

DIABETES UK
KNOW DIABETES. FIGHT DIABETES.



**NATIONAL DIRECTOR-
SCOTLAND**

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: National Director- Scotland

Contract type: Permanent

Hours: 35

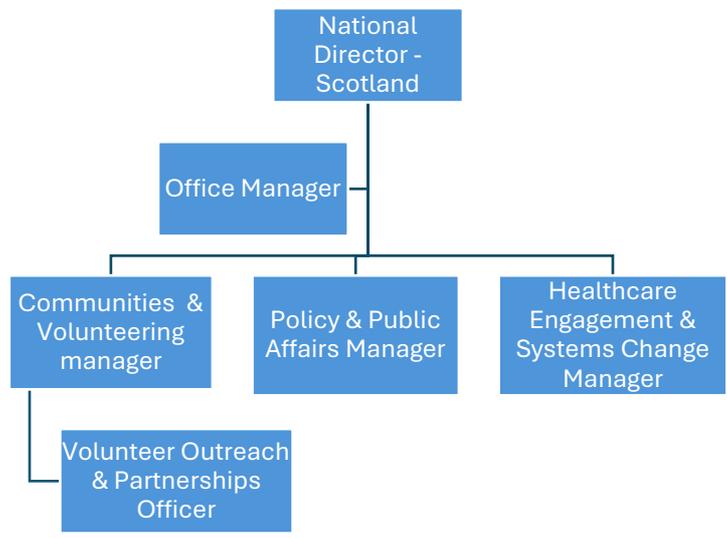
Band: £58,113-£64,569 per annum (Band 3)

Key relationships (internal and external): **Internal** – Services, Communities and Improvement Directorate and Nations in particular, Policy, Media, Marcomms, Clinical, Research, Fundraising and Services teams plus Scottish Advisory Council and Trustees; **External** - People living with, at risk of diabetes, Scottish Government, Parliament, Clinical Lead for Diabetes, Scottish Diabetes Group members, Health System Leaders, healthcare professionals, academic researchers and third sector networks and alliances.

Key focus of the role: The National Director leads the Scotland team and the development and co-ordination of the Diabetes Scotland strategic plan which delivers impact for people living with diabetes and supports Diabetes UK's strategy. You will be the public face of Diabetes Scotland and work collaboratively at a senior level within Scottish Government and across the health system to influence better care and improve outcomes for people living with, and at risk of, diabetes. Also, in support of better outcomes you will work with and through communities and organisations to challenge and address health the many inequalities experienced by people affected by diabetes. You will be an experienced leader and manager inspiring the team to use their skills to deliver the strategic plan keeping people living with diabetes at the heart of thinking and decision making.

Directorate and team

This role sits in the [Communities, Services and Improvement](#)



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:

- Provide strong leadership to the team, inspiring them to use their skills and experience to deliver a strategic plan for Scotland and putting people living with diabetes at the heart of thinking and decision making.
- Lead and manage and develop a team of people who are experts on their areas of work building an inclusive and high performance culture.
- Influence systems and people to bring about improved outcomes for people and communities, particularly those who are most adversely affected by diabetes and health inequalities.
- Be an advocate for people living with and at risk of diabetes.
- Work closely with the Scottish Advisory Council to inform priorities

You will have experience in:

- All aspects of operational and resource management including financial, compliance, and health and safety.
- Leading across organisational boundaries, building trust and credibility with senior level stakeholders and partnerships, and working collaboratively to achieve shared outcomes.
- Policy development and delivery.

You will have skills in:

- All aspects of people management with a fair, firm and consistent approach.
- Strategic planning, operational management, and leadership of diverse teams working in complex environments.

You will have knowledge of:

- The political context, policy landscape and structures relating to health, social care and the prevention agenda in Scotland
- The community and voluntary sector in Scotland
- Diabetes and/or the social determinants of health and inequalities

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

I make change happen

- Collaborative and strong team player – proactively seeks solutions to progress Strategic Programmes and remove obstacles. Aligns to ambitions of charity and gets things done. Delivers on commitments. Strong evidence of proactively enabling funding of work.
- Evidences a commitment to EDI and tackling inequalities with the courage and confidence to enable team 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. An enabling and empowering leader.

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. Takes accountability. Doesn't avoid tough decisions.

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

Call **0345 123 2399**

Visit diabetes.org.uk

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

