

Working with us
to improve health in urban areas



Executive Director of Funding

February 2020

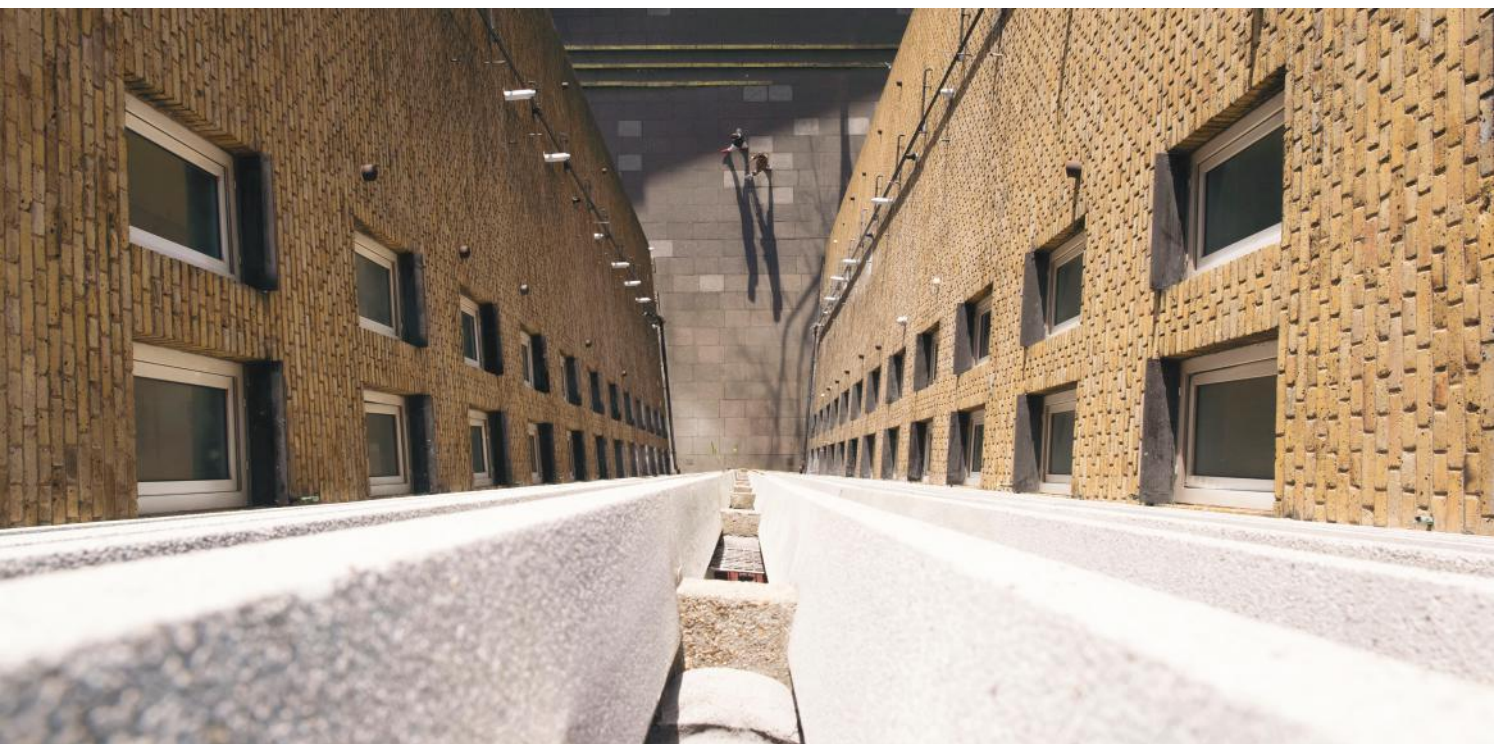


www.gsttcharity.org.uk

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The opportunity

Job title

Executive Director of Funding

Overview

Do you want to help shape the future of urban health?

All around us, the world is urbanising at an astonishing rate. This is one of the most important trends of the 21st century. Cities shape our health in fundamental ways – ways that are both inherently local, driven by context and culture, but also global, and influenced by major international forces.

Understanding these processes and, more importantly, how they can be shaped to reduce the health inequalities that characterise modern urban living, is a vital question.

And that's where we come in. At Guy's and St Thomas' Charity we're part of a wider field pushing the boundaries of urban health. Based in London, we combine two strategic advantages: one of the UK's largest charitable endowments, and one of the world's most urban and diverse settings. Together these give us an opportunity to get under the skin of complex urban health challenges, so that what we learn here has relevance for cities around the planet.

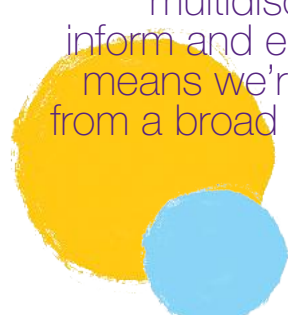
As Executive Director of Funding, your role is to lead our ground-breaking portfolio of urban health programmes, focusing on childhood obesity, air pollution, multiple long-term conditions and adolescent mental health. Collectively we anticipate these programmes reaching over £150 million in size and involving hundreds of partners from across many different sectors.

We are now three years into a 10-year plan. We have defined a distinct way of working that marks us out from some other philanthropies – grounded, impact-led, focused, and intentional about seeking out and building solutions. And we have got going – testing and layering hundreds of projects; creating new evidence and fresh approaches; and engaging diverse coalitions of actors.

Our work looks to be having an effect. We are already influencing national policy, public authorities, major corporations, funder practice and, crucially, improving health outcomes in our local neighbourhoods. Our sense, though, is that we can go much further still.

This is an exciting time to join a unique organisation. What we can provide for you is an amazing team, a long-term direction, resources and insights, a great Board, fantastic partners and one of the most vibrant geographies anywhere in the world to work in. What we are looking for is someone who can take that platform to the next level, leading change on the ground and, through that, the wider systems that shape all our health.

We believe that building different perspectives into our multidisciplinary team will both inform and enhance our work. This means we're open to applications from a broad range of backgrounds and experience.



Purpose of role

The Executive Director of Funding is responsible for overseeing our portfolio of urban health programmes. They identify, shape and deliver a portfolio of ground-breaking funding programmes that drive our ambition to be a global leader in urban health. Their role is to achieve clear impact on these issues locally, nationally and internationally. They do so through developing new, innovative and long-term partnerships. They are responsible for leading an ambitious team, building out the capabilities to deliver our distinct approach, and ensuring that our funding is robust and effective. They will manage a funding portfolio targeted at £150 million+ of spend, engaging over 100 partner organisations. They are also a member of the Executive Team and contribute to setting the strategic direction of the Charity.

Responsibilities

- Lead the Charity's long-term urban health programmes – shaping strategy, driving continued learning and insights, and ensuring the effective management of a complex and interconnected portfolio of programmes
- Build out the capabilities and capacity for the Charity to be at the leading-edge of philanthropic practice – including in how we design, fund and measure our work, as well as build the right enabling environments for the long-term success of our activities
- Lead a team to identify and engage a wide set of partners in the delivery of our programmes – building long term relationships, influencing a wide range of stakeholders, and working across sectors at a local, national and international level
- Lead the programme directorate (20+ senior staff), building skills and capacity, and inspiring, managing and coaching teams in the delivery of our ambitious goals

- Drive close working across the Charity, including with teams leading on communications and engagement, evidence and impact, data and analytics, and finance and operations
- Ensure the effective governance of our programmatic funding through oversight of our Executive Investment Committee and programme and strategy advisory boards, as well as through close working with the Board
- As part of the Executive Team, play a key role in developing the Charity's vision, strategy and culture, as well as delivering our operational plans and other core responsibilities
- Act as an ambassador for the Charity and for the emerging field of urban health

Key success factors

- An appetite to improve global health through focused, innovative work in urban environments
- The vision and drive to lead a significant and cutting-edge portfolio of philanthropic programmes
- The ability to inspire and direct a talented team and a wide network of partners and stakeholders
- Commitment to building an enterprising, collaborative and delivery-minded culture

Experience we are looking for

- Senior leadership experience in the public, private and/or social sectors
- Experience of identifying fresh approaches to large scale issues, and shaping portfolios of activity to deliver against them
- Experience of managing funding and/or investment processes
- Experience of building new coalitions and working through cross-sector partnerships
- Track record of inspiring senior leaders and getting the most from a multi-disciplinary team

Skills you will build into the role

- Place-based and impact-focused approaches to working in complex systems
- Programme methodologies that are people-centred, data informed, experimental and designed to replicate
- Influencing at a city-wide, national and international level
- Embedding principles of diversity, inclusion and equity throughout funding practice

Abilities and attributes

- Purposeful and determined individual, leading from the front and focused on outcomes
- Clear strategic thinker, able to manage a complex range of programmes and competing priorities simultaneously

- Innovative thinker, not afraid to take risks and to make hard choices to achieve goals
- Exceptional interpersonal skills with a proven ability to motivate and develop others
- Effective stakeholder management skills, with demonstrable political 'nous'
- Excellent presentation skills with the ability to communicate convincingly to a range of audiences
- Robust judgement with the ability to obtain and maintain the trust of a range of stakeholders

Values

Enterprising – encourages and embraces new ideas and perspectives, and demonstrates a willingness to experiment and test

Collaborative – gives time and attention to people and ideas, and encourages and motivates others

Delivery minded – is constructive and solutions focused, and takes ownership and is accountable for results

Reporting to

Chief Executive

Direct reports

Programme Directorate (c. 5 Director reports, and a broader team of 12-16 Portfolio Managers)

Who we are

We are an independent, urban health foundation. We work with Guy's and St Thomas' NHS Foundation Trust and others to improve the health of people in the London boroughs of Lambeth and Southwark.

We are one of the UK's largest charitable foundations. For over 500 years we've been based in and focused on improving people's health in Lambeth and Southwark. Our boroughs are two of the UK's most diverse areas and have some of the highest levels of deprivation in the country.

We do this in a number of ways:

- We work with a range of partners – both within and outside of Lambeth and Southwark – to identify, test and scale new approaches to health and healthcare. We take a programmatic approach, identifying the biggest health issues for people in our communities, understanding what's underneath these issues, and working with others to address them. We collaborate with anyone who has the very best approaches and shares our drive to make them happen. Whenever possible, we fund jointly with others.
- Through a combination of fundraising and our own philanthropic support, we help [Guy's and St Thomas' NHS Foundation Trust](#) provide exceptional care and a world-class environment for patients and staff at Guy's, St Thomas' and Evelina Children's Hospital, as well as in community health services across the boroughs.

**Over the next decade,
we plan to put around
£250 million into
improving health and
healthcare in Lambeth
and Southwark**



Why we exist

Our boroughs are exciting places but they also have some of the highest health inequalities in the UK.

We focus our efforts here, working with anyone who can help us develop new approaches to health, and sharing what we learn with others facing similar challenges.

Like much of London, Lambeth and Southwark are vibrant places to live and work and they're changing all the time. They are densely populated (twice the average in the capital), and have similarly diverse populations – a rich and complex social and ethnic mix, including large black and LGBT communities. Over 100 different languages are spoken here. And like in many London boroughs, there are areas of affluence and poverty living side by side.

Great health work is taking place locally. We have some of the best professionals in the country working in our hospitals and communities, and we've seen big improvements over the last 50 years. Life expectancy has increased, while child mortality and teenage pregnancy have declined.

The opportunity

Lambeth and Southwark have a lot in common with other inner-city areas, not just in London but around the UK and internationally. As a foundation focused on urban health, we have a unique chance to collaborate with and learn from others who share our interests, and do something different together.

However, despite positive changes, there are still important areas of deep deprivation and ill health. Some of our local people are not only not catching up – they are worse off: one in four people in Lambeth live in poverty and over a third in Southwark live in the most deprived pockets in England.

Through our programmes we're starting to better understand the complex relationship between income and health. We know there is a clear link between an area's average income and rates of childhood obesity, with five-year-olds from the poorest income groups twice as likely to be obese compared to their most well-off counterparts.

We also know that people with multiple long-term conditions living in the most deprived areas of our boroughs are developing conditions on average 10 years earlier than those living in the least deprived areas.

There is also strong evidence that those living in deprived areas are at higher risk of air pollution affecting health.



What we do

We tackle the major health challenges affecting people living in urban areas.

We believe there are five distinct aspects to our work:

- **Place.** We work in the London boroughs of Lambeth and Southwark, supporting new approaches to health, and sharing insights and learning with anyone facing similar challenges.
- **Focus.** Our programmatic approach focuses on a few complex health issues at a time. This allows us to get under the skin of these challenges and explore what works in improving urban health.
- **Connecting.** We bring great minds together, within and outside the NHS, to come at problems from different angles. And we collaborate, partnering with anyone – here and in other cities – to find, develop and deliver the best possible approaches to drive change.
- **Vision.** Great ideas sometimes need the space and resource to fly and to reach their potential – so we take a long-term view and keep a very open mind.
- **Impact.** We're led by evidence and focused on outcomes – always testing, evaluating, learning and adapting for greater results. By combining our resources with others, we create the kind of firepower that achieves meaningful change now and for future generations.

Our current focus

For our 2017 to 2022 strategic plan, we're focusing on tackling the major health challenges facing people living in urban areas – developing new approaches to health and sharing what we learn.



How we work

We take a systems approach, based on evidence and focused on outcomes.

We do this by targeting a few issues at a time. To make the most of our place-based focus, we are focusing on a small number of health issues which are particularly significant in Lambeth and Southwark, and working to tackle them through long-term programmes of work.

To support the success of our programmes, we take time to learn about what's going on around health issues in our local communities, and how urban living, deprivation and diversity play a role.

This shapes what kinds of projects we incorporate into a programme – we focus on the health outcomes that we are trying to achieve, and remain open minded on what activity will help us to get there.

We provide high potential projects with what they need in order to create, sustain and grow their impact. Over the next decade, we plan to put around £250 million to work across Lambeth and Southwark. Using a blend of grants, debt and equity, we plan to build a portfolio of projects around a few health issues, creating an impact bigger than the sum of their parts.

Our programmes

We're currently working on three issues: **reducing childhood obesity, slowing people's progression to multiple long-term conditions and finding innovative solutions to the health effects of air pollution.** We chose these because they are prevalent in our areas, complex in nature, and of interest in other cities.



Funding our work

We use all our assets to have a real impact on health in Lambeth and Southwark.

Using our resources wisely. With our local focus, we are one of the largest foundations in Europe relative to the size of population we serve. Our assets put us in a privileged position where we can take the long-term perspective that others in health cannot. We manage them carefully to ensure they can bring real value to those they benefit.

Our endowment. We're able to provide financial support to make real change happen. This is largely thanks to a significant endowment, the accumulation of donations over many centuries. We manage and use it carefully so that we can fund great ideas that transform people's health. Today, the endowment amounts to around £760 million. We are also an active impact investor. We allocate up to 5% of our endowment – over £40 million – to investments that can help us drive even more health impact in the UK while providing financial returns which make possible our charitable work.

Our property. We own over £380 million of residential, student, commercial and agricultural property. Our portfolio comprises properties that we use to help create better healthcare facilities and health outcomes, and investment properties that generate income for our funding programmes.

Donations. As the charity for Guy's and St Thomas' NHS Foundation Trust, we raise funds from the general public and other generous donors to make care at our hospitals even better. Our fundraising team supports staff, patients and others to raise vital money, which is distributed through appeals and other special funds in the way the donors intended.

Making a difference

With our endowment, properties, arts collection and other assets, we help make a lasting difference to the health of people today and future generations



Working here

We set big ambitions, and recruit brilliant people to deliver them.

Purpose. As a member of the team, you have a real opportunity to shape our work and the impact we can have. This is fuelled by our desire to be more than the sum of our parts. We're curious, we think big and we're not afraid to take risks.

Work environment. We work in an open and vibrant environment with agile working, collaborative spaces and a library. We're a Living Wage employer and support flexible working, part-time roles and job shares. The team come from diverse professional backgrounds, so exposure to different specialisms and experience is high.

We believe that building different perspectives into our multidisciplinary team will both inform and enhance our work. This means we're open to applications from a broad range of backgrounds and experience.

Values. We're a values-led organisation, driven by being enterprising, collaborative and delivery-minded.

Training and development. We have a committed approach to learning and development, through generous individual development budgets, organisation-wide training, and peer-to-peer learning and coaching opportunities.

Benefits. We provide a generous benefits package including pension contributions up to 12% and a BUPA employee assistance programme.

Wellbeing. As a health charity, we care about people's wellbeing. We provide annual individual budgets for staff to spend on their health and wellbeing, from gym memberships to recipe books.

We also provide fresh fruit in the office, showers and lockers, weekly mindfulness sessions, health checks and subsidised membership to a sports and social club. Our active social committee organises a range of activities including bright ideas breakfasts and bowling nights.



Our team

Our Trustees

Wol Kolade. Wol is the Managing Partner of private equity investor Livingbridge. Wol holds a number of non-executive positions. He is currently on the board of Somerset House, NHS Improvement and is a former Chair of the British Private Equity and Venture Capital Association. Since 2017, he has been an Emeritus Governor of LSE. He became Chair of the Charity in October 2015.

Sally Tennant. Sally brings many years' experience in the banking and investment sectors. She is currently an independent wealth management adviser, after serving as Chief Executive of Kleintworth Benson from 2011 to March 2014. Sally was previously Chief Executive of Lombard Odier (UK) Ltd, after four years as Chief Executive of Schroders Private Banking. Sally chairs our Childhood Obesity Programme Committee.

Duncan Selbie. Duncan is the founding Chief Executive of Public Health England. Prior to joining PHE on its formation in 2013, he was Chief Executive of Brighton and Sussex University Hospitals. He was the Director General of Programmes and Performance for the NHS 2003-2007 and subsequently the first Director General of Commissioning. Duncan chairs our Multiple Long-Term Conditions Programme Committee.

Sir Ron Kerr. Ron was appointed as Council of King's College London in August 2019 and Chair of NHS Providers in July 2019. Prior to this, he joined Guy's and St Thomas' NHS Foundation Trust as Chief Executive in 2007. He stepped down in October 2015 after 30 years in senior NHS leadership roles, remaining with the Trust as Executive Vice Chair. His other Chief Executive roles have included the National Care Standards Commission, United Bristol Healthcare NHS Trust, and the South East London Commissioning Agency. Ron is the Vice-Chair of our Trust Engagement Committee.

Helen Bailey. Helen is an experienced public sector leader. She has most recently worked in an advisory capacity with iMPower and as Chief Executive of the London Borough of Sutton, a senior treasury official and the Chief Officer of the Mayor's office for Policing and Crime. She was a member of the Board of Clarion Housing Group. Helen is the Chair of our Trust Engagement Committee.

Tom Joy. Tom is the Director of Investments at Church Commissioners for England. He began his career as a graduate trainee at Royal Sun Alliance Investment Management. He then joined Schroders and held a variety of different roles culminating in becoming Head of Investment – Multi-Manager. He then joined RMB Asset Management as Chief Investment Officer. Tom chairs our Investment Committee.

Yasemin Lamy. Yasemin is the Deputy Chief Investment Officer for higher risk strategies at CDC Group. She previously covered Digital Identity and Innovation at Omidyar Network, and served in several roles at J.P. Morgan in London across derivatives and impact investing. Yasemin earned a Master of Science with merit in financial mathematics from King's College London.

Paul Brown. Paul is General Manager, Europe for HTC, a virtual reality and smartphone technology company. He is an experienced media and technology executive having previously held leadership positions at The Walt Disney Company, EMEA as Senior Vice President of its Interactive and Direct to Consumer division and prior to that in the digital music and media space with Spotify, Pandora and Sony Music. He currently sits on the BAFTA Immersive Entertainment Advisory Group.

Katherine Ward. Katherine is Chief Commercial Officer and MD, UK and Europe for Healthy.io a digital healthcare startup leveraging smartphone and cloud technology to offer access to the benefits of colour-based healthcare and medical imaging. She has worked in healthcare for 26 years: 15 years in the UK National Health Service in both provider and payer roles and 11 years with UnitedHealth Group where she was the Chief Executive of UnitedHealth UK and the latterly the Chief Growth Officer for Optum International.

Our Executive Team

Kieron Boyle took his post as Chief Executive in April 2016. Prior to this he worked across the public sector, focusing on health and social issues, and most recently heading the UK government's work on social innovation and investment.

David Renton joined us in 2011 as Director of Finance and Development. He previously spent many years as a Managing Director and member of the leadership team at Hawkpoint Partners, a leading independent corporate finance firm.

Jon Siddall joined us as Director of Funding in February 2017. He has worked across the healthcare and foundation sectors, most recently helping to establish the South West Academic Health Science Network as Director of Innovation.

Gayle Willis joined us in 2014 as Director of Communications. She was previously Head of External Communications at Alzheimer's Society, where she led the charity's media relations and public awareness activity. Gayle's earlier experience involves PR and communication roles in the voluntary sector.

Catherine Cullen joined us as Director of Communications in October 2016, having worked for some of the UK's best known charities on issues including international development, domestic violence and cancer. Most recently, she headed up communications at Shelter.

There is an **Executive Investment Committee** made up of the Charity's four-person Executive Team that meets fortnightly with delegated powers to make grants and investments of up to £2 million. The Executive Investment Committee also includes other senior members of our team – including Programme Directors.

Our Staff

The staff team of approximately 50 FTE comprises professional expertise in finance, property, healthcare, fundraising, venture philanthropy, social investment, private equity, art and heritage and communications. Find out details of the full team at www.gsttcharity.org.uk.

Details and how to apply

Salary and Terms of Employment

Annual salary of circa £120,000 p.a. plus pension and other benefits.

Applications

We're working hard to ensure we recruit great people and minimise unconscious bias in our selection process. To support this, we use the Applied platform, which anonymises applicants.

To apply for the role, please go to:

<https://app.beapplied.com/apply/zzeybtmd8d>

In addition, you will also need to send an up-to-date CV to our Executive Search partners, Green Park, by email (CSE@green-park.co.uk). For more information, visit Green Park's website:

<https://search.green-park.co.uk/gstc/>

Interviews

Interview with Green Park: Monday 23 March – Friday 3 April

First panel interviews: Monday 21 – Tuesday 22 April

Informal meetings with Programme Directors: Monday 4 – Friday 15 May

Final panel interviews: Thursday 21 May

More information

To find out more about the role, please contact info@gsttcharity.org.uk

Closing date for applications is Monday 9 March at 8.30am





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www.gsttcharity.org.uk

Registered Charity No. 1160316
Company limited by guarantee registered
in England and Wales No. 9341980