

Director of Communities, Health & Partnerships

Introduction

Hackney CVS has been supporting, connecting and championing voluntary and community organisations across Hackney for more than 25 years. Rooted in Dalston and grounded in the legacy of our founder, Adiaha Antigha, we have a long history of convening communities, tackling inequalities, and providing a collective voice for organisations that work closest to residents.

Over the last year, and following extensive conversations with the sector, partners and funders, we have undertaken a significant redesign of our work and structure. This is in response to a rapidly changing funding and policy environment, the increasing pressures on the sector, and the clear feedback from organisations that support needs to be focused, accessible and delivered in ways that strengthen the whole ecosystem.

We are now entering a new phase of our development, with a refreshed strategy built around three pillars:

A Stronger voice for the VCS - supporting organisations and communities to influence decisions, shape policy, and challenge inequality

A Better connected VCS - building the trusted networks and partnerships needed for collaboration, solidarity and collective action

A Better resourced VCS - supporting organisations to access funding, space, knowledge and tools to thrive

We have reshaped our internal roles to match this purpose and ensure the VCS receives the right type of support at the right time. We are also shifting focus away from direct delivery and firmly into our core mission as a local infrastructure organisation, strengthening others to lead, serve and create change.

The new Director of Communities, Health & Partnerships is central to this next chapter.

Sitting within the Senior Leadership Team alongside the CEO and Director of Finance & Resources, the postholder will lead the work that strengthens collaboration, builds community power, and ensures voluntary and community organisations can shape local decisions as equal partners.

They will oversee our work as a partner within the Neighbourhood Resident Alliance, and our Communities, Health & Partnerships function, ensuring that networks, forums and the VCS Leadership Group become even more impactful in influencing decisions and driving change.

This is a pivotal moment for Hackney CVS and for the sector. We are redesigning our work while also actively securing the multi-year funding needed for stability and growth. The Director of Communities, Health & Partnerships will play a key role in this phase and build a new team to shape partnerships, represent the sector across City & Hackney, and help us turn collective insight into practical system change.

Job Description

Job Title: Director of Communities, Health & Partnerships

Hours: 35 hrs per week

Working pattern: Full time

Salary: £60,000 per annum

Reports to: CEO

Role purpose

The Director of Communities, Health & Partnerships is a senior leadership role responsible for strengthening the voice, influence and connectivity of the voluntary and community sector (VCS) across Hackney and the City of London.

The role leads Hackney CVS's work to:

- Convene, connect and support the VCS through strategic groups, forums and neighbourhood-based engagement
- Ensure the VCS is meaningfully engaged as an equal partner in local systems, including health, care, local authority and wider public services
- Amplify the collective voice of the sector so that lived experience, community insight and grassroots leadership shape decision-making

This role sits on the Senior Leadership Team and plays a key role in organisational strategy, partnerships and sustainability.

Key Responsibilities

1. Strategic Leadership & System Influence

- Develop and maintain strong, trusted relationships with key City & Hackney system partners, including health, care, local authority and wider public services, to ensure the VCS is engaged early and meaningfully in shaping local priorities and transformation activity.
- Represent Hackney CVS, and where appropriate, the wider VCS, on relevant boards, partnerships, committees and forums, advocating for the role, value and independence of the sector and the communities it serves.

- Lead Hackney CVS's role in strengthening VCS leadership and representation, including building effective relationships with members of the VCS Leadership Group, network chairs, representatives and infrastructure partners.
- Support the development of collective VCS positions, priorities and messages, ensuring they are grounded in lived experience and able to influence system-level decisions.
- Develop compelling business cases and proposals to secure investment from statutory partners and other funders to support VCS-led priorities, collaboration and infrastructure.

2. Operational Leadership & Programme Oversight

- Provide strategic oversight and direction to the teams delivering outreach, engagement, neighbourhood forums, strategic networks and partnership activity, ensuring work is aligned to organisational priorities and sector needs.
- Line manage the Communities & Partnerships Manager and the Neighbourhoods Programme Manager, ensuring clarity of roles, high-quality delivery, effective supervision and ongoing professional development.
- Work closely with the CEO and Director of Finance & Resources to ensure programmes are appropriately resourced, financially managed and delivered within agreed budgets and workplans.
- Ensure effective contract and grant management across all funded programmes within the portfolio, including commissioning relationships with health and local authority partners.
- Embed robust monitoring, evaluation and learning across all areas of work, using insight and evidence to demonstrate impact, strengthen relationships with funders and inform future development.
- Work collaboratively with communications colleagues to ensure clear, consistent and high-quality communications that engage the VCS, partners and funders, and reflect Hackney CVS's values and brand.

3. Senior & Organisational Leadership

- Participate fully as a member of the Hackney CVS Senior Leadership Team, contributing to organisational strategy, planning, performance and culture.
- Act as a senior ambassador for Hackney CVS, strengthening its profile as a trusted, independent infrastructure organisation and champion for the VCS.
- Ensure that learning from communities, networks and system engagement informs organisational priorities and strategic decision-making.
- Support the development of high-quality funding bids and strategic partnerships that contribute to Hackney CVS's long-term sustainability and impact.

4. Equity, Diversity & Inclusion

- Champion equity, diversity, inclusion and anti-racism across all programmes, partnerships and internal ways of working.
- Ensure networks, forums and leadership structures are inclusive, accessible and reflective of the diversity of the VCS in Hackney and the City of London.
- Actively support the participation and influence of organisations led by and serving communities most affected by inequality.
- Identify and address barriers that prevent smaller or under-resourced organisations from engaging fully in networks, partnerships and decision-making spaces.

5. General

- Work in accordance with Hackney CVS's policies and procedures.
- Maintain high standards of information governance, data handling and storage in line with GDPR to mitigate risks related to data protection and cyber security.

- Work flexibly as part of Hackney CVS staff team, attending meetings, liaising and interacting with team members, and making a positive contribution to the organisation.
- Work occasional evenings and weekends as required for meetings and other functions

Person Specification

Experience:

- Partnership development at a senior level with public sector bodies, including local authorities and health and care systems, to influence strategy, policy and decision-making, particularly in relation to tackling inequality.
- A clear understanding of health inequalities and the wider social, economic and environmental determinants that affect communities.
- Leading programmes and projects, including designing delivery models, establishing governance and accountability structures, and ensuring effective implementation and learning.
- Managing complex budgets, contracts and funding relationships, including financial planning, monitoring, reporting and negotiating agreements with commissioners or funders.
- Managing and developing teams, including setting clear objectives, managing performance, delegating responsibility and building capability in line with organisational priorities.
- Co-production and collaborative working with voluntary and community organisations, residents and statutory partners, ensuring lived experience and community insight inform decision-making.

Knowledge:

- The diversity, strengths, challenges and operating environment of Hackney and The City of London's voluntary and community sector,
- Community development approaches and how networks, partnerships and collective action can drive systemic change.
- Strategic thinking, contributing to organisational direction, long-term planning and the alignment of resources to achieve impact.

Skills:

- Excellent communication and interpersonal skills, with proven ability to build trust, influence and establish credibility with senior stakeholders across sectors.
- Strong facilitation, presentation and advocacy skills, including confidence representing the organisation and the VCS in senior, cross-sector forums and partnerships.
- Highly developed organisational, analytical and judgement skills, with the ability to interpret complex information, manage competing priorities and make sound decisions.
- Strong negotiation skills and confidence working with commissioners, funders and partners to agree priorities, contracts and ways of working.

Approach:

- A clear commitment to equity, diversity, inclusion and anti-racist practice, and to values-led leadership that supports the independence, voice and power of the voluntary and community sector.
- Alignment with Hackney CVS's mission, values and role as a trusted infrastructure organisation supporting communities most affected by inequality.