

Job title:**Community Investment
Lead Hackney****Line manager:****Community Investment Manager****Grade (if applicable):****3****Direct reports:****Local Team****Role purpose:**

You will be responsible for delivering the pioneering Pembury Children's Community Programme as well as developing the wider Hackney strategy. The Children's Community is an ambitious 10-year programme aiming to improve the life chances of the 1,000 children and young people growing up on the Pembury estate. As a partnership comprising local people and the wider community, Hackney Council, local schools, health services and the voluntary sector, we are working together to achieve our 2025 goals. The successful candidate will lead an evaluation of the 10 year programme alongside Peabody's evaluation Lead and will shape the next three year strategy based on the outcomes. They will also lead on delivering our grant funded youth services and ensuring that we deliver high quality services and meet contract requirements. They will also work with our fundraising manager to identify fundraising opportunities arising from the evaluation and refreshed strategy. You will manage a team of community and youth workers.

Key results:

- Design and implement ambitious community investment plans for Hackney.
- Use community insight, data, and customer feedback to plan and deliver place-based community programmes that reflect local identified priorities and the strategic objectives of PCF.
- Line manage frontline staff to achieve their objectives.
- Ensure Peabody-led services and initiatives are of the highest quality and make a real difference to Peabody customers.
- Develop and grow strategic partnerships with the local authority and other anchor institutions (e.g., schools, colleges, CVS, health services etc), identify shared objectives and ways of working together.
- Maintain effective partnerships with community and voluntary organisations to coordinate delivery and maximise impact for customers and communities.
- Facilitate meetings, workshops and community events that support stakeholders to contribute to the development of local area plans.
- Manage the delivery of projects and workstreams, ensuring milestones are achieved, impact is delivered, and evaluation informs future practice.
- Commission external services where budgets and priorities have been identified; agree service level agreements, establish referral routes; and set up monitoring and review processes.
- Deliver an excellent customer experience by maintaining connectivity between our landlord and community services and collaborating effectively with other teams across the business.
- Manage spend against allocated local area budgets, ensuring spend contributes to impactful delivery and Peabody procurement policies are adhered to.
- Implement reporting and evaluation mechanisms that clearly demonstrate impact, value for money, and capture the data and feedback needed to drive continuous improvement.
- Provide accurate, timely and relevant information to support performance reporting and feed into PCF communications including digital channels.
- Attend and be engaged in local forums, resident groups and network meetings to build productive relationships and raise Peabody's profile locally.
- Appropriately safeguard any child, young person or family members who are identified to be at risk; support frontline staff with complex safeguarding cases.

Success metrics:

- Community investment plans are approved and implemented delivering quantifiable social impact.
- Measurable benefit to Peabody customers and the wider community.
- Positive feedback from partners about working with Peabody.

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- Timely, considerate, and professional communication with colleagues and customers.
- Clear, accurate and high-quality written reports and project proposals.
- Programmes and projects implemented are on track and effectively delivering outcomes.
- Area contributions are collated, reviewed, and submitted in accordance with reporting deadlines.
- Demonstrable commitment to Peabody values.

About you:

You will be:

- Passionate about addressing social inequality and working with communities.
- An inquisitive and active learner, you will be motivated by working with others to identify innovative approaches.
- Ambitious for your projects, team, and self; you are an autonomous, resilient, self-starter that enjoys making decisions and being responsible and accountable for project and their results.
- An effective and creative project manager, you deliver results and meet milestones. You swiftly identify, respond, and adapt to changes in the environment to ensure you achieve desired outcomes and objectives.
- Able to understand, analyse, contextualise, and explore a range of data, performance metrics and outcomes to generate hypotheses and reach conclusions.
- Able to design and conduct qualitative research to generate data and insight.
- An exceptional relationship manager able to effectively network, connect and build partnerships and work with a range of private, public, and voluntary sector organisations.
- A capable self-starter, able to use your initiative, prioritise tasks and meet agreed targets. Able to use IT systems to collect performance information, produce written information.
- Available to work some evenings and weekends.
- Totally committed to delivering excellent customer experience – you will embody and champion our values whilst fulfilling our service promises every day in the way you deal with customers and colleagues.

You will have:

- Experience of designing and managing a range of services for the benefit of others.
- In-depth knowledge and experience of a wide range of community investment areas such as youth work, early years, community development, environmental projects, volunteering, community sporting activity, health and wellbeing and events.
- A demonstrable track record of delivering projects that aim to improve outcomes for marginalised communities.
- Excellent communication skills; you're able to inform and influence at all levels. You adapt your verbal and written style to meet the needs of the audience in both preparation and delivery.
- Strong facilitation and group working skills, you can bring people together to share observations, generate insights and make decisions.
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- High levels of literacy and numeracy; you can prepare a variety of written materials including partnership agreements; project proposals and plans; newsletter content; funding applications; and evaluation reports for a range of stakeholders.
- Experience of managing multidisciplinary teams and/or volunteers.
- Experience of managing budgets and finance processes.
- A strong commitment to the principles of equality, diversity, and inclusion.

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