

ASSOCIATE DIRECTOR

Role Purpose	Provide strategic and operational leadership across the directorate to deliver Blood Cancer UK's mission. Lead complex, cross-organisational programmes that drive measurable impact for people affected by blood cancer, ensuring all activity is delivered to budget and milestones, fosters effective collaboration, and is clearly aligned with the organisation's strategic priorities.
Pay Band	6
Office attendance / travel requirements	Frequent and regular travel (office and nationally. Some international travel may also be required)
Reports to	Director
Line management responsibilities	Heads of Service; Senior Managers
Key relationships	Internal contacts: Chief Executive, Executive Team, Directors, Leadership Team, Staff Teams External contacts: Researchers, clinicians, NHS representatives, government officials, funders, partner charities, industry representatives, and people affected by blood cancer.
Financial Responsibility	Responsible for relevant programme and operational budgets within the directorate, ensuring resources are used effectively and deliver value for money.

CONTEXT

Associate Directors play a critical role in achieving Blood Cancer UK's mission to bring forward the day when no one dies from blood cancer or its treatments. They lead key programmes and teams within their directorate, turning strategy into delivery and ensuring Blood Cancer UK remains impactful, evidence-driven and community-led.

They contribute to cross-organisational leadership through the Operations Board and are responsible for driving innovation, performance and collaboration. Associate Directors are expected to model agile working, champion inclusion and foster high-performing, motivated teams that work across boundaries to achieve shared goals.

MAIN ACCOUNTABILITIES

1. Strategic and Operational Leadership - Contribute to the design and delivery of directorate strategies and plans that contribute directly to Blood Cancer UK's



strategic goals. Lead on specific directorate or organisational projects, ensuring that all workstreams are coherent, evidence-led and aligned with organisational priorities. As senior technical expert, have specific experience and leadership in own areas of specialism.

2. Programme Delivery and Impact - Oversee the management of complex programmes, ensuring quality, accountability and measurable results. Embed effective monitoring, evaluation and impact assessment to demonstrate the difference our work makes for people affected by blood cancer.
3. People Leadership and Development - Lead, motivate and develop high-performing teams within the Directorate. Create an inclusive culture where people can thrive, innovate and continuously learn. Coach senior managers and direct reports to achieve professional growth and high performance.
4. Financial and Resource Management - Own and manage relevant budgets, ensuring strong financial control, value for money and alignment with strategic priorities. Plan and allocate resources to maximise efficiency and impact.
5. Partnership and Collaboration - Build and maintain effective partnerships with stakeholders across the research, policy, health and fundraising sectors. Work collaboratively across directorates to ensure joined-up delivery of organisational objectives and integrated support for our community.
6. External Representation and Advocacy - Represent Blood Cancer UK externally with credibility and confidence. Act as a senior spokesperson with authenticity and authority in media, policy, scientific or healthcare settings. Promote Blood Cancer UK as a respected partner, collaborator and advocate.
7. Innovation and Continuous Improvement - Identify opportunities to innovate and improve systems, processes and ways of working. Encourage creativity, experimentation and learning within teams to enhance impact and effectiveness.
8. Equality, Diversity and Inclusion - Champion ED&I across the directorate, ensuring that all programmes and decisions are equitable, inclusive and anti-racist in practice. Work proactively to address inequalities in research participation, service access and workforce development.
9. Cross-organisational Leadership - Contribute to the Exec Team and wider organisational leadership, promoting shared learning, collective problem solving and a culture of openness and accountability.

All employees at Blood Cancer UK promote the organisation's vision, mission and core values and are committed to actively promoting equality, diversity and inclusivity. This includes attending and assisting at Blood Cancer UK events and activities as required,



including occasional evening and weekend work. We take a positive attitude to technology, insight and data, including an enthusiasm to use new technologies and ways of working to deliver objectives. All employees are expected to follow Blood Cancer UK's policies and procedures and do any reasonable thing required by their manager.

KNOWLEDGE, SKILLS & EXPERIENCE

Knowledge
Strong understanding of the charity, research, health or policy sectors and their governance and regulatory environments.
Knowledge of evidence-based programme design, delivery and evaluation.
Awareness of the challenges and opportunities facing the blood cancer community and broader health system.
Skills
Strategic thinker with the ability to translate vision into delivery.
Skilled communicator and influencer across multiple audiences.
Effective leader and coach who inspires and empowers others.
Excellent relationship management, negotiation and partnership skills.
Strong analytical and financial management capabilities.
Comfortable managing complexity, uncertainty and change.
Experience
Proven senior leadership experience in a relevant field (e.g. research management, policy, health, fundraising or public affairs).
Demonstrated success in leading cross-functional programmes or initiatives that deliver measurable impact.
Experience managing teams and budgets in a complex or fast-changing environment.
Evidence of building high-trust relationships with senior external stakeholders, in specialist area of work (eg Research community, NHS, commissioners)
Experience of integrating lived experience or community insight into strategic or programme delivery.
Experience of representing an organisation externally, including as a spokesperson.

COMPETENCIES

Core Competency	Level required for role
Collaborative working	Expert
Being innovative	Expert
Being high performing and accountable	Expert
Stakeholder and blood cancer community led	Exceptional
Leadership skills	Exceptional
Professional and technical expertise	Expert