

DIRECTOR OF PARTNERSHIPS

APPOINTMENT BRIEF

Winter 2023/24



**DARTINGTON
SERVICE
DESIGN LAB**

CEO LETTER OF INTRODUCTION

Thank you for your interest in working at the Dartington Service Design Lab. We are a forward-thinking research and design charity dedicated to improving outcomes for children and young people. We bring together evidence, design and people to create systemic change.

For almost 60 years, we've been an influential voice for greater investments in early intervention, prevention, evidence-informed practice and system reform. In recent years we have explored innovative ways of bringing together different sources of insight to ensure that evidence is practically useful, locally nuanced and is centred around the voices and experiences of young people. This includes the fusion of social research, human-centred design, data science and systems thinking.

We've been applying these approaches with a diverse range of community and public system partnerships, trusts and foundations, 'what works' centres and service delivery organisations.

We are at an exciting point in our organisational development. Over the last few years, our team and outgoing Director of Learning and Impact have been consolidating learning and innovations in our approach. We are now confident in these approaches and are looking to embed, sustain and scale our impact.

To this end, we are looking to recruit a new Director of Partnerships. This is an integral role within our Senior Leadership Team. The successful candidate will work closely with the senior leadership and wider team to cultivate and nurture strategic partnerships, refine and implement business, income and impact strategies, and lead communications and marketing functions.

It is an exciting time to join our team. We've got big ambitions for what we can achieve. If you care about social justice and equity, systemic change, progressive and anti-racist research, and want to work in a dynamic environment with a smart team, then read on. In the following pages you will find information about the charity, our work, our values, the role and how to apply.

Thank you for your interest in our team. I hope you are tempted to join us.

Tim Hobbs
CEO, Dartington Service Design Lab

① Mapping out structure & process of systems
- stock & flow maps

② Understanding system challenges & opportunities
- CCDs & Ref. modes (GMR)

③ Understanding dynamic behaviour
- Simulation models (GMR)

④ Designing & implementing strategies for system change
- TOC, tools, dashboards, fund mapping
↓
Practice tools

ABOUT DARTINGTON SERVICE DESIGN LAB

The Dartington Service Design Lab is part of the Warren House Group, a charity registered in England, Wales and Scotland. All our work is not-for-profit and in service of improving outcomes for children, young people and families.

OUR PURPOSE

We work alongside partners to design and strengthen supports for children and families so that they are needed, wanted, equitable and impactful. Together, we learn about what it takes to bring about systemic change.

OUR APPROACH

For over 60 years, Dartington has been at the forefront of designing better futures for children and young people. We take an integrated approach: bringing together evidence, design, and people to create sustained change.

Our track record of ground-breaking research and design has influenced policy and practice in relation to the early years, children's social care, young people's mental health and youth justice systems for thousands of children.

We work in partnership to:

- **Learn Better:** Our rich and deep experience in participatory research, evidence synthesis, data analysis and evaluation helps partners understand the systemic challenges faced by children and young people, what is and isn't working (for whom) and what options exist for improvement.
- **Design Better:** Our world-leading expertise in youth-centred co-design elevates lesser-heard voices and helps create and test meaningful supports for children and young people.
- **Implement Better:** Our years of trusted experience in systemic change, systems leadership, and partnership working helps create the conditions required for long-term and sustained change.

You can read more about our integrated approach [here](#).

OUR VALUES

We place great importance on our values:

We are curious

- We listen carefully and attentively
- We approach things from different angles and perspectives
- We challenge assumptions, our own included

We strive for social justice

- We surface and address systemic drivers of social inequality and injustice
- We embed antiracist and inclusive principles and practices to all our work
- We are committed to promoting youth and community empowerment

We are collaborative and relational

- We value and respect a multitude of voices
- We build relationships with people
- We develop purposeful partnerships to achieve more than we could alone

We are evidence-informed

- We are methodical, transparent and ethical
- We value different forms of evidence, guided by the questions we are exploring
- We exercise our best judgement, carefully weighing up the available information

THE ROLE: Director of Partnerships

The Director of Partnerships is a newly created role that sits within the Senior Leadership Team (SLT). The successful candidate will play a pivotal function in advancing our mission and expanding our reach and impact.

The role includes: (i) cultivating and nurturing strategic partnerships; (ii) refining and implementing business, income and impact strategies; and (iii) leading communications and marketing functions.

Partnership development includes building on existing strong relationships, and identifying and forming new relationships with key funders, commissioners and collaborators. Business, income and impact strategy work involves working closely with the talented team to develop scaleable and impactful products and services, as well as shaping strategies to generate restricted and unrestricted income in service of our charitable mission. The role also includes leading and growing a small team to design and implement robust communications and marketing strategies to advance our reach, profile and impact.

The role also entails broader leadership responsibilities, including deputising for the CEO when required, contributing to organisational decision-making within the SLT (strategic and operational), nurturing a positive working culture, executive leadership and oversight of some high-profile projects and line management responsibilities.

The successful candidate will be expected to build upon our strong profile and relationships in England and Scotland, with scope to further scale our reach and impact across the four nations.

How the role is situated in the wider team

The Director of Partnerships will sit within the Senior Leadership Team, comprising the CEO (Prof. Tim Hobbs), Director of Research (Dr Julie Harris) and the Director of Operations (Laurence Evans).

The Director of Partnerships will work closely with an experienced and talented team of Leads – in areas such as Systemic Change, Co-Design, Youth and Community Voice, Evaluation and Data Science – building capabilities to strengthen strategic relationships, generate income and enhance impact.

The role will also work alongside, develop and grow our communications and marketing functions within the team, working closely with and line managing a Communications and Product Manager (Rachel Lily) and a Communications and Digital Officer (Alice Hewson) – with scope to grow a marketing function.

WORKING AT THE LAB

Inclusion and anti-racism

Explicit in our values is a commitment to embedding equitable and inclusive approaches across all our work. In particular, we are focused on becoming an anti-racist research organisation and creating an open, inclusive working environment where everyone feels safe, included and can voice challenge, be heard and backed-up. We don't claim to have figured all this out, but we are committed to continually learning and improving our practices.

Flexible and remote working, connecting and having fun

Since 2016, the Lab has operated in a distributed, flexible and remote working way. Most of the team work predominantly from home, all across the UK, being well equipped with great technology and working from home allowances.

The team regularly travel and connect through project-based work, and we also make available a co-working budget, enabling members of the team to regularly work out of local co-working spaces (kept under review subject to affordability).

We also get together as a whole team three times a year in our beautiful South Devon base. During this time we collaborate, connect, explore ideas and have fun together.

Other benefits

In addition to a competitive salary, we also offer a decent pension, great technology, a Health and Wellbeing Allowance (subject to affordability) and access to an occupational health provider which offers a variety of supports and materials, alongside training and progression opportunities.

HOW TO APPLY

We are using a recruitment platform called "BeApplied" which ensures all candidates are fairly assessed in an unbiased way.

Through the BeApplied portal you will be invited to submit basic information about yourself and attach your CV which will then be de-biased and anonymised (held in accordance with our recruiting privacy policy).

You'll also be asked to provide responses to three questions. The reviewing team will independently score responses against objective criteria and review anonymised CVs, creating a long-list of candidates who will be invited to a first-stage online interview. A final, second-stage interview will take place in person for short-listed candidates. Feedback will be provided to all once all candidates have been reviewed.

Please let us know if you require any special provision or have access requirements and we will accommodate these should you be invited for interview.

Kindly note we are committed to safer recruitment practice and pre-selection checks will be undertaken before any appointment is confirmed.

The role is subject to an enhanced Disclosure and Barring Service disclosure.



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If you have any questions on any aspect of the appointment process or need any additional information, please contact:

Ella Baillie
recruiting@dartington.org.uk
07762363218

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