

**INVOLVING
LINCS**



Strength & Leadership

P R O G R A M M E





Strength & Leadership

PROGRAMME

Strength and Leadership in Lincolnshire

Thank you for your interest in the Strength and Leadership Programme, funded by The National Lottery Community Fund.

SECTION 1 Information on the recruitment process.

SECTION 2 More detailed information on the roles, the outcomes and activities, the partners and the context in which the work will take place.



SECTION 1

The Recruitment Process

Systems Change Officer

Employer	Lincolnshire Voluntary Engagement Team (LVET)
Hours per week	28
Salary FTE	£40,000
Actual per annum	£32,000
Contract	Temporary - 3 years 1/7/2025 to 30/6/2028
Secondment	Available
Location	Flexible working arrangements and access to office facilities in Lincoln and Sleaford. Local (and occasional national) travel
Application deadline	2nd March 2025
Interview date	26th March 2025
Venue	To be confirmed
Application process	CV and Covering letter – see right
Application emailed to	hello@lvet.org
Email title	Strength and Leadership – Systems Change Officer (your name)

Application checklist

- CV – maximum 2 pages
- Covering letter – maximum 2 pages to address the following 3 points:
 1. Detail 3 key reasons as to why you consider yourself the right person for this role
 2. What has motivated you to apply for this role?
 3. How might you develop the role and develop in the role to support the Strength and Leadership programme to be inspiring?

Full job descriptions are included in section 2 along with an indication of the types of experience and qualities we feel are relevant to both roles.

A note on generative AI/ChatGPT: We require candidates to confirm they are personally answering the questions in their application, and that the answer is not one from generative software eg ChatGPT.



SECTION 1

The Recruitment Process

Research and Development Officer

Employer	Lincolnshire Community Foundation (LCF)
Hours per week	28
Salary FTE	£26,000
Actual per annum	£20,800
Contract	Temporary - 3 years 1/7/2025 to 30/6/2028
Secondment	Available for part or all of duration
Location	Flexible working arrangements and access to office facilities in Sleaford. Local (and occasional national) travel
Application deadline	2nd March 2025
Interview date	26th March 2025
Venue	To be confirmed
Application process	CV and Covering letter – see right
Application emailed to	helenkc@lincolnshirecf.co.uk
Email title	Strength and Leadership – Research and Development Officer (your name)

Application checklist

- CV – maximum 2 pages
- Covering letter – maximum 2 pages to address the following 3 points:
 1. Detail 3 key reasons as to why you consider yourself the right person for this role
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SECTION 2

The Context

We live in challenging yet interesting times where many competing ideas and priorities fight for our attention, where we may try to live a values led existence but dominant ways of thinking may counter those values, or where we may try to work collaboratively but our organisational financial viability necessitates we compete with each other, or where we are trying to influence long term behaviour changes but are restricted in our scope by short term political or funding priorities.

During the project we will see political change, local government reorganisation and the first elected Mayor of Greater Lincolnshire. The Strength and Leadership programme is broadly about supporting Voluntary, Community, Faith, Social Enterprise (VCFSE) organisations in Lincolnshire to understand how they navigate complex systems and how we can build skilled and capable organisation that can steer and influence. How can we all be thought leaders? How can we push for changes at system level that will make communities stronger and healthier?

This is an exciting programme which will strengthen our knowledge of VCFSE organisations in Lincolnshire and help us empower VCFSE organisations of all sizes to lead change.

We hope you are excited by what you read in this pack and choose to apply. If you would like to talk about the roles or the project before you apply, please contact: *Systems Change Officer* – **hello@lvet.org**

Research and Development Officer – **helenkc@lincolnshirecf.co.uk**

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SECTION 2

The Partners

Involving Lincs

This partnership was originally developed in 2005. This programme offers the first dedicated resource for Involving Lincs members to create a co-ordinated approach to community wealth building and system leadership. The recent VCFSE research undertaken through Involving Lincs identified that funding, collaboration and the balance of power were key priorities that have fed into the design of this project.

Lincolnshire Community Foundation (LCF)

A local charity, Lincolnshire's leading independent grant funder and part of a national movement to connect communities and funders to improve equality, equity and social justice. Our objective is to utilise funds for maximum benefit. The Foundation is committed to working in partnership in order to connect, convene and to build stronger, more resilient community facing groups and organisations.

Lincolnshire Voluntary Engagement Team (LVET)

A collective of over 150 VCFSE organisations working together and with partner agencies including the NHS and Local Authorities in Lincolnshire. Our members are Voluntary, Community, Faith and Social Enterprise organisations involved in supporting the people of Lincolnshire to live well. Our members range from large charities such as MIND, St Barnabas and Age UK to smaller hyper local Community Interest Companies or community groups.



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SECTION 2

What is the Programme about?

The programme is the much-needed next step in the evolution of Involving Lincs and for the VCFSE sector in Lincolnshire. New strategic relationships need to be formed, existing systems and relationships need to be refreshed and the role and value of VCFSE organisations needs to be analysed and recognised. We need an effective, resourced partnership to navigate the changing landscape.

The project has 7 areas of focus:

1. System Leadership
2. Thought Leadership
3. Involving Lincs member development – impact, connectedness, collective reach
4. Community impact, community needs, State of the Sector research
5. Community impact through member’s thematic and area based development staff
6. Developing the internal Involving Lincs trading market
7. A Lincolnshire approach to trading with and commissioning VCFSE organisations

These 7 areas of focus are qualified into 4 project objectives, each with a theory of change:

1. Improving the impact of system and place leadership
2. Increasing influence, involvement in strategy and effective networking
3. Improving understanding of the impact of the Involving Lincs members and their role in identifying and addressing community needs
4. Increasing resilience through internal and external trading and commissioning



SECTION 2

The Roles

The two roles are complementary and you will need to work together to achieve genuine systems change for Lincolnshire. The bespoke job descriptions are detailed below and there will an opportunity at interview to explore your understanding of how the two roles dovetail together.

Systems Change Officer

Lincolnshire Voluntary Engagement Team (LVET)

Research and Development Officer

Lincolnshire Community Foundation (LCF)

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SECTION 2

Systems Change Officer

Job Description

The key tasks and responsibilities reflect your role in leading the Leadership element of the new Strengths and Leadership programme, funded by The National Lottery Community Fund. It is envisaged that this encompasses more than traditional 'leadership skills' instead covering wider system and thought leadership skills, movement building and likely be rooted in Asset Based Community Development. The role will:

1. Review, challenge and drive a reshaping of how VCFSE organisations contribute to the design and delivery of local strategies (eg Health & Wellbeing; ICB; Lincolnshire County Council etc) in a way that increases empowerment and civic participation.
2. Identify commissioning and procurement opportunities, and the key people to engage with, to develop a Lincolnshire approach to 'trading with' the local VCFSE. This may involve identifying barriers to equitable access to opportunity and challenging existing approaches.
3. Identify and share effective approaches to influencing at a system level. This may involve:
 - a. recommending and demonstrating through their actions an effective approach to system leadership and change,
 - b. developing and delivering training and/or coaching support to people within VCFSE and partner organisations,
 - c. building relationships and allyship amongst diverse communities and partners.
4. Lead the design and development of a 'Leadership offer'. Holding a small budget to trial a prototype of this offer.
5. Work closely with the Research and Development Officer to develop:
 - a. an approach to systematically and regularly identifying and capturing community needs such that it can provide insight for system leaders, strategy development and improved delivery.
 - b. an annual 'state of the sector' report that can be used influence at a system level.
6. Help everyone across the system to better understand the connectedness of what we all do
7. Lead work relating to the role of the VCFSE across local strategic priorities, ensuring that VCFSE organisations have the capability and capacity to influence change
8. To effectively lead by example as the 'face of' the Strength and Leadership programme
9. Contribute to the evaluation of the programme especially with regard to the contribution of VCFSE organisations in achieving significant change for the people and communities of Lincolnshire

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SECTION 2

Research and Development Officer

Job Description

Working closely with the System Change Manager, this function provides the more day-to-day development and administration of Involving Lincs.

1. Collate information on the impact of Involving Lincs members – measurement tools to be agreed
2. Organise Involving Lincs meetings to achieve strategic planning, co-production, engagement, sector networking
3. Identify, promote and grow the internal Involving Lincs market – what can we buy from each other? What could members partner on? What peer learning could we develop?
4. Support with identifying and promoting what could be bought by an external market
5. Gaps analysis – for insight, map the coverage of Involving Lincs members in terms of networks, working groups and boards and their own member organisations and any gaps that could be fed into Involving Lincs strategy/ planning meetings
6. Liaise across the Involving Lincs ‘community development’ officers strata to facilitate networking, co-ordinated planning and focussed planning
7. Be an administrative point of contact for VCFSE engagement in Involving Lincs
8. Undertake project administration, monitoring and evaluation activities
9. Set up and maintain a website resource

SECTION 2

Experiences and Qualities

(Applicable to both roles)

- An ability to develop and sustain effective working relationships across a broad range of partnerships in the VCSE & Statutory sectors.
- Experience of developing new partnerships, preferably across public, private and voluntary sectors.
- Highly developed inter-personal, organisation, communication skills and a team player.
- Excellent verbal and written communication skills including use of IT.
- Excellent project management, delivery, and evaluation skills.
- The confidence to work remotely and virtually along with an ability to work independently, and unsupervised.
- Commitment to a person-centred and strengths-based approaches to development
- The ability to develop a strong understanding of systems thinking
- Broad knowledge of and interest in current thinking on social change.
- Understanding of equal opportunities, with a commitment to promoting diversity.
- Adaptable, and flexible attitude.
- Countywide travel and occasionally national travel will be required so the ability to travel is essential. Preferably a full driving licence and access to a car with appropriate business use insurance though alternatives will be considered.



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SECTION 2

Outline Programme Activities

Outline Programme Activities as per application submitted to the National Lottery Community Fund. We acknowledge that this is not an exhaustive list of activities and that it may be subject to change based on local developments and learning



STARTING MONTH	HEADLINE ACTIVITY TO START	WHO
1	Staff recruitment, induction, orientation	LCF and LVET
2	Build relationships with Involving Lincs members + work across all stakeholders to identify and agree topics for the Involving Lincs strategic discussions Member communications	Involving Lincs, LCF, LVET Systems Change Officer Research and Development Officer
3	Identify key strategic partners and strategies Organise and administer quarterly Involving Lincs meetings	Systems Change Officer Research & Development Officer
4	Map current level of partnership engagement by members Undertake Social Value Engine training	Systems Change Officer Research & Development Officer
5	Recruit Social Value Engine (SVE) cohorts Undertake research, mapping and gaps analysis	Systems Change Officer Research & Development role

continued



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STARTING MONTH	HEADLINE ACTIVITY TO START	WHO
6	Develop the leadership training/coaching programme	Systems Change Officer
7	Work with Involving Lincs members to undertake SVE assessments	Research & Development Officer
8	Identify what services can be traded internally	Systems Change Officer
9	Co-design State of the Sector research Set up and administer the Community Development Officers network	Systems Change Officer Research & Development Officer
10	Co-design Thought Leadership programme Collate SVE assessments into a baseline Impact Report	Systems Change Officer Research & Development Officer

continued

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STARTING MONTH	HEADLINE ACTIVITY TO START	WHO
11	Lead on State of the Sector baseline research	Research & Development Officer
12	Identify procurement/commissioning opportunities Start to create project resources	Systems Change Officer Research & Development Officer
13-15	Identify opportunities for co-design and co-production internally and externally Work with members to identify commissioning challenges and liaise with commissioners	Systems Change Officer
16-18	Create a system change framework for: partnerships with Local Authorities; Involving Lincs members; community impact Community Development conference	Systems Change Officer Research and Development Officer

continued

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Outline Programme Activities

Outline Programme Activities as per application submitted to the National Lottery Community Fund. We acknowledge that this is not an exhaustive list of activities and that it may be subject to change based on local developments and learning

STARTING MONTH	HEADLINE ACTIVITY TO START	WHO
19-21	Co-design the involvement pathway linked to impact measurement Manage and maintain project resources and information	Systems Change Officer Research and Development Officer
22-24	Consult and co-create the Lincolnshire approach to developing trading	Systems Change Officer
25-27	Refresh internal trading information	Research and Development Officer
28-30	Repeat State of the Sector research	Research and Development Officer
31-33	Compile and launch End of Project Report	Involving Lincs members
34-36	Final project meeting and next steps	Involving Lincs members



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