

Recruitment Pack:

Director of Impact and Innovation – Maternity Cover

LONDON
SPORT

We are a
*Living
Wage*
Employer

THE MAYOR'S
GOOD WORK
STANDARD



HEALTHY
WORKPLACE

FOUNDATION
2019

MAYOR OF LONDON

Watch our Let's Move London film [here](#)

We believe in an active London

A city that runs, jumps, and kicks like no other.

A city where movement is for everyone

No matter the pace

Or the place.

We know the value of being active

And its power to change and save lives

In every corner of our city

But it isn't always easy.

That's why we're breaking barriers of inactivity and inequality

Bringing communities together through movement

Innovating new ways to motivate and inspire

And driving active habits for young Londoners

Not just for today and tomorrow

But for life.

We are London Sport.

And together, we can build a healthier city

Where everyone can live an active life

Let's Move London.

About London Sport

London Sport is a charity working to ensure more Londoners live longer, healthier and happier lives through being active.

Supported by Sport England and the Mayor of London, we collaborate with those who share our vision, running and supporting projects that help children, young people and the least active adults embed sport and physical activity into their lives.

Join the London Sport Team

London's diversity is its biggest asset. That's why London Sport champions equality and strives to reflect our capital's diversity in our Board and staff appointments.

We particularly welcome applications from individuals from diverse backgrounds, ethnic minority groups, disabled people and members of the LGBTQ+ community.

At London Sport, you'll be part of a group of people who believe that we can change the lives of Londoners for the better through sport and physical activity.

We also believe in activity in the workplace. Our office is part of the House of Sport, a three story co-working space founded by London Sport to provide physical activity and sport organisations in London with a base to collaborate, network and learn from one another.

Along with our partners across the building, we are proud of a working culture that supports people to be active, whether that's through early morning yoga classes, lunchtime HIIT sessions, or post-work runs.

We're constantly challenging the sports industry to think more creatively about the ways that it works for London, and we include ourselves in that challenge too. If we're not thinking creatively, we're not thinking clearly enough about what matters for Londoners.

In recent years, we've had a run of successes which we're excited to build on going forward. From the growth of our landmark London Sport Awards to our commitment to helping children form an active habit for life, we're proud to be part of a growing and increasingly important movement to bring activity to people all across London.

We're looking for colleagues who will challenge us, encourage us, and work with us to enable every community in London to reap the benefits of an active life.

We are committed to equality, diversity and inclusion. We are focussed on ensuring that our workforce is representative of the communities we serve.

The Role

The Director of Impact & Innovation is a senior leadership role, responsible for setting strategic direction across areas of impact, research, digital and tech and innovation. You will ensure that London Sport is able to clearly evidence need as well as demonstrate the impact of sport and physical

activity in reducing the inequalities in access and opportunity to live an active life, across London. Central to our strategy is behaviour change, and this role will identify opportunities to harness new technologies and digital tools to drive behaviour change and increases in physical activity.

As part of our desire to undertake cutting edge research, this role will develop our ability to act as a think tank for the sport and physical activity sector in London and beyond, using data and insights as a basis for effective thought leadership, advocacy and influence across a breadth of stakeholders and policy areas.

You will lead a high performing team to have a significant and influential role in delivering against our mission for all Londoners to live longer, healthier and happier lives through being active.

What you'll do:

- Responsible for setting the direction, developing an impact led culture and implementing approaches that:
 - Enable our strategic decision making and resource allocation to be based on evidence of need, opportunity and beneficiary impact
 - Develop London Sport's continuous learning culture to maximise the knowledge we gain through our work, and ensuring this is applied to improve outcomes of both our own projects and those of our partners
 - Allow colleagues to measure and understand impact, and to clearly report and share progress with key stakeholders
 - Develop and share our understanding of measuring system change and impact in place.
- Direct our insight and research work to create value and impact within the organisation and across London and beyond:
 - Develop our organisational skills to act as a think tank for the sport and physical activity sector, using evidence and insights as a basis for effective thought leadership, advocacy and influence across a breadth of stakeholders and policy areas
 - Deliver organisational capacity building in insights aligned to our strategy, in particular themes, priority places and underserved communities
 - Leverage our knowledge to capacity build and support our sector partners.
- Develop our system partner role across London, stimulating enhanced collaboration across impact, insight and data:

- Foster an environment of understanding and progressing collective impact
 - Develop and influence efficiencies around collaborative insight collection and learning
 - Lead on the development of 'big data' sets that progress our understanding of resource allocation, asset mapping and London wide impact
- Work with the CEO, Board, existing and non-traditional partners to horizon scan, forecast and develop innovative new approaches to support our strategy.
 - Direct our work to capitalise on the potential of technology, digital and innovation to support physically active lives by:
 - Enabling the surfacing of challenges and barriers to physical activity and innovating to uncover potential solutions
 - Developing and delivering tools and solutions that support partners to reduce inactivity
 - Supporting our partners to enhance their digital and innovation capabilities
 - Work with the Director of Fundraising, Marketing & Communications to leverage the value of our expertise, products and tools through funded and corporate partnerships so they contribute to our income diversification goals.
 - Play a full and dynamic role within the organisation's Senior Leadership Team, actively contributing to effective management of the organisation.
 - Working with the CEO, play a key role in Board engagement including through the quarterly Board meeting cycle, taking responsibility for the provision of regular progress reports that enable the Board to easily follow our progress against our strategy goals.
 - Lead the Impact and Innovation directorate, building and maintaining a high performing and motivated team to ensure excellence in the output and activities of the organisation. Demonstrate inspirational leadership enabling the team members to thrive in our supportive culture and develop to their fullest potential at London Sport.

Who you are:

- A senior manager with a proven track record in delivering results, leading effective teams, managing budgets and operating confidently at a senior level. You'll probably have strong strategic skills plus an understanding of how to develop, and deliver, impactful and effective strategies and action plans.
- Ability to integrate a whole organisational approach to impact, including strategic alignment, outcome measurement and effective management reporting.
- An experienced influencer and advocate who can create collaboration and shared vision around PAN London impact amongst senior partners and stakeholders.
- Understanding of how to utilise research and insight for maximum impact including partnership building, knowledge development, influencing and advocacy, and as a value proposition.
- Experienced and innovative problem solver who can lead on leveraging opportunities around insight, data and technology to strengthen London Sports value proposition to its stakeholders and deliver against our objectives.
- A track record of managing impactful partnerships between a range of partners preferably with excellent communication skills and a knowledge of how to work with funders, local authorities, policy makers, charities and/or non-profit purpose driven organisations.
- The ability to understand complex information, such as data and analytics, translate it into strategy and convey it simply to a range of audiences.
- You can demonstrate an understanding of, and commitment to, equality, diversity and inclusion in relation to London with a lived experience of day to day life in London.
- You are creative and enjoy working as part of a team.

Your Team

London Sport is a team of people with very different backgrounds, experiences and specialisms. Meet some of the team you'll be working with:

Pippa Nicholas | Impact and Learning Manager

My role is to lead the development of London Sport's impact and learning. I have a background in the advertising sector spanning six years, working on a wide variety of projects. I am passionate about history and expanding my ever-growing windowsill garden. When I'm not playing at my London hockey club, I can usually be found swimming or listening to podcasts when plodding around local parks.

Josef Baines | Insight Manager

My role is to lead the management and delivery of high-quality insight, evidence and data. Prior to joining the Insight Team, I project managed large-scale London-wide projects, provided commercial and consultancy work and bespoke training courses locally and nationally to clients such as Marylebone Cricket Club and The Football Association. During my spare time, you probably would find

me skiing, running marathons, learning to play golf and on the rowing ergo trying to stay fit. I also love all things art and culture, books, food, films, coffee and travelling.

Megan Bevis | Senior Insight Officer

I've recently joined the insight team having worked in project management for the past seven years, four those within the Sports Development team at London Sport! Currently I lead on the Active Lives survey for Children and Young People as well as co-ordinating our place-based learnings. Outside of work I enjoy attempting to grow my own vegetables (with varying levels of success!) and I love learning new skills such as baking bread.

The Process

Application is by completion of a short online application via our recruitment platform ([Applied](#)). We are committed to fair and unbiased recruitment and use Applied to remove any unconscious bias from our process. You will be asked to answer a small set of questions that address the job description and person specification.

Candidates who successfully progress from the application stage will be invited to an interview.

Key Details:

- Full-time fixed term contract 5th February 2024 – 22nd November 2024 (10 months) but flexible to Part-time contract
- Salary: £65,000 pro rata
- Offering 28 days' holiday + 8 public holidays + 5 volunteer days + Christmas Closure
- Competitive Pension scheme
- Life Assurance and Health Cash Plan
- Flexible working: we use a model of 2 plus days in our central London office at House of Sport and working from home, with travel required throughout London
- By applying for the role, you are stating that you are eligible to work in the UK. London Sport is unable to apply for a Certificate of Sponsorship for this role.

Timeline:

- Deadline for applications: 23:59 on Sunday 3rd December 2023
- Interviews: Week commencing 11th of December, 2023.

To Apply:

To apply for this role please visit: [Director of Impact and Innovation – Maternity Cover - London Sport - Applied \(beapplied.com\)](#)

If you have any questions about the role or London Sport please email hr@londonsport.org.