

Job Title: Head of Social Innovation and Systems Change

Grade: A1

Salary range: £55,184 – £62,333

Type: Permanent

Hour of work: 40 hours per week (1.0 FTE)

Place of work: London. Hybrid

Reporting to: Chief Executive

Role Purpose

We are seeking an experienced and visionary individual to join our team as Head of Social Innovation and Systems Change. This is a pivotal role for someone passionate about transforming systems and driving innovation to improve outcomes for children and young people. You will lead ambitious system change for children and young people through national and place-based initiatives, foster cross-sector collaboration, and embed systems thinking across our work. The initial primary focus is on building and testing innovations, and a new model of system change to improve mental health and wellbeing support in two areas of England.

Key Responsibilities

Strategic Leadership

- As a member of Senior Management Team, shape and lead the Centre's social innovation and systems change strategy and place-based work.
- Drive the design and delivery of ambitious, place-based programmes of national significance to achieve system change and improved outcomes for children and young people.
- Work with the SMT and fundraiser to secure support to build a team of social innovators over time.

Programme Delivery

- Work intensively in two local or regional areas of England to lead and drive system change for children and young people's mental health support in collaboration with committed local senior leaders.
- Work with senior local leaders to drive and support the programme of place-based system change to identified milestones in each area.
- Champion innovative models and approaches to test locally.

Collaboration and Engagement

- Build senior level trusted relationships with communities, public services, voluntary organisations, and businesses.
- Facilitate workshops and collaborative spaces that enable shared learning and action.

Learning and Insight

- Lead the collection and analysis of evidence, data and insights to inform continuous learning.
- Share learning internally and externally across sectors and national decision makers to influence policy and practice.

Innovation and Systems Thinking

- Apply systems thinking tools to identify root causes and opportunities for change.
- Champion new models and prototypes that challenge the status quo.

Person Specification

Essential:

- Proven experience in social innovation, systems change and/or programme leadership
- Strong strategic thinking and ability to engage and inspire senior leaders externally
- An ability to be a positive catalyst to lead and support change
- A strong understanding of local and national systems and national policy context for children and young people's services.
- An agile and resourceful approach, quickly assessing and learning local priorities and context
- Strong political and advocacy skills to win support
- A knowledge of delivering test and learn and 'what works' approaches including evaluation and learning methods
- Excellent communication and dissemination skills
- Commitment to building a country that removes barriers to opportunity for children, young people and families

Desirable:

- Familiarity with place-based approaches and participatory methods.
- Understanding of policy and systems and thinking for children and young people's mental health