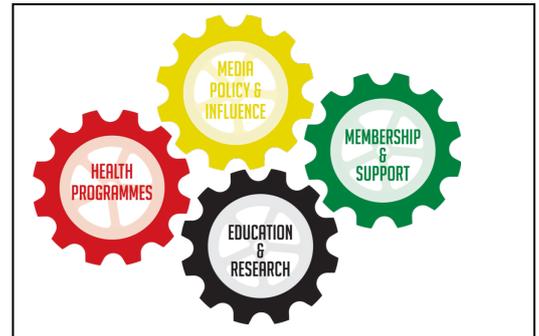


## Who we are: CAHN Background

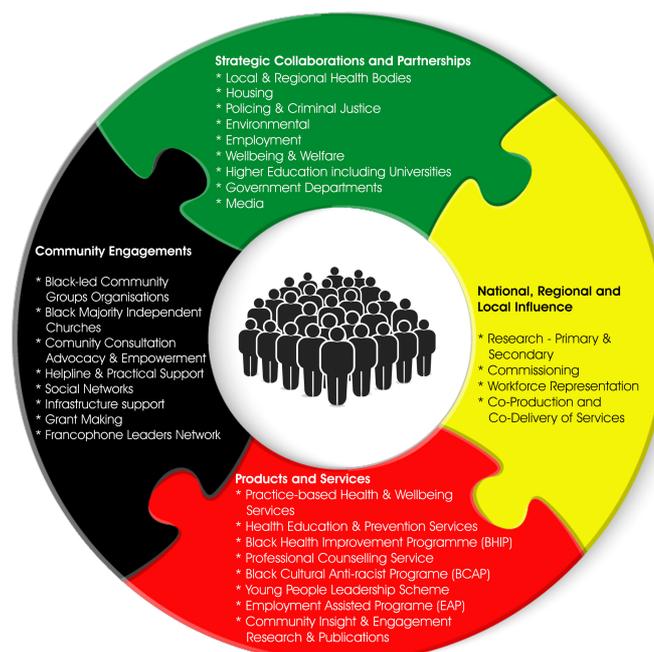
The Caribbean, African Health Network (CAHN) is a Black-led organisation set up in 2017 in Greater Manchester to address long standing health disparities in our community. From humble grass roots beginnings we have grown to become a national organisation leading the call to challenge and address the wider social determinants and reduce health inequalities for people of Caribbean & African heritage. We work with, within and for the Black community and cross-sector organisations to build community resilience, equitable relationships and a social movement to reduce health disparities and wider societal inequalities.



CAHN's work is about creating positive impact for people within our communities, and our **vision** is to eradicate health disparities/inequalities within a generation for Caribbean & African people.

Our **mission** is to lead strategic engagement to change the unhelpful and ineffective practices of service providers, commissioners, and member organisations. We seek also to influence, improve and progress policy and practice at the national and regional level in order to ensure that racial and social justice is a key focus of health and other sector service reform.

## Caribbean and African Health Network



## Job Description

Job title: Business Development and Impact Manager

Reporting to: Chief Officer

Type of Position: 24 Months Fixed Term (extension subject to funding)

Work hours: Full time (35 hours per week)

Employment Start Date: January 2022 (could be negotiated)

Location: Flexible working (occasional travel to Manchester)

Salary: £31,172 - £33,258 (dependent on experience) plus pension

**Deadline:** Monday 10<sup>th</sup> January 2022 @12 noon

Submit application to [hr@cahn.org.uk](mailto:hr@cahn.org.uk)

**Interviews:** 18<sup>th</sup> and 19<sup>th</sup> January 2022

**Application Contact:** To discuss any queries about the application please contact [charlesk@cahn.org.uk](mailto:charlesk@cahn.org.uk) or telephone 07575 579377

### What will be involved: About the role

We are looking for an experienced manager to develop, grow and lead our innovation programmes whilst being responsible for designing tools beyond funders' requirements. To monitor and evaluate CAHN's impact using outcomes metrics across our projects and initiatives.

### Key Responsibilities

- Monitor and support the delivery of CAHN's 2021-2025 strategic growth plan.
- Actively work with Chief Officer and senior leadership to ensure funders and stakeholders are provided with timely and understandable quantitative and qualitative insights and data
- Design and implement analytic tools, methods and systems to capture impact of CAHN's projects and initiatives.
- Act as an internal problem-solving consultant across the organisation and scope new aspects of our delivery and strategic decisions about our growth.
- Develop key performance indicators which diagnoses success and challenges in delivery to drive continuous improvement; and contribute to longer-term strategy around external evaluation of our work.
- Oversee the Chief Officer's engagement with stakeholders and maximise effectiveness.

### **Essential Criteria - what we will need to see:**

- Relevant experience of managing risks and implementing significant organisational change initiatives, communicating difficult decisions and implementing new ways of working to deliver financial savings and/or improve service delivery models.
- An entrepreneurial nature and ability to identify new business opportunities.
- Strong proposal and project pipeline management skills.
- Prior experience of working in monitoring, evaluation, surveys, research and/or knowledge management is an advantage.
- Experience of designing and implementing methods and systems to monitor, implement, evaluate and capture impact of projects and initiatives.
- Experience of developing outcome metrics to measure impact across projects and initiatives.
- Ability to analyse qualitative and quantitative project results, report progress and results regularly and feed any learning into future work.
- Experience of monitoring and evaluating organisation performance against KPI's, demonstrating outcomes and ensuring quality
- Commercial acumen and strong financial management skills, with the ability to develop income generating strategies.
- Experience of developing strategic partnerships and acting as an effective representative at strategic partnership level.

### **What qualifications, experience, skills and qualities you will need:**

- Educated to degree level or relevant experience in this field.
- To be a motivated self starter with the ability to work on initiative from an high level brief
- Experience of taking pragmatic and solution focused approaches
- Effective leadership and management skills with a solid understanding of different leadership styles, people management practices and models of shared leadership.
- An ability to manage staff within a context of number of competing, and sometimes very urgent priorities/ demands.
- A high degree of professionalism, business understanding, integrity and credibility.

### **Communication and organisational skills**

- Excellent communications skills to create compelling and concise narratives for a range of audiences using diverse engagement tools
- Strong organisational skills and an ability to prioritise and meet deadlines in a complex, demand driven environment.

- Highly developed written and verbal communication skills, and an ability to identify, distil and convey key messages in a succinct manner.
- A proven track record in establishing positive relationships with people (internal and external) at various levels, including key stakeholders.
- A high level of creativity in ideas generation and be able to solve problems.
- Highly computer literate with hands-on experience of using MS Office, platforms and tools such as CRM, Mailchimp, Google analytics, Google Ads, PowerPoint and more.

**Our successful candidate will need to be able to demonstrate:**

- Excellent inter-personal and negotiating skills.
- Attention to detail, highly organised, with good time management skills.
- To be Self-motivated and adaptable.
- A high level of emotional intelligence and stability in challenging situations.
- Willingness to adhere to the principles of Equality, Diversity and Inclusion, intersectionality, and health inequalities. Ensuring that this agenda is incorporated into all aspects of work (internally and externally)
- Adherence to the values of Respect, Empower, Integrity and Influence by working positively as part of a team delivering vital high-quality services to promote a working culture where all are valued and encouraged.
- Willingness to operate within the framework of CAHN policies and procedures.
- Ability to work virtually and across various physical spaces.
- Willingness to undertake any other duties commensurate with the role.
- Willingness to champion health inequalities and ability to take on a Health Champion role for a relevant health condition.

**What next? How to apply**

Applicants are asked to provide a current CV and a covering letter (2 pages maximum) outlining evidence against the essential criteria in the job description. Please complete a CAHN Recruitment Diversity Monitoring Form. Please provide examples of projects/initiatives that you have personally managed or had significant involvement. Be bold and show us in your own voice why you want to join us in our mission to eradicate health disparities/inequalities.

As a charity that values and celebrates people's diversity and champions opportunities for all young and disabled people, we are keen to receive applications from people who have experienced disadvantage and from those who are empathetic of the challenges the Black community.

Submit application to [hr@cahn.org.uk](mailto:hr@cahn.org.uk)