

Tackling Inequality Programme Manager

DIRECTORATE:	Corporate Services
SECTION:	Strategy and Planning
REPORTING TO:	Head of Strategy and Planning
CONTRACT:	Permanent - full time

OVERALL PURPOSE OF THE JOB

Diabetes UK has a new organisational strategy, focused on achieving the outcomes that matter most to people affected by and at risk of diabetes. We are re-organising the way we deliver our work to become outcomes led, and ensure we make the best use of all our resources to achieve these outcomes. In this, we recognise that there are inequalities in the impact that diabetes has on some groups in society and that new developments risk creating more and deeper inequality.

We are establishing programmes of work to deliver our strategy, including one with the aim of Tackling Inequality. Your role will be to help us make sure that all our work reduces inequality for those affected by and at risk of diabetes, and that we minimise any inequalities in new service developments, treatment and technologies.

You will have excellent people skills - engaging and working collaboratively with colleagues across Diabetes UK's central, regional and national teams. As part of a small team of Programme Managers supporting the delivery of our strategy, this role will be instrumental in making choices about the prioritisation of our work and allocation of resources. You will have strong programme management skills, and will require creativity to work across boundaries and find practical ways forward in the face of ambiguity.

This Programme Manager (PM) role is an exciting and challenging role which is crucial to our success, and will be jointly managed through our Head of Strategy and Planning and the programme leads for Tackling Inequality.

WORKING RELATIONSHIPS:

Inside Diabetes UK	
<ul style="list-style-type: none"> Steering Groups delivering our strategy Assistant Directors and Heads of Service Regional Heads and National Directors 	<ul style="list-style-type: none"> People and Organisation Development Team Teams across Diabetes UK as required Other Programme Managers
Outside Diabetes UK	
<ul style="list-style-type: none"> People living with diabetes Researchers and Healthcare professionals 	<ul style="list-style-type: none"> Subject matter experts in inequalities, diversity, public health and communities Partners (funders, delivery partners, charities)

MAIN DUTIES AND RESPONSIBILITIES:

- Ensure we deliver our Tackling Inequality aspirations through:
 - Working with the programme leads and other Programme Managers to develop capacity and resource allocations to achieve the plan
 - Working closely with delivery leads and teams to understand barriers, enablers and development needs
 - Co-ordinating and managing risks and issues as they arise to ensure the Tackling Inequality programme is successful
 - Resolving issues and initiating appropriate corrective actions to support delivery of activities, within their outcome and in relation to other programmes
 - Working within an internal co-ordination group to review and manage capacity, dependencies and identify shared opportunities across other strategy programmes
 - Overseeing stakeholder engagement, and working with Internal Communications to communicate with and engage colleagues in the programme
- Ensure that plans remain effective and impactful through:
 - Co-ordinating approaches to review plans to take account of the external context, new ideas and innovation
 - Driving and co-ordinating periodic reviews to consider whether there are better ways to use our assets and resources to achieve outcomes
 - Leading and co-ordinating the development of any case for re-allocation of resources or new investment to achieve the strategy outcomes
 - Working with colleagues across the organisation and Finance to build the case for support for fundable opportunities and strategic partnerships aligned to the strategy

PERSON SPECIFICATION:

The best person for this job will be able to:

- Build organisational capacity to tackle inequality
- Work with a high level of initiative and confidence to make decisions that may have significant impact
- Communicate, persuade, influence and negotiate at all levels both internally and externally
- Be comfortable to challenge as needed to drive the programme forward and to achieve success
- Demonstrate excellent organisational, prioritisation and communication skills
- Demonstrate creative problem solving skills
- Comfortably manage multiple deadlines and activities
- Produce practical and easily understood progress and impact reporting

The best person for this job will have experience in:

- Public health, community engagement or equality programmes, with a focus on tackling inequality
- Leading and managing complex projects or programmes with successful outcomes
- Developing and maintaining project plans, and keeping complex projects on track in terms of timelines, budgets, KPIs and risks
- Identifying and managing risks
- Working knowledge of health systems and/or the charity sector

The best person for this job will be:

- Enthusiastic, positive and driven with a can-do and solution-focused approach
- Confident to challenge others and be challenged
- Collaborative and motivated to see Diabetes UK achieve strategic outcomes
- Able to command respect and create a sense of community across the charity
- Able to make sound and effective decisions