

Sands

Application Information

Regional Volunteering Lead

November 2020

About Sands

Every day in the UK, 14 babies are stillborn or die shortly after birth.

Sands is the leading stillbirth and neonatal death charity and exists to reduce the number of babies dying and to support anyone affected by the death of a baby, before, during or shortly after birth.



Sands provides bereavement support services both nationally through its Freephone helpline, mobile app, online community and resources, as well as locally through a network of around 100 regional support groups based across the UK and run by trained befrienders.



Sands works in partnership with professionals, trusts and health boards and offers a range of training programmes and bereavement care resources to ensure that every bereaved parent and family receives the best possible care wherever they are in the UK.



Sands promotes improvements in practice and supports research to better understand the causes of baby deaths and save babies' lives.

Sands raises awareness of baby loss and works with governments, key influencers and other stakeholders to make reducing the number of babies dying a priority nationally and locally.

Over the past 40 years, Sands has grown into a national charity with a powerful vision shared by dedicated volunteers, fundraisers, members, donors, healthcare professionals, partners, staff and bereaved parents and families.

Sands has grown its income by over 40% since 2012 and, as part of the strategic plan to 2020, is focusing on how we can make the biggest difference to the lives of bereaved families and save babies' lives. To find out more, visit www.sands.org.uk

our vision at Sands is for a world where fewer babies die and anyone affected by the death of a baby receives the best care and support for as long as they need, wherever they live in the UK.

Join us and help create a world where fewer babies die.

Sands Staff Benefits

Annual leave

Staff receive 28 days annual leave per annum pro rata, plus bank holidays. Staff will be required to take 3 days annual leave during the period between Christmas & New Year.

Employee Assistance Service

As part of its commitment to employee wellbeing, Sands offers independent, free and confidential counselling and information telephone service. Support is available on a range of issues including legal, financial, emotional, health issues and work related concerns.

Season ticket loan

Subject to qualifying criteria, Sands offers interest free loans to purchase season tickets for the journey between home and work.

Cycle to Work Scheme

Sands has teamed up with Cycle Solutions to provide a Cycle to Work Scheme, which you can join to make considerable savings on the cost of a new bike and equipment.

Pension Scheme

Subject to eligibility, you will be automatically enrolled into the Aegon Personal Pension scheme as soon as your employment commences. You can decide whether to remain in the scheme and/or make additional voluntary contributions if you wish.

Sands is a vibrant, growing charity!

Sands has grown its income by over 40% since 2012 and is focusing on long term growth, sustainability and success!

With a clear strategy to 2020, Sands is repositioning as a learning, developing organisation which aims to achieve excellence through people and offers a collegiate, collaborative working environment – making it an especially exciting time to join the charity!

About the role

This is a high-profile and exciting role which is responsible for leading the delivery of a change management programme to develop a regional governance and volunteer support structure. The post-holder will devise and implement clear strategies for change within the region, develop a clear implementation plan to support the new governance structure and be responsible for engaging with existing Sands volunteers and recruiting new ones, particularly those from under-represented groups.

You will have excellent people management and leadership skills, with the ability to support and motivate others to engage with projects to ensure positive outcomes. Additionally, you will have proven ability in establishing high level, productive relationships with senior external stakeholders and organisations. A very high standard of verbal and written communication skills is therefore essential. Sands is committed to ensuring that diversity is central to all of our work, and you will need to ensure that the voice of bereaved parents is represented accordingly.

With experience of delivering, managing and evaluating projects and events including facilitation of meetings and workshops, you will be able to develop high quality resources which meet the needs of stakeholders including volunteering framework and advisory group documents.

You will need to have experience of line management, and have good time-management and organisational skills.

To apply:

Please submit your CV, together with a supporting statement that demonstrates how you meet the criteria in the person specification to recruitment@sands.org.uk. Please also complete the Diversity and Equality Monitoring Form and send this with your application.

Closing date for applications : 29th November 2020

Interview Date w/c 7th December 2020

As we have limited staff resources we are unable to provide candidates with feedback about their applications. **Interviews will be held online via Zoom.**

Job Description

Job Title:	Sands Regional Volunteering Lead – North of England/South of England
Responsible to:	Senior Volunteering Manager
Location:	Home-based
Contract:	Fixed Term Contract for 2 years
Hours:	28 hours per week
Direct Reports:	2
Salary:	£25,600 per annum (£32,000 FTE) plus £173 per annum Home Worker Allowance (£216 per annum pro rata)

Main purpose of the job:

- a. Lead the regional development and implementation of a new structure and governance through a targeted change programme across England
- b. Devise a clear strategy for change across the region to align with Sands strategic aims
- c. Develop a clear implementation plans to support a new governance structure and meet Sands strategic aims
- d. Engage and inspire existing Sands volunteers and to recruit new, particularly from under-represented groups
- e. Line manage 2 of 4 Network Coordinators

Principal Tasks and Responsibilities

Project development, management and delivery

- Lead delivery across the region of a change management programme to develop regional governance and volunteer support structures.
- Devise and implement clear strategies for change within the region, including the recruitment and training of 2 Regional and 1 National Volunteer Advisory Groups
- Ensure ongoing and effective engagement with bereaved parents, volunteers, Sands groups, Sands staff teams and external stakeholders at an operational and strategic level, to ensure successful delivery of the programme
- Work with Sands staff teams and the Volunteer Coordinator to build on existing volunteer materials and relevant resources, to produce a volunteer framework which supports volunteering across all Sands areas of work.

- Ensure that diversity is at the heart of engagement within the community, ensuring that high risk groups are represented within regional governance and provided for in the new structures
- Support the development of a diverse Volunteer Advisory Group to support the change programme and ensure that a wide range of bereaved parent voice is at the heart of the changes
- Identify, report and address emerging themes as the change process develops
- Coordinate evaluation, review and prompt reporting mechanisms within the region to support the Programme Manager

Engagement

- Regular engagement with Sands staff teams, volunteers and bereaved parents, decision makers and influencers to facilitate organisational and cultural change
- Work with staff teams, Sands groups and the Volunteer Advisory Group to plan, test, and implement new ways of working
- Deliver regional workshops and events to ensure enthusiasm and buy-in to new structures and governance
- Work with the Comms and engagement team to ensure Sands is represented digitally across the region, irrespective of group activity
- Support Sands groups to understand, engage with and support new governance structures fundraising priorities and decision-making

General

- Some evening/weekend working is likely, along with travel across the region
- Represent Sands to external audiences
- Work with the Communications Team to support the production of press releases, responses to media enquiries and act as a spokesperson on relevant regional issues
- Undertake any other tasks and responsibilities as reasonably required by the Change Programme Manager, Director of Volunteering & Bereavement Support and the Chief Executive
- Liaise regularly with other Sands departments/teams and keep up to date with what they are doing, working flexibly across the organisation
- Promote the Sands vision and values at all times

This job description is not contractual and is liable to change over time

PERSON SPECIFICATION

Importance	Criteria
Essential	Experience of delivering, managing and evaluating national/regional projects
Essential	Experience of successfully managing project events, including facilitation of stakeholder meetings and workshops
Essential	An outstanding, 'hands on', people person with a positive, warm style, who can support and motivate people and teams to engage with projects with positive outcomes.
Essential	Strong leadership experience
Essential	Experience in the use of a range of project management tools
Essential	Experience and commitment to ensuring diversity is central to Sands work and that the bereaved parent voice is represented across all areas inc type of bereavement, younger parents, parents from higher risk groups
Essential	Commitment to work flexibly and travel across the region (and where necessary, across the UK) to engage with potential stakeholders as required
Essential	Proven ability in establishing and maintaining high level, productive relationships with senior external stakeholders and organisations working in a collaborative and inclusive way
Essential	Ability to develop high quality resources which remain responsive to the changing needs of internal and external stakeholders, i.e. volunteering framework documents, advisory group documents
Essential	Excellent verbal and written communication skills and experience of drafting well written guidance, reports and resources
Essential	Line management experience
Essential	Ability to identify and manage the risk and issue process
Essential	Ability to represent Sands professionally
Essential	A demonstrable commitment to Sands' aims
Essential	A self-starter with good time management skills and the ability to manage external suppliers to deliver their commitments to time and required quality
Desirable	Commitment to keep up to date with relevant research and ability to use and communicate findings

Desirable	Knowledge and experience of this area of work and of the issues relating to baby loss
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