
IPS Grow Regional Manager - Midlands

About Social Finance

We are an ambitious not for profit organisation that partners with governments, service providers, the voluntary sector and the financial community. Together, we find better ways of tackling social problems in the UK and globally.

Since we started in 2007, Social Finance has helped to pioneer a series of programmes to improve outcomes for individuals with complex needs. Our innovations, including the social impact bond model, have mobilised more than £500 million globally. We have sister organisations in the US, Israel, the Netherlands and India and a network of partners across the world.

What we do

Our unique method combines financial analysis, data science, service design, and social issues research. We focus this expertise on understanding the needs of service users and working with communities to create new responses to challenging social problems.

We develop models, products and services that are pragmatic and have the scope to drive systemic change to improve people's lives. In the UK, we focus on issues such as homelessness, domestic abuse, mental health, learning difficulties, loneliness and vulnerable children on the edge of the care system. We also look to improve equity for marginalised communities in social services. Internationally, we design outcomes-based models for issues such as maternal and neonatal health, education and employment.

Our values

Everyone at Social Finance believes that change for communities is possible. To help us achieve it, we have three core values that guide everything we do. We are [curious, empathetic and pioneering](#).

The team

IPS Grow is a national programme designed to support the expansion of Individual Placement and Support (IPS) services in mental health, primary care, and drug and alcohol teams across England. The programme is led by Social Finance in partnership with the Centre for Mental Health. It is funded by NHS England and Improvement (NHSE/I), the Department for Work and Pensions (DWP), and the Office for Health Improvement and Disparities (OHID).

The opportunity

We are recruiting a Regional Manager on a 12 month fixed-term contract to lead a remote team of IPS Grow Leads working across the Midlands. The focus of the role is to support and develop Regional Leads to have impact by carrying out quality assurance fidelity reviews, onsite technical support, and facilitating learning networks and training. There is an emphasis on leading by example, getting alongside the team 'in the field' to support them to unblock barriers and influence positive change for the IPS services in the region.

This is a national role that will work closely with the Head of Delivery and wider IPS Grow senior team, with a mix of remote working and regular regional and national travel.

Responsibilities

The key requirements of the role are:

Line management, coaching, supervision, and field mentoring of IPS Grow Regional Leads

- Providing induction and regular professional supervision for IPS Grow Leads
- Providing training, coaching and support, including field mentoring, to enable staff your team to develop high quality on-site technical support and fidelity review skills
- Ensuring consistency and quality of practice across the team
- Reviewing the performance practice of IPS Grow Leads, including leading on appraisals and Personal Development Plans
- Applying the principles of co-production to all aspects of the programme
- Leading the effective delivery of the IPS Grow offer across your area, identifying barriers and shaping, creating and implementing solutions
- Creating a culture of team learning, reflection and continuous improvement, with an emphasis on evidence-based practice and the use of research and data to inform practice
- Scheduling and planning to ensure performance calls, fidelity reviews and technical support is delivered in line with specific key performance indicators
- Supporting staff wellbeing and implementation of HR policies as required

Regional stakeholder engagement and delivery of targeted interventions to support IPS services to deliver better outcomes

- Engaging and building meaningful relationships with strategic regional stakeholders, such as NHS England and Improvement regional leads, senior NHS Leaders, Office of Health Improvement and Disparity regional leads, and commissioners
- Supporting IPS Grow Leads to develop strategic plans for each region
- Delivering fidelity reviews, i.e., as a co-reviewer, and providing technical support as required
- Identifying common challenges and strategic issues relevant for others in IPS Grow; working across the entire IPS Grow team to develop strategies to address these
- Capturing learning and sharing this across IPS Grow and Social Finance
- Coordinating wider IPS Grow support, for example around workforce or data and reporting, to tackle challenges faced by local services
- Making best use of resources from within the team and from across the IPS community to support services to deliver better outcomes for clients

Working across the IPS Grow programme

- Engaging closely with colleagues in other parts of the team to ensure consistency of practice, help solve common challenges, and support a 'one team' culture - thinking locally and acting nationally
- Leading on agreed strategic initiatives/workstreams to support the development of the programme
- Working with the Workforce Manager to refine and develop our workforce offer
- Working with the Data Manager to support improved data collection and reporting
- Contributing towards regional and national reports for funders/stakeholders
- Continuously refining practice and skill by engaging with IPS experts and other stakeholders in the UK and internationally to bring the best and most up-to-date understanding of "what works" to programme delivery

About you

- **Managerial and leadership experience:** You will have substantial experience managing teams and projects to successful delivery. This will include delivery of performance expectations, leading by example and supporting the team to translate research into effective on the ground practice.
- **Ability to deliver tangible results in an IPS context:** You should have experience working in an IPS service in a leadership capacity, and a demonstrated ability to drive tangible improvements in outcomes for clients. You should have a deep understanding of the IPS model and how it applies in practice.
- **Refining and implementing strategy:** Commitment to working collaboratively and constructively as part of a team to shape our strategy and roadmap for project delivery in our region.
- **Managing in an agile way:** As you will be working within a complex and changing system with multiple stakeholders, you will need to be comfortable with changing approaches as you and your team develop a better understanding of the problem and what might solve it.
- **Relationship building and senior stakeholder influencing:** Ability to build relationships with different individuals and organisations, including clinical staff, local commissioners, and strategic partners from the third sector, resulting in social impact and/or operational success. You will demonstrate an ability to influence and negotiate with all parties to deliver impact.
- **Building a learning culture:** You will have a strong commitment to learning and developing your own practice and that of the team.
- **Project management:** You will have experience of delivering against project plans, timelines and deliverables that are results focused. This will include planning and delivering complex projects.
- **Data and IT skills:** You will have strong IT skills and use data to inform the work of the team.
- **Teamwork:** You will be committed to working as part of a leadership team and building a 'one team' culture with a strong focus on cross team collaboration.
- **Negotiation skills:** You will have highly advanced negotiation and influencing skills and a willingness to tackle difficult conversations where needed to achieve the right results for services and clients.
- **Workload management:** For both for yourself and others, allocating and delegating tasks as necessary, able to deal with multiple and competing priorities using analytical skills to prioritise and meet deadlines.

Working at Social Finance

The fixed salary for this position is £56,500 per annum. Working for a mission driven organisation is more than just what we pay though, it's about our culture, our approach and what else we offer. [Read more about working at Social Finance.](#)

Equality, diversity and inclusion

We actively encourage applications from under-represented and minoritised groups, including those with lived experience of the social issues we are working to address. We are an equal opportunities employer and support a range of flexible working options.

How to apply

Social Finance are using [Applied](#), a platform developed by the Behavioural Insights Team, to record your application. Applied is focused on using behavioural and data science to improve hiring decisions and

minimise unconscious bias in the recruitment process. You will be asked to respond to four situational based questions which will allow you to express your ability.

Your answer to each question will be viewed in isolation. Please therefore ensure there is enough detail in that single response, without any references to your other responses.

NB: Whilst we are asking for your CV, please note that we will not be viewing your CV during the initial sift process. The selection panel will not have access to your CV, so it is therefore essential that you respond to each question fully.

Apply for this position using this *insert applied link* or by copying and pasting the address below into your browser.

<https://app.beapplied.com/apply/oyksvmoxec>

Closing date for applications: Monday 11th November at 9am

30-minute Zoom interviews will take place on 20th November.

Face to face interviews will take place on 27th November at our Social Finance office in London.

Should you require any reasonable adjustments to allow you to attend, please highlight this when you are invited.

If you would like more information about the role, please email [**support@ipsgrow.co.uk**](mailto:support@ipsgrow.co.uk)