



Programmes and Influencing Manager

Candidate Information Pack

April 2025



Image: Broken Silence group project in London,
Face Front Theatre



Welcome from our

Director of Programmes
and Influencing (Deputy
CEO)

We are so pleased that you are interested in joining our staff team.

Too many people in our country experience poor health and are dying too young because of who they are, where they were born, and where they live.

At People's Health Trust, we believe in longer lives, better lived.

We partner with expert local organisations working on the front line of addressing health inequalities, corporate organisations and donors, universities, and policy-makers, to understand the effectiveness of different approaches to improving people's quality of life and health. By using the connections, evidence and expertise we have developed, we influence government on how to shape policy that tackles the real causes of poor health.

We listen closely to our vibrant network of over 600 organisations across Great Britain to build funding programmes, develop campaigning and policy work, and connect decision-makers with communities with direct experience of poor health and shortened lives.

This new role is crucial to the delivery of the Trust's programmes and influencing work, responsible for leading key priorities and associated networks, research, public affairs and communications activities.

With a commitment to social justice and an understanding of how it relates to health more widely, you will drive forward the Trust's ambition to affect positive changes in policy and practice in collaboration with communities at the sharp end of disadvantage.

If this sounds like a role for you, we would love to hear from you.

Max Rutherford

About us

Who we are

Strategic priorities 2022-2025

Our four strategic areas of work are:



1. We will **listen to and support** marginalised groups to speak out about their experience of health inequalities.



2. We will **build evidence and practice** around what works to address health inequalities.



3. We will **speak clearly and boldly** on the avoidable inequalities in health faced by marginalised people.



4. We will **develop as a diverse, equitable and inclusive** organisation and funder.

Our objectives place a clear emphasis on the Trust listening to marginalised groups and speaking clearly and boldly on the avoidable inequalities in health faced by marginalised people. We will build our evidence on what works and influence policy and decision-makers through local and national partnerships, and we very much welcome opportunities to form new partnerships with others.

**people's
health
trust**

**people
make
change**

**we
help it
happen**

Looking after our staff

Prioritising wellbeing

We have an employee assistance programme to support you in and out of work, 24 hours a day, 7 days a week.

As part of our wellbeing commitments, all staff can have a wellness action plan in place to support their health.

Our values

Our [values](#) are at the core of everything we do and are reflected in how we work with staff and our partners.

Developing our staff

We are committed to developing our staff. We have regular performance reviews and development opportunities to support your growth.

Key benefits

25 days' holiday, plus bank holidays a year.

To support your travel to the office, we offer interest free season ticket loans and a cycle to work scheme that lets staff buy a bike in instalments.

We offer a pension contribution of 6% of annual salary

Life assurance cover equivalent to 3 times your annual salary

Hybrid Working

Staff are able to choose to work from home for up to 60% of their week.

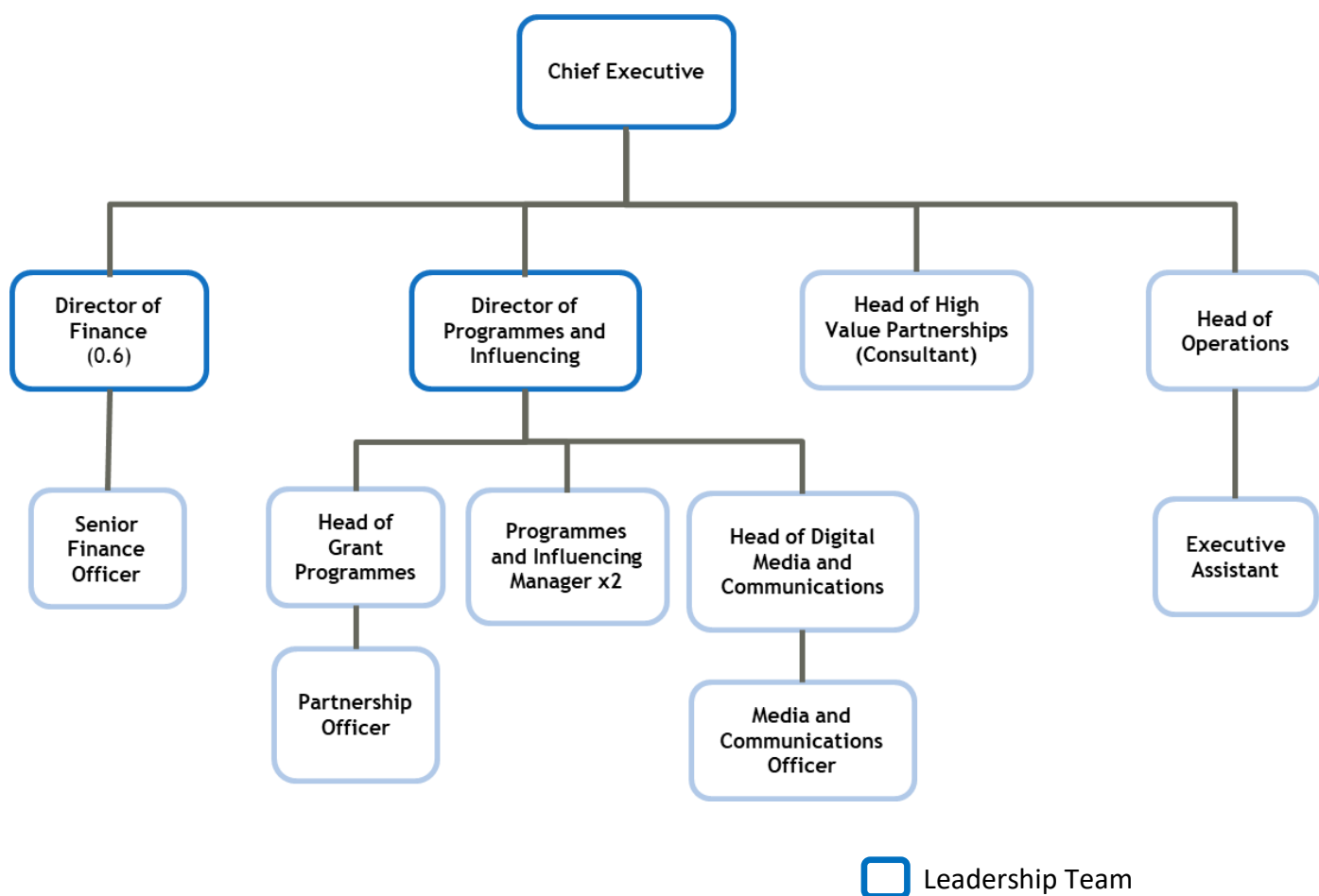
Living Wage Employer and Funder

We are committed to being a Living Wage Employer and Living Wage Funder.

Equity, diversity and inclusion

We are committed to strengthening our approaches to equity, diversity and inclusion (EDI) as an organisation and as a funder and we have a published (and very much alive) EDI strategy. We aim to have a staff team in place that represents the communities we serve, including having the necessary range of skills and perspectives. We are committed to providing a safe place of work, free from racism, oppression and bigotry.

Our team



More information on our staff, and our board of Trustees is available on our [website](#)

The role

Programmes and Influencing Manager

Salary:	£45,000 gross per annum
Hours:	35 hours per week
Location:	London (office or hybrid, with a minimum of 40% of contractual hours in the office)
Responsible to:	Director of Programmes and Influencing (Deputy CEO)

About the post

This role is crucial to the delivery of the Trust's programmes and influencing work, responsible for leading key priorities and associated networks, research, public affairs and communications activities. The post-holder will have expertise in social justice and how it relates to health more widely, and will have confidence to drive forward the Trust's ambition to affect positive changes in policy and practice in collaboration with communities at the sharp end of disadvantage.

Responsibilities

- **Equity, diversity and inclusion** – actively supports our anti-racism and anti-oppression intentions and creates programmes and processes which ensure marginalised people's health is not compromised by discriminatory practices
 - **Programme development** - developing and managing a portfolio of programmes of work which support the Trust's ambitions to prove what works in addressing health inequalities and injustice
 - **Influencing** – managing a portfolio of work, to ensure that relationships are developed with parliamentarians, officials, decision-makers, experts and others (including funders) with a view to positively bringing around demonstrable changes to systems, policy and practice
 - **Networks** – managing our networks of funded partners and support learning, practice development and scanning for future programmatic work
 - **Programme management** – ability to manage grants within a portfolio (from assessment to close) including all necessary administration
 - **Evaluation** – overseeing the successful delivery of the Trust's learning and evaluation in relation to our programmes, and work collaboratively to develop and deliver publication, dissemination and communication strategies to ensure our evidence reaches key audiences
 - **External relationships** – develop strong external relationships with a range of stakeholders across the public, private and third sector
 - **Communications** – using digital communication to build the Trust's brand and presence around a particular subject and present our work in the sector
 - **New business** – to support the Trust in seeking new business through corporate partnerships, trusts and foundations, high net worth individuals and any other means
- And...
- Ability to travel regularly throughout Great Britain and commit to some out of hours working on a regular basis.

What you will bring to the role

Experience and skills we need:

- Understanding of equity, diversity and inclusion and its impact on health
- Strong understanding of the social and economic causes (building blocks) of poor health
- Direct experience of involvement of marginalised people in solutions and action
- Skilled in developing programmes of work to address social justice
- Experienced in influencing decision makers and in successful campaigning work
- Good understanding of social media and how to use it to influence
- Understanding how to commission, manage, analyse and use evaluation well, and to disseminate and communicate evidence gathered
- Understanding of how to manage grant programmes from assessment to close (or willingness to learn)

Our competencies

Team Work

Working co-operatively, building and nurturing strong relationships both within and outside of the Trust.

Effective Communications

Demonstrates the ability to communicate concisely, accurately and persuasively, verbally and in writing, with a range of audiences, appropriate to the role.

Personal Effectiveness

Demonstrating effective working practices, striving to deliver high performance.

Commitment to Excellence

Setting high standards of performance for self and others in meeting the needs of the Trust; seeking to be the best in all that we do, and continually improving both personally and professionally; identifying, understanding and giving priority to meeting the needs of customers and other stakeholders.

Strategic Leadership

Contributes strongly and creatively to the development and articulation of the future direction of the Trust, driving and motivating others to achieve long-term goals

People and Resource Management

Achieves results through efficient and effective management of people and resources. Creates a diverse and inclusive environment enabling individuals to achieve their maximum potential

Expert / Technical Knowledge

Demonstrating the best use of required knowledge in specified areas, ensuring continuous learning and development.



How to apply

Please forward a CV together with a supporting statement, no longer than 900 words. This should set out your interest in the role and how you meet the following essential criteria:

- Understanding of equity, diversity and inclusion and its impact on health
- Strong understanding of the social and economic causes (building blocks) of poor health
- Direct experience of involvement of marginalised people in solutions and action
- Skilled in developing programmes of work to address social justice
- Experienced in influencing decision makers and in successful campaigning work
- Good understanding of social media and how to use it to influence
- Understanding how to commission, manage, analyse and use evaluation well, and to disseminate and communicate evidence gathered

Please use these as headings in your supporting statement. Please send your CV, supporting statement and the completed [diversity monitoring form](#) to: recruitment@peopleshealthtrust.org.uk by midnight on Sunday 27 April 2025. Interviews will be held in person on Friday 9 May 2025.

Our diversity data shows that we are currently underrepresented by certain groups of people. We particularly encourage applications from people from racially minoritised communities, disabled people and people from disadvantaged neighbourhoods

We are committed to being a **Disability Confident Employer**. This means that we are committed to the recruitment, progression and retention of disabled individuals. If you are disabled and have the essential skills and experience to do the job, we will invite you for interview. If this applies to you, please ensure you indicate this on your email when you submit your application.

If you require any additional support with your application please get in touch. This particularly applies to people who need us to make reasonable adjustments under the Equality Act 2010. For example, if you:

- would like this document in a different format
- would like to make an application in a different format
- require the support of a BSL interpreter

You can contact us to discuss support by:

Telephoning 020 4548 0953

Emailing recruitment@peopleshealthtrust.org.uk

In writing at 2 Bath Place, Rivington Street, London, EC2A 3DR

Recruitment timetable

Closing date:

Midnight on Sunday 27 April 2025

Interview:

Friday 9 May 2025, in London