Community Resilience Development Lead

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| **Job Level** | Level 5 | **Job Reference No:** |  |
| **Role review date:** |  |
| **Directorate** | UK Operations   | **Function** | Crisis and Emergency Response |
| **Service** | Crisis Response and Community Resilience  | **Reports to:** | Head of Crisis Response and Community Resilience  |

Scale and scope of role

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| **Direct reports** | Up to 6  | **Indirect reports** | Approx. 10 staff and additional volunteers  |
| **Budget responsibility/****accountability** | Up to £150,000   | **Accountable for other resources** | NA  |

Context

We help anyone, anywhere in the UK and around the world to get the support they need if crisis strikes: connecting human kindness with human crisis.

We enable vulnerable people in the UK and abroad to prepare for and withstand emergencies in their own communities. And when the crisis is over. We help them to recover and move on with their lives.

We are part of the Red Cross and Red Crescent global humanitarian network.

Our Values and Principles

Our values (compassionate, courageous, inclusive and dynamic) underpin everything that we do. As a member of the Red Cross and Red Crescent Movement, the British Red Cross is committed to, and bound by, its [fundamental principles](http://www.redcross.org.uk/principles): humanity, impartiality, neutrality, independence, voluntary service, unity and universality.

Diversity

At the British Red Cross, we are looking for the right people to help us provide support to millions of people affected by crisis. We want out team to reflect the diversity of the communities we serve, offering equal opportunities to everyone regardless of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness.

Purpose of the role

The Community Resilience Lead will lead CER’s Community Resilience team, tasked with supporting communities and individuals to build resilience against major risks, prioritising areas of greatest unmet need in the UK. The role holder will be responsible for establishing a Resilience strategy which brings together CER’s resilience offer on a more formal and scalable footing. They will be responsible for managing and coordinating the planning, implementation and evaluation of the Community Resilience team’s work programme to meet that Resilience strategy.

Key responsibilities

**Strategy development**

* Leads the development of a Resilience Strategy and Framework that builds the components of resilience, supporting empowered and enabled communities
* Embedding a climate-informed approach into the Resilience strategy
* Works with communities to add value by understanding the communities we serve and how we can best operate in a place.
* Works with British Red Cross teams across the UK to ensure local priorities are supported and reflected in national level frameworks and plans
* Shape the overarching strategy for the community resilience portfolio and ensure respective teams are strategically aligned with one another
* Works with a range of external stakeholders to identify new areas for partnership and delivery across the community resilience sector.
* Ensures insights are captured and shared with policy teams
* Act as CRCR’s resilience subject matter expert, bringing forward up to date information and data on emerging needs to target resource and ensure a comprehensive approach across the team

**Strategy Implementation**

* Implements strategy within operational teams by developing training, communication, and tools.
* Supports the embedding of resilience within business-as-usual activity
* Creates and coordinates funding bids to attract additional funding

**Programme Management**

* Plans, designs, delivers, manages and evaluates the Community Resilience team’s work programme to deliver the resilience strategy
* Ensures portfolio and product roadmaps are regularly updated & reprioritised according to insight, stakeholder feedback and opportunities to support those most at risk.
* Ensures the approach to bringing the product strategy to life is clearly set out and continuously improved.
* Ensures community resilience products address areas of greatest need, and positions BRC to maximise the cost-effectiveness of its support, based on advocacy, partnership and direct delivery of support.
* Encourages a user-centred culture, where teams constantly strive to understand users’ problems and create products that deliver value.
* Instils a culture of continuous improvement, facilitating improvements and leveraging metrics to help the team improve, become more efficient and to set goals for future improvement.
* Creates a safe environment where experimenting with new ways of working without fear of failure is encouraged.
* Establishes an impact focused and insight led culture, where research, data and analytics are used to prioritise product development improvements.

**Leadership Behaviours**

* Authentic, consistent and honest leader.
* Actively listens and allows others to be heard.
* Adaptable to changing needs, pressures and opportunities
* Empowers others based on their skills and expertise.
* Dynamic, inclusive, compassionate and courageous.

**Team Leader**

* All team members understand their responsibilities and objectives.
* All resources involving staff are managed in accordance with BRC policies and procedures.
* All staff are kept informed of all relevant organisational plans and updates on development.
* Team ideas and comments are communicated and forwarded appropriately.

**Team Member**

* Actively participates in all team meetings.
* Supports other team members
* Works and behaves in accordance with all BRC policies, procedures and in line with our Values in Action.
* Upholds the fundamental principles of the Red Cross and acts with integrity, in accordance with the Society’s values (inclusive, compassionate, courageous and dynamics)

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.

Pre-engagement checks

Criminal Records

Type of criminal record checks required for this role

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| --- |
| England and Wales – Disclosure and Barring Service (DBS)  |
| * None
 |
| Scotland |
| * None
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| Northern Ireland |
| * None
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Drivers Check - No

Person Specification

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| --- | --- |
| **Requirements** | Evidence obtained through Shortlisting (S), Interview (I), Assessment (A) |
| **Knowledge and Skills**  | **S** | **I** | **A** |
| **Essential*** Knowledge and understanding of Community Resilience
* Demonstrated negotiation and engagement skills in working cross organisation and with communities
* Organisational skills – planning, managing and monitoring own and others workload
* Strategy and work programme development skills
* Project development and management skills
* MS 365 proficient

**Desirable** * Knowledge and understanding of the roles, functions and purpose of statutory and non-statutory agencies in a resilience environment
* Knowledge of the programme approach to improve service quality for beneficiaries
* Knowledge and awareness of project / product management best practice and techniques.
 | **S****S****S****S****S** | **I****I****I****I****I****I****I****I****I** |  |
| **Experience**  | **S** | **I** | **A** |
| **Essential*** Experience of service development with statutory/voluntary agencies
* Experience of developing and communicating strategy
* Ability to work effectively in strategic and operational multi-disciplinary teams
* Experience of managing people, both in direct and matrix environments, including the coaching and development of peers

**Desirable**  | **S****S****S****S** | **I****I****I****I** |  |
| * **Additional requirements**
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| **Essential*** Ensures inclusive practice, challenges discrimination and promotes diversity in line with our [Equality, Diversity and Inclusion (EDI) policy](https://www.redcross.org.uk/about-us/how-we-are-run/our-policies/equality-and-diversity-policy).
* Travel throughout the UK as needed, likely approximately twice a month.

**Desirable** |  | **I****I** |  |
| **Values in Action** |
| **Dynamic** - We move forward as one team. - Every day, we’re adapting, innovating and learning. - When the unexpected happens, we are calm, quick and efficient. - We respond smartly, using clear processes and systems. **Compassionate** - We stand for kindness. - People come first, no matter who or where they are. - We have genuine, open-minded conversations. - Together, we’re a united force for good. **Inclusive** - We are open to all.- We treat each other with dignity and respect. - Every person’s uniqueness is valued, supported and celebrated. - Our individual backgrounds and experiences make our organisation stronger. **Courageous** - We are bold. - We show our strength by doing the right thing. - We aren’t scared to test our creative ideas. - As humanitarians, we go the extra mile to help people in crisis |  |  |

We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act), who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.