



BATTERSEA

HERE FOR EVERY DOG AND CAT

RECRUITMENT PACK



Grants & Programmes Lead (BDCH6174) - Battersea London

Battersea is here for every dog and cat and has been since 1860. We are a leading animal welfare charity and over the last 160 years we've grown from one home in London to three rescuing and rehoming centres across the South East. With c600 employees and 1000 volunteers, we have cared for over three million vulnerable animals. We also campaign tirelessly to make things better for dogs and cats, sharing our expertise and educating the public and policymakers about responsible pet ownership. Join us and make a difference for every dog and cat.

Please read the information below thoroughly before starting your application.

Your Application

Your supporting statement is a very important part of your application. We cannot make any assumptions about your knowledge, skills and experience so the information that you provide in your supporting statement is vital for us to decide whether to shortlist you for an interview.

Please demonstrate how you meet the criteria and our values listed in the person specification, detailing your experience, skills, achievements and/or abilities that are relevant for the role that you are applying for. You should use specific examples. Please do not generalise e.g. "I usually...", or waste your word limit by telling us that you love dogs and cats. We are looking for evidence that you can thrive in the role advertised.

Your statement should not exceed 1,000 words. We recommend you draft and save your supporting statement outside of the application portal as your connection may time out and it is not possible to save this document online for future use.

Closing date: 10th November 2024

Interview date: 14th-15th November 2024 (1st round); 20th-21st November 2024 (2nd round)

If you do not hear from us within 2 weeks of the closing date, please assume you were unsuccessful on this occasion. Please note that we reserve the right to close this post early, should we receive a high volume of applications.

We are committed to providing equality of opportunity and valuing diversity for all current and prospective employees, volunteers and Trustees. We aim to ensure that this commitment, reinforced by our values, is embedded in our day-to-day working practices and our work together. We would particularly welcome applications from black and minority ethnic and disabled candidates, who are currently under-represented at Battersea.

Working at Battersea

Please note that all offers of employment require:

- References deemed satisfactory by Battersea
- Proof of eligibility to work in the UK

Data Protection

The information you provide in your application will be used by Battersea Dogs and Cats Home (Battersea) to assess your suitability for the role you have applied for. We will not use your personal data for marketing or fundraising purposes (unless you have previously supported Battersea) and will not share your data with any third parties for their marketing purposes. We will also ask you for sensitive information (such as information relating to ethnicity or sexual orientation), but only to allow Battersea to monitor and report on diversity and equality of opportunities. The provision of this information is entirely voluntary and will not be used in determining whether you are shortlisted for the role you have applied for.

Further information about how we protect and use your personal data is set out in our Job Applicant Privacy Notice or contact our Data Protection office at DataProtection@battersea.org.uk

Contact

If you have any questions, please contact us at jobs@battersea.org.uk or 0800 001 4444.

Job Description: Grants & Programmes Lead

Dept/Team: Global Programmes	Location: London
Hours: 35 hours per week, but we're always happy to discuss flexible working, part time hours and job share arrangements	Duration: Permanent
Responsible To: Head of Grants & Programmes	Responsible For: Grants & Programmes Managers
Works With/Key Contacts: Global Programmes Committee, Senior employees in partner organisations, Academy Team, Other key project employees at Battersea	Salary & Grade: £55,600 per annum Grade B2

Battersea's approach to diversity

Battersea is here for every dog and cat and has been since 1860. We care for animals unconditionally, and we do not judge the owners of pets that need our help. It is this commitment which brings us together as an organisation, and we take great joy and pride in that.

We were founded by a female pioneer, Mary Tealby, who was unafraid to confront convention at a time when women leaders were rare, and animals were not universally loved. Her willingness to challenge the status quo is part of the legacy she leaves with us today, and we celebrate the impact we have made so far because of her vision.

We are ambitious to do more, including helping new populations of animals in new places beyond our centres; and we know we must adapt to the evolving world around us, harnessing the skills, experience and creative thinking of a diverse workforce to help greater numbers of animals and deliver the impact we all aspire to. And we know that an inclusive environment, where we welcome different perspectives and where employees and volunteers are empowered to be themselves, will ensure we continue to thrive.

We strive to create lasting change for animals and the people that care for them and believe that creating a truly diverse and inclusive Battersea, which is proudly open to all, will be essential in our mission to deliver greater impact for dogs and cats everywhere.

Why the role exists

The Lead of Grants and Programmes plays an integral role within the team to deliver impact to tens of thousands of dogs and cats around the world. The Lead will manage the team of expert grant managers, guiding and empowering them to achieve impact.

The Lead will oversee several portfolios of work within the grants and programmes function at Battersea, as we expand our work to impact more dogs and cats. Over the coming five years it is planned that the size and complexity of grant making, and other forms of programming will grow, including the establishment of several multi-year programmes in the UK and abroad.

This is a senior role within the Grants and Programmes team in the Global Programmes Directorate, requiring excellent experience of people management, impact measurement, good grant making practice and implementing strategic programmes.

The successful postholder should be comfortable empowering others, taking a coaching approach to team management and in supporting the team to shape proposals and portfolios of work to advance the collective interests of a team. They should also be comfortable working with considerable scope, and complexity and nurturing relationships with colleagues as an integral element of the role.

What you'll be doing

Approx % of time

Lead, manage, motivate, and develop the Grants & Programmes Managers (x5) to achieve their objectives, encouraging innovation and creativity to drive real impact in their work across the organisation. Supports Managers to develop and refine strategic directions at the portfolio level, including involvement in refining ideas, and resolving escalated issues and barriers. Identifies and implements team level needs to enhance our impact.	50%
Leads on the implementation of the grants monitoring, learning and evaluation framework across the team. This includes through effective use of the grants management system across the team to collect key data across portfolios, to design and manage a cross-portfolio database, to inform progress towards strategic objectives. Ensures progress is shared and utilised to maximum effect, to drive the future of the programme. Supports Head with preparation of documentation for decision making groups.	20%
Supports Managers with the identification, negotiation, and award of complex and/or high value strategic partnerships both in the UK and abroad. Poses and fields questions of considerable complexity and sensitivity and uses discretion in carrying out a constructive and effective dialogue; participates in dialogue by sharing ideas/solutions, suggesting alternatives, supporting the contributions of others, and in other ways advancing Battersea's strategic interests.	10%
Team lead on identifying storytelling opportunities that demonstrate impact across portfolios, creating an efficient way of working across the team with our internal communications colleagues. Key contact for Brand and Marketing colleagues seeking input to shape activity.	5%
Works with the Head to design and deliver animal welfare grant maker engagement plan and activities, including funder convenings.	5%
Identifies and manages commissioned research and/or consultancy support required at the team level, making decisions on how to proceed and/or making recommendations to decision makers to inform strategic objectives and intent. Contributes to advancing the wider Global Programme strategy.	5%
To deputise for the Head of Grants & Programmes on occasion and/or to represent the team in cross-organisational projects. To develop and deliver workshops or sessions as part of the Battersea Academy or wider stakeholder engagement.	5%

The above job description is intended to be an outline of the duties and responsibilities for this role. Job descriptions change over time, and we will discuss with you and ask you to carry out work relevant to your role.

What you'll need to have to do the job

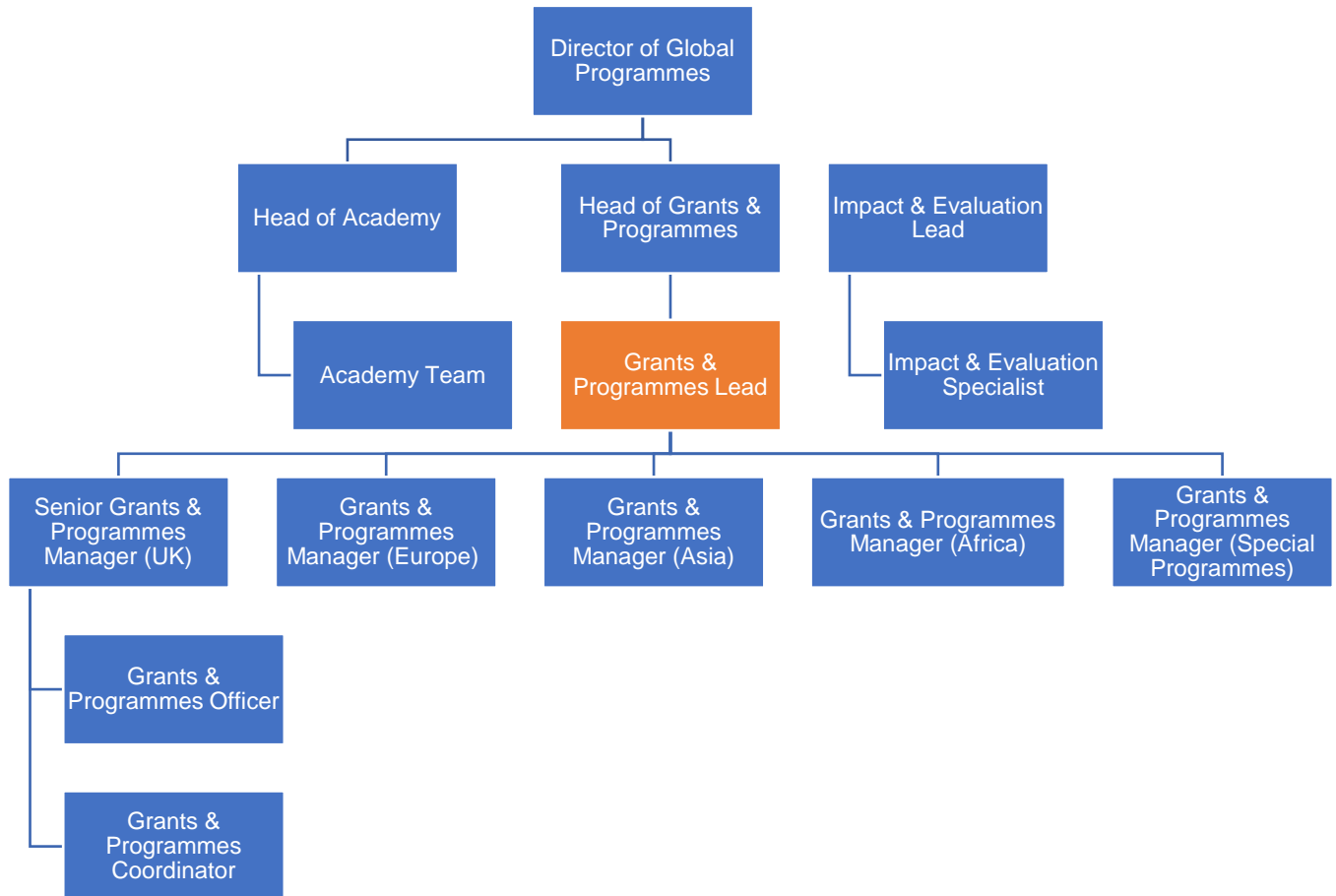
Job Specific	Proven knowledge and skills to ensure planning, organizing, prioritizing across a team, and overseeing activities to meet objectives in a strategic grant making context.
	Proven experience of successfully motivating, leading, and developing high performance, including setting clearly defined objectives, managing performance and wellbeing.
	Proven experience of establishing and nurturing relationships, including in convening stakeholders as an integral element of strategic communication efforts and/or advocacy efforts to influence action.
	Proven grant making experience throughout the lifecycle of a grant, and in establishing and maintaining good grant making practice.

	Proven commitment to advancing diversity and inclusion within grant making activity.
	Understanding and experience of managing safeguarding and other risks in an international context.
	Proven experience of learning, monitoring, and evaluation in a grant management context.
	Understanding of how change happens, including policy and/or regulatory and human behaviour change.
	Experience of leveraging systems and databases to gather and present data, and in utilising evidence to form compelling and evidence-based stories.
	Excellent written English, highly numerate and advanced user of MS Office and other IT Systems
	Significant interpersonal and consultative skills, including the ability to communicate, present, negotiate, influence and build credibility with colleagues and external parties
	Significant experience of showing empathy and demonstrating resilience under pressure and dealing with distressed people and animals
	Significant experience of managing and prioritising a high workload and multiple complex issues and tasks in a changing environment with tight deadlines.
Values	CARE – We care wholeheartedly about our mission to be here for every dog and cat, and the work we each do to achieve this.
	EXPERTISE – We are experts at what we do, focusing on continual improvement, learning and growing our expertise, so we can all be the best we can be.
	DETERMINATION – We stay focused and solve problems to achieve our goals and our mission to be here for every cat and dog.
	RESPECT – We treat one another with respect, just as we treat every cat and dog with respect.
	INCLUSION – We champion diversity in all its forms, so that everyone can be themselves and feel valued and included.
	COLLABORATION – We understand that by working together across teams and with our partners, we achieve more for dogs and cats.

What we'd like you to have to do the job

- Experience of leading a new and growing team.
- Experience of supporting grantees to advance policy/regulation and/or human behaviour change.
- Experience of engaging other funders to achieve shared goals.
- Experience of engaging Boards, Panellists, and other decision makers in the award of grants.

Position in the team



Employee Benefits

We offer our employees a wide range of benefits to reward them for the value that they bring to Battersea, to support them in their work, to help improve their health and wellbeing, and maintain a healthy work-life balance.

We intend to offer these benefits on an ongoing basis but may amend or withdraw them at any time.

Battersea has been verified as a truly flexible workplace by Flexa for 2024-2025. You can find out more about our flexible working benefits via our [Flexa Page](#).

Pension Scheme

Our group personal pension scheme is available to all employees. New employees will be auto enrolled into our pension scheme in their second month of employment, if they meet the eligibility criteria, at our standard rate of 2.67% employee contribution, 5.33% employer contribution. The following month, new starters can choose to increase their contribution rates and so benefit from a higher employer contribution of up to 10%. Because the GPP pension scheme is a salary sacrifice scheme, Battersea will also invest approximately 50% of the savings it makes on Employer National Insurance Contributions into your pension plan.

The contribution levels are as follows:

Employee contribution	Battersea contribution
2.67%	5.33%
3%	6.2%
5%	10.3%

Example of monthly pension contributions for salary of £20,000:

Employee contribution	Battersea pension contribution
2.67% = £44.50	5.33% = £88.83
3% = £50.00	6.2% = 103.33
5% = £83.33	10.3% = £171.66

Annual Leave

Employees are entitled to 28 days annual leave (pro-rata for part time employees and in the first year of employment), rising to 29 days after 5 years and 30 days after 10 years employment. This is in addition to eight days paid public holidays every year.

Health Cash Plan

Battersea offers a healthcare cash plan free of charge to all employees, using a provider called Simply Health. This cash plan enables employees to claim 100% of the costs of everyday healthcare, such as dental treatment, eye tests, glasses, contact lenses, physiotherapy, chiropody, osteopath, chiropractor, health screening and much more, up to annual limits.

Gym Membership

Employees who choose to join the Cash Health Plan can get discounts of up to 20% off a range of independent and chain gyms, including Fitness First, LA Fitness, Virgin Active and David Lloyd.

Season Ticket Loan

Interest free season ticket loans are available to all employees after two months of employment with Battersea.

Cycle to Work Scheme

We offer a Cycle to Work Scheme to encourage health and fitness. This enables you to save up to 40% of the cost of the purchase of a bike and safety equipment, up to a maximum value of £2,500 including VAT, by

having this cost recovered from salary over a 12-month period and so saving tax and National Insurance on this cost.

Paid Maternity Leave

All pregnant employees are entitled to up to 52 weeks' maternity leave regardless of length of service. Employees who have worked with Battersea for more than 12 months by the time their baby is born receive enhanced maternity pay of 12 weeks full pay, with the remainder of their maternity leave being paid under Statutory Maternity Pay arrangements.

Paid Paternity Leave

Fathers to be or employees who will share the responsibility with a partner for bringing up a child, may have the right to Statutory Paternity Leave and Pay.

Employees who have worked for Battersea for more than 12 months by the time their baby is born receive enhanced paternity pay of two weeks full pay.

Employee Assistance Programme

We offer an Employee Assistance Programme to all employees free of charge. It offers completely confidential and impartial support, information, and counselling service to employees on legal, financial, debt management and emotional issues.

Life Insurance

All employees are covered by our life insurance scheme, which provides a nominated beneficiary/ies with a lump sum equivalent to four times the employee's salary in cases of death whilst in employment at Battersea.

Uniforms for all Operational Employees

Free uniform is provided for all operational and clinic employees.

Veterinary Treatment of Employees' Ex-Battersea Animals

We provide cost price veterinary treatment for employees with ex-Battersea dogs and cats.

Discounted Pet Insurance

We offer employees a 20% discount off the cost of Petplan insurance.

Discounts in our Shops

We offer our employees a 25% discount in our shops.

Professional Membership Fees

After two months service, employees in roles where ongoing membership of a recognised professional body, (where this membership is gained through a qualification), is an essential requirement in the person specification for their job can claim the cost of one membership fee per year up to a maximum of £400.

Sabbatical Leave

Employees who have worked with us for five years or more can request six months unpaid sabbatical leave for personal or professional development, such as learning new skills or travel.



Battersea Dogs & Cats Home is a charity registered in England and Wales (206394)
Registered Office: Battersea Dogs & Cats Home, 4 Battersea Park Road, London, SW8 4AA.