

Director UK Resilience

Job Level	7	Kornferry Function	<i>Completed</i>
Directorate	UK Operations	Function/Service	UK Resilience
Direct Reports	6	Indirect Reports	1500 staff & volunteers
Line Manager Title	Executive Director of UK Operations	Budgetary Responsibility	Circa £8 million

The Leadership and Management of our people is critical to us as an organisation. The responsibilities and expectations of Leaders and Managers at this level can be found in [Our Leadership Framework - RedRoom](#).

Our Leadership Framework defines the leadership standards we want to see at the British Red Cross. It shows what great leadership looks like. Our goal is to create a great workplace and deliver excellent services to our users. [Our Leadership Framework - RedRoom](#), along with [Our values and behaviours - RedRoom](#) and Fundamental Principles, helps everyone understand how the leadership capabilities relate to their role and context.

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. You can read more about [Equity, Diversity & Inclusion \(EDI\) at the British Red Cross - RedRoom](#) here.

Role description:	
Purpose	<p>The Director of UK Resilience provides overall national strategic leadership for the British Red Cross's resilience mission. This role shapes and strengthens the UK's resilience systems recognising that risk, vulnerability and impact from crises are not experienced equally across communities. The organisation plays a leading role in preparing communities, supporting responders, and enabling people to withstand and recover from crises and emergencies.</p> <p>The role leads a directorate of staff and volunteers made up of four functions: Strategy & Performance, Product, Business Services, and Operations.</p> <p>The Director ensures the UK Resilience offer is financially sustainable, evidence based, nationally coherent, and grounded in operational delivery, and ultimately delivers on the humanitarian mission of the British Red Cross. National resilience approaches are shaped with communities, volunteers and partners, ensure alignment between preparedness, response and recovery so that national strategy translates into effective support for people and communities.</p> <p>As a member of the Strategic Leadership Team, the Director contributes to shaping organisational strategy, leading organisation level crisis readiness and responses, and strategic partnerships.</p>
Key Responsibilities	<p>Strategic Leadership</p> <ul style="list-style-type: none"> - Provide overall strategic leadership for the UK resilience team, ensuring the British Red Cross plays a recognised, and where relevant leading and influential role across the UK's resilience systems through collaboration, partnership and system stewardship. - Set the direction for and ensure delivery of UK Resilience outcomes, ensuring alignment with the organisation's 2030 strategy and wider humanitarian mission informed by evidence and insight. - Lead the four UK Resilience functions to deliver a coherent, high-performing directorate focused on system impact, capability building, and operational excellence. - Create clarity of accountability and empower teams to lead operational delivery, focusing the role on strategic direction, influence, and system

	<p>leadership, modelling inclusive, trust-based leadership and shared accountability</p> <ul style="list-style-type: none"> - Act as the organisation’s professional authority in humanitarian resilience, and ensure BRC expertise informs national policy, practice, and partnerships. - Work across BRC strategic functions to drive strategic coherence and impact, and provide strategic advice to the Executive Director and deputise as required. <p>System Leadership and Partnerships</p> <ul style="list-style-type: none"> - Build and maintain strategic partnerships with government (central, and devolved), statutory agencies, civil contingencies partners, and the voluntary and community sector ensuring national resilience approaches respond to differing levels of risk and impact. - Represent the British Red Cross within national resilience forums, networks, and partnerships, shaping UK-wide resilience policy, standards and practice- - Strengthen collaboration with category 1 and 2 responders to ensure BRC services are embedded within national and local systems and are effective within national systems for people facing the greatest through emergencies. - Develop partnerships that strengthen national resilience and support a whole- society approach to resilience, including community-led and locally informed models where appropriate. <p>Delivery, capability and alignment</p> <ul style="list-style-type: none"> - Ensure resilience activity across the UK is effective, consistent and evidence-based across the UK prioritising communities most exposed to risk. - Oversee the development of scalable services that help communities prepare for, respond to and recover from emergencies. - Ensure the UK Resilience offer is financially sustainable, strategically aligned and delivers real impact balancing scale, quality and impact across the UK - Lead teams to use data and lived experience to shape decisions and understand impact to shape strategic direction and measure impact. - Ensure strong relationships with operational leaders and volunteer teams to maintain readiness and the ability to scale quickly in a crisis. - Lead the development of national support that helps people and communities prepare for, respond to and recover from emergencies that enhance resilience and support people before, during, and after emergencies with dignity and safety at the centre. <p><i>The 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.</i></p>
Know-how	<p>Knowledge and Skills</p> <p>Essential:</p> <ul style="list-style-type: none"> - Knowledge of national resilience systems, including preparedness, response and recovery arrangements operating across the UK. - Senior-level experience of leading or influencing complex, multi-agency and multi-stakeholder environments, with the ability to work effectively across sectors. - Experience of developing and delivering strategy at national or system level, including translating strategic intent into priorities and outcomes. - Experience of building and sustaining strategic partnerships with government, emergency responders and voluntary and community sector organisations. - Experience of operating with senior stakeholders, including producing high-quality strategic documents and Board-level papers.

	<ul style="list-style-type: none"> - Understanding and experience of how risk, vulnerability and impact from crises differ across communities, and how this shapes effective resilience planning and delivery. <p>Desirable:</p> <ul style="list-style-type: none"> - Knowledge of devolved administration arrangements within UK resilience and emergency management. - Experience of leading through significant organisational or system change. - Experience managing large budgets or portfolios and demonstrating value for money decision making.
Additional Requirements	<ul style="list-style-type: none"> - Ensures inclusive practice and challenges discrimination. - Promotes diversity in line with EDI policy. - Ability to work and travel across the UK and occasionally overseas, with flexibility and reasonable adjustments supported where required. - On call requirement (usually one week in every five, weekend and out of hours) working in a major crisis or disaster, with wellbeing support and time off in lieu.

Pre Engagement Checks Highlight bold as required	YES
DBS- England & Wales	Yes
PVG- Scotland	Yes
Access NI- Northern Ireland	Yes
Driver Check	No
International Roles Only	
International Police Check	No
International Driving Licence for manual cars	No

Role Reference		Review Date	07/05/2026
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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.