

# STRATEGY PROGRAMME MANAGER



**DIABETES UK**  
KNOW DIABETES. FIGHT DIABETES.

WELLNESS WALK  
DIABETES UK

DIABETES UK  
HEALTHY LIVING PART 2023/24

# WHO WE ARE

**For nearly 5 million people with diabetes in the UK, there's no day off. At Diabetes UK, we fight day in, day out for better care, treatment and support. We won't stop until diabetes can do no harm. With more people than ever living with diabetes and millions more at risk of developing type 2, our work has never been more needed.**

We can't do any of this without you. Our staff are passionate and determined about helping everyone affected by diabetes. For over 85 years, they've been behind vital policy changes, as well as new treatments and technologies to make living with diabetes easier every day. But there's more to do. And you can be part of it.

We're a really diverse bunch and we recognise and respect your value as an individual.

As well as helping people with diabetes, you'll be part of one of the top 30 Best

UK Charities to Work For, and one of the top 75 Best Large Companies in London.

Tackling inequality is part of our mission, and we're committed to being a diverse and inclusive organisation, for all of our people and volunteers. We have a friendly and inclusive culture, with a range of staff networks and ways to get involved. You can find out more about our approach to equity, diversity and inclusion in our strategy here [EDI Strategy Branded version 22 March 2023.pdf](#).

**Our vision is a world where diabetes can do no harm. Join us today, and together, we can make that a reality.**



# JOB DESCRIPTION

**Role title:** Strategy Programme Manager

**Contract type:** Permanent

**Hours:** 35 hours per week

**Band:** 4

**Key relationships (internal and external):**

Internal - Strategy and Planning Team, Internal Comms, Delivery Teams, Ambition Programme co-leads, other senior leaders.

External- Partner organisations, funders, think tanks and charities to share and learn from peers.

**Key focus of the role:**

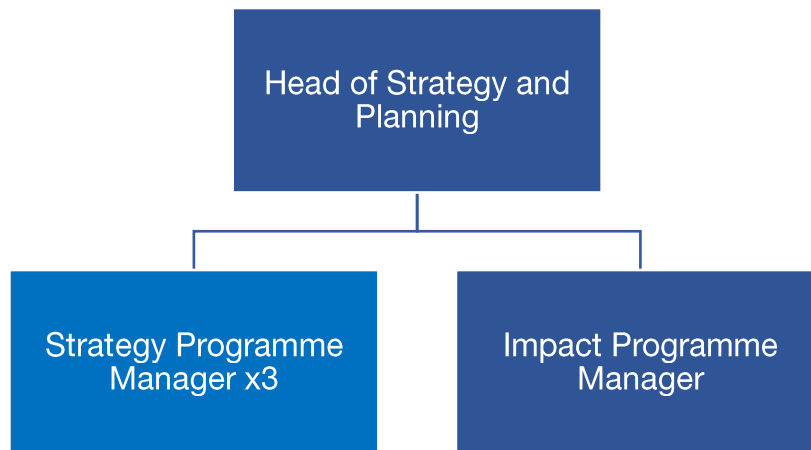
This is an exciting opportunity to join a small team driving forward Diabetes UK's ambitious 2026-30 strategy and our Ambition Programmes which aim to make real change for people with and at risk of diabetes. Initially, this role will particularly support two of our key Ambition programmes - to improve Essential Care and to Prevent Type 2 diabetes – and will also work flexibly across the team to deliver comprehensive strategy and planning support to the charity.

The Programme Manager will collaborate with senior leaders to develop, plan and coordinate programmes of work to drive strategic change for people with and at risk of diabetes. They will contribute to continuous improvement in how Diabetes UK delivers and evolves its strategy and achieves its outcomes. In collaboration with the Impact Measurement Programme Manager, the Strategy Programme Manager will also help embed our impact measurement approach.

**Directorate and team**

This role sits in the [Strategy and Planning team](#) in the [Corporate Services Directorate](#)

## Department



## Person specification

All jobs at Diabetes UK are based on

- The key activities you'll undertake and
- The skills, knowledge, experience and behaviours you need to be successful in this role

You will be able to:

- Drive strategic change across the charity to achieve improved outcomes for people affected by and at risk of diabetes
- Lead through influence, credibility and collaboration rather than hierarchy, to ensure effective delivery of our strategic ambitions
- Think strategically to see the bigger picture, contributing analytical thinking, problem-solving and new ideas to help the charity achieve its strategic goals
- Drive learning and improvement through reflective reporting and embedding our impact measurement approach with teams

You will have experience in:

- Leading and managing complex cross-organisational programmes to ensure delivery of programme aims
- Building credibility across organisations at a senior level and influencing without authority

You will have skills in:

- Building relationships and influencing effectively at all levels of the charity
- Proactive approach to owning and delivering work, with flexibility to manage multiple activities and deadlines
- Strategic analysis and judgement, with an ability to set out arguments effectively and communicate complex messages.

You will have knowledge:

- Project/programme management including progress and risk tracking
- Health and/or charity sectors and how to make change happen within and through them

The best person for this job will be (behaviours):

**I make change happen**

- High level of personal initiative and confidence to generate ideas and drive impact
- Ability to engage and influence across all levels of the charity without hierarchical position
- Collaborative and strong team player – proactively seeks solutions to progress Strategic Programmes and remove obstacles.
- Evidences a commitment to EDI and tackling inequity with the courage and confidence to stretch themselves in these areas

**I put people first**

- Puts the needs of people with diabetes first. Committed to co-creation and co-development with people with diabetes and seeks evidence of customer needs to make work relevant.
- Respects colleagues and is kind. Sees positive intent in those they work with.

**I keep things simple**

- Has a strong focus on productivity and cost effectiveness keeping things as simple as they can be.
- Makes decisions and empowers others to make decisions within and across teams.

**I am driven to know more**

- Seeks external insights to shape our future work and sees reality for what it is and ambitious for the future of diabetes.
- Reflective approach and supports others to do the same.

Qualifications/professional membership (if applicable):

N/A

# BENEFITS

We know you do more than just work. And that means you might be a parent, carer, friend, volunteer or partner.

We want to make sure that we can help you create a good balance between work and the other parts of your life.

And one way we do that is with benefits we offer you.



## Annual leave

We want you to make sure you get time off to rest and relax. So, all full-time permanent employees get 25 days off a year, with bank holidays on top of this.



## Connected working

We have adopted a 'connected working' way of working. This means that, for most roles, you are not required to work in an office location every day.



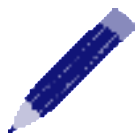
## Pension

We enrol everyone into our pension and all new colleagues joining us will get information on the pension scheme. We make an employer contribution of at least 5%.



## Healthcare

Our cash healthcare plan that allows you to claim back the cost of regular health appointments and treatment, like the dentist and optician.



## Learning and development

We help you to continually develop and achieve your career goals, including offering a wide range of training which happens throughout the year.



## Gym membership

We have a gym membership discount scheme through our cash healthcare plan provider. You can use this at a wide variety of gyms around the UK.



### Our Networks

A range of active and supportive colleague networks such as the Pride network, Global Majority network and Women's network.



### Early finish Friday

Early finish Friday and flexible working as part of our approach to activity-based working (not applicable to roles with fixed shift patterns).



### Employee assistance programme

Employee assistance programme to give you support on any issues that come up in life.



### Annual season ticket loan

Annual season ticket loan\* (on completion of your probation period and if contract is permanent or longer than 12 months).



### Cycle to work scheme

Cycle to work scheme.

## Get in touch

Email [recruitment@diabetes.org.uk](mailto:recruitment@diabetes.org.uk)

Call **0345 123 2399**

Visit [diabetes.org.uk](https://diabetes.org.uk)

Search **Diabetes UK** on Facebook, Twitter, YouTube and Instagram

