



## Salt UK Manager - Role profile

<b>Location</b>	Flexible	<b>Department:</b>	Supporter and Community Partnerships
<b>Reports to (Job Title)</b>	Private Sector Partnerships Lead	<b>Salary Band</b>	D
<b>Matrix manager (if applicable)</b>	<a href="#">Click here to enter text.</a>	<b><u>Competency level</u></b>	2

### Role definition

#### Role purpose

To establish a strong Christian business network for Christian Aid across the UK, and where applicable internationally, that helps to build new relationships, grow income, and contributes to the development of Christian Aid’s work with the private sector.

#### Key outcomes

- The Salt network continues to grow in the UK, bringing new supporters to Christian Aid
- Network members are provided with the opportunity to develop their Christian faith through peer support and a structured approach to workplace discipleship
- Network members are supported to develop a deeper understanding about the causes of poverty and how business can be part of the solution
- Network members are provided with opportunities to use their resources (financial or otherwise) and skills to tackle the root cause of poverty and philanthropy officers are included in these discussions when relevant
- High level volunteers are effectively managed to increase capacity and reach of the Salt network
- Builds strong internal relationships across departments ensuring that all teams are knowledgeable about Salt and informed on Salt communications and opportunities.

#### Role agility

**Expected travel per annum** Up to 20 days

**On call/unsocial hours** Yes

**Surge capacity for emergency responses** No

In order to respond to ever changing demands within the environment, Christian Aid operates within an agile framework (both in workforce and operational) that requires from all employees, a high level of responsiveness and adaptiveness to processes and structures making flexibility and a project based



working approach the norm. To sustain this system, managers may/will agree further details of specific tasks and duties as part of the performance agreement. Any reasonable duty may be assigned that is consistent with the nature of the job and its level of responsibility, and employees may be required to change the focus of their role from time to time.

**Role context**

As Christian Aid we recognise that if we are to every reach our goal of eradicating poverty we must work collaboratively with governments, other agencies and faith groups, individuals and the private sector. The Salt Network is committed to igniting faith, supporting leadership and resourcing positive private sector practice. Through a network of regional hubs, online resources and an annual conference the Salt Network is working to develop positive engagement and resource transformative action amongst Christian business leaders to build businesses as a force for good.

As Christian Aid reviews its private sector engagement strategy, we are looking for a dynamic manager to join the team initially on a 6-month term but with a view to extend this following our review. The Salt Manager must be a movement builder with a passion for driving forward the values-based business agenda within a context of poverty elevation and Christian faith.

The Salt Manager is line managed by the Private Sector Partnerships Lead and works within the UK and Ireland. This role works closely with the Philanthropy and Trusts team and will be responsible for matrix managing a team of volunteers to deliver the network offering. Whilst in normal times this role involves regular travel within the UK, under Covid-19 restrictions the Salt Manager will need to be adept at utilising digital tools to engage the network.

The role works proactively and collaboratively with colleagues across the organisation.

**Role requirements**

**Relationships**

**External** Salt Members, private sector partners, business chaplains, church leaders, local and national media

**Internal** Core team of volunteers, private sector team, philanthropy team, regional staff, other internal teams where required

**Decision making.** Responsible for the management and development of the Salt Network across the UK.

**Budgetary/savings responsibility** Will have delegated accountability for management of financial resources and income targets for the overall SALT programme

**Analytical skills**

This role will require significant analytical skills in order to identify prospects of network members, and to ensure that learning from the early stages of the project is captured and built upon.

**Developing self and others**



The post holder will be directly managing and supporting Key SALT volunteers and advisory board members. (these individuals will often have a high level of influence as well as technical or business knowledge) ensuring that they are helping to deliver the aims of the SALT network.

**Role related checks**

**Child protection clearance** Not required **Counter terrorism screening** Not required

**Person specification**

**Applied skills/knowledge and expertise**

**Essential**

- A proven ability to inspire a wide range of stakeholders from multiple traditions, backgrounds and sectors.
- Analytical skills which can be shown to have led to the achievement of results.
- Excellent communication skills through a range of channels: written, face to face and digital and over distance
- Experience of working with private sector organisations
- Good working knowledge of the church audience
- Degree level or equivalent level of education or relevant experience
- Significant experience of directly managing or supervising volunteers
- Experience of working within complex organisational structures
- Effective negotiation skills
- Ability to work collaboratively with colleagues to ensure delivery of agreed objectives
- Ability to think and plan effectively and strategically
- Ability to monitor activity and ensure that it delivers strategic objectives
- Ability to represent an organisation professionally

**Desirable**

- A passion for justice
- Knowledge of global development issues

**Digital/IT competencies required**

<b>Word, Excel, PowerPoint</b>	Intermediate	<b>Web content design &amp; development</b>	Basic
<b>Internet based collaboration tools and video calling</b>	Intermediate	<b>Social Media</b>	Intermediate
<b>Data Visualisation</b>	Intermediate		

**DATE CREATED**

13/11/2020