement - at an influencing or coordination level	E	A, I, P
2	Experience of contributing within strategic or cross-sector settings and supporting senior colleagues to influence key decision-makers	E	A, I, T
3	Strong communication skills, including the ability to present confidently, facilitate discussions and produce clear, accessible reports and briefings	E	A, I, T, P
4	Ability to contribute strategic insight and support operational delivery within a defined portfolio, working under the direction of a senior strategic lead	E	A, I
5	Experience of representing or articulating the views of the VCSE sector, communities or stakeholder groups within partnership meetings	E	A, I, T
6	Ability to influence discussions and advocate for the VCSE perspective, while supporting senior leaders in shaping shared agendas	E	A, I, T
Knowledge and Understanding			
7	Good understanding of the VCSE sector in Salford, including its strengths, challenges and contribution to local communities	E	A, I

8	Awareness of Greater Manchester devolution arrangements and the role of the VCSE sector in influencing system-level priorities	E	A, I
9	Awareness of key place-based strategic agendas, such as the national Pride In Place initiative and Greater Manchester Live Well	E	A, I, P
Approach and Attitude			
11	A collaborative, inclusive and values-driven approach, with a genuine commitment to community voice and VCSE participation	E	I
12	Confidence and professionalism when contributing in strategic meetings, with the ability to undertake constructive challenge where appropriate	E	I, T
13	A proactive, solutions-focused mindset, with the ability to navigate complexity and adapt to changing priorities	E	I

All Staff		
Willing and able to work from our office premises in Eccles, Salford	Essential	You will be asked to answer Yes or No on your application form
Able to work flexibly – including early mornings, evenings and weekends	Essential	
Willingness to continue personal and professional development and to undertake relevant training, as identified with your line manager	Essential	
Commitment to always adhering to all of Salford CVS' policies and procedures, including Health & Safety and Equal Opportunities	Essential	
Willingness to support emergency response activities in Salford, some of which will be outside normal working hours	Essential	
Willingness to undertake a DBS check (if necessary)	Essential	
Willingness and ability to undertake travel throughout Salford and GM for work-related meetings and events	Essential	
Willingness to undertake any other duties as appropriate to the nature and grading of the post	Essential	

How to apply and selection process

Salford CVS aims to ensure that comparison between applicants for posts is thorough, fair and in line with our equal opportunities policy. It is therefore essential that you complete the application form fully as it will be used to assess whether you are shortlisted for interview.

All applicants are advised to read fully the job description and person specification for the post before completing the application form.

The application form is separated into three parts. Part A and Part C will be separated from the application before distribution to the recruitment panel. **Your application will then be assessed against the responses you provide in Part B.** Please ensure you match your responses in Part B to the requirements of the person specification that are indicated for assessment in the application form (**points 1 – 9**) and ensure you number your answers accordingly.

Salford CVS champions technical, practical and vocational education, which we believe should be valued equally with academic forms of learning. We therefore do not ask for academic or professional qualifications unless we really do believe that they are essential to the specific role.

Please do not send us a separate CV or any additional information that we have not asked for. We will only consider candidates who have completed the application form. If there is insufficient

space in one or more of the boxes, you may attach supplementary sheets provided they are headed with your name and the position you are applying for.

Please use black ink or print when completing the application form. If completing electronically, please use Arial font 12.

Eligibility to Work in the UK

Salford CVS complies fully with the guidance issued by UK and Visa Immigration to ensure the prevention of illegal working in the UK. All job applicants are required to demonstrate their entitlement to work in the UK by providing one or more of the documents specified by UKVI before taking up post. The organisation does not sponsor job applicants from outside the European Economic Area. However, it may offer employment for those who hold either a Tier 4 or Tier 5 visa subject to any applicable restrictions. Those whom we employ who have been granted visas are kept under review to ensure they remain entitled to hold employment in the UK.

Deadline for receipt of applications

This vacancy closes on Wednesday 13th May at 12 noon

Please note late applications will not be accepted. Your completed application form and equal opportunities form should be returned by one of the following methods:

Email: Please email recruitment@salfordcvs.co.uk

There is no need to post an additional copy. If successful at shortlisting stage you will be asked to sign your application form at interview.

Post: Recruitment, Salford CVS, The Old Town Hall, 5 Irwell Place, Eccles, Salford, M30 0FN.

Acknowledgement of receipt

Email applications will be acknowledged when we receive them.

Should you wish to receive an acknowledgement for a postal application, please include a stamped, self-addressed envelope with your completed application form and we will return this to you.

Interviews will be held in person on: **Thursday 21st May 2026** at Salford CVS' offices in Eccles.