



Sands
Application Information

**Technology Business Partner
12-Month Fixed Term Contract**

June 2025

About Sands

Sands exists to save babies' lives and ensure that anyone affected by pregnancy loss or baby death receives the support and care they need.

We work to ensure that everyone affected by pregnancy and baby loss receives the care and support they need. We provide training so that everyone who comes into contact with bereaved parents and families has the knowledge, skills and confidence to offer sensitive, safe care and support. Our accredited training is available across the UK.

We provide bereavement support services both nationally through our Freephone helpline, 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.

Additionally, we promote improvements in practice and support research to better understand the causes of deaths and save babies' lives.

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

Over the past 46 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 40% since 2012 and, as part of our strategic plan, 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.

Saving babies' lives. Supporting bereaved families.

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 Services

As part of its commitment to employee wellbeing, Sands offers all Staff access to the Bupa employee Assistance service which offers free and confidential counselling and wellbeing support. Support is available on a range of issues including legal, financial, emotional, health, and work-related concerns.

Sand 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.

Sands Pension Scheme

Subject to eligibility, you will be automatically enrolled into the Aviva 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.

Life Insurance

All Staff are covered by a Life Insurance Policy which pays 3 x annual salary to nominated beneficiaries. Staff also have access to additional services from Legal and General including legal and financial support, a medical helpline, and a health and wellbeing platform. Additionally, Staff have access to a wide range of shopping offers and discounts, plus advice on finding and funding later life care for their loved ones or themselves.

Flexible Working

All Staff can apply for flexible working with effect from their first date of employment.

Maternity Pay

Staff on maternity leave are paid their full salary for the first 26 weeks of their period of leave.

Tickets for Good

All Staff have membership of a platform which offers free and discounted tickets to a wide range of entertainment events.

Leave for the Death of a Baby or Pregnancy Loss

Any member of Staff affected by the death of baby or pregnancy loss will be granted leave paid at their normal salary, regardless of the type of loss.

Sands is a vibrant, growing charity!

With a clear strategy, 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.

Sands is an inclusive and diversity-friendly employer. We are committed to promoting equality, valuing diversity and working inclusively. We welcome and encourage applications from people of all backgrounds and do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion, sexual orientation, age or any other category protected by law.

About the role

Sands exists to save babies' lives and ensure that anyone affected by pregnancy loss or baby death receives the support and care they need.

We are looking to recruit a Technology Business Partner. The post-holder will play a pivotal role in driving modern Ways of Working and fostering technology adoption across the organisation. This hybrid position blends the responsibilities of a Business Analyst, Solutions Architect, Technical Trainer, and Mentor.

Acting as a vital link between technical teams and end users, the Technology Business Partner ensures that technology solutions are not only implemented effectively but are also embraced and utilised to their full potential.

Working closely with stakeholders across the organisation, you will take the time to understand each team's unique dynamics, operational objectives and technology needs, mapping out their processes and fostering a culture of continuous improvement.

With strong experience in Microsoft 365, you will be confident in utilising tools such as Teams and SharePoint to enable individuals and departments to streamline and enhance their ways of working. You will play a key role in enabling and embedding digital working practices across Sands, helping to ensure the technology available supports day-to-day operations and long term strategic goals.

You will also be able to cope with demanding situations and work to tight deadlines, with the ability to think outside of the box and demonstrate an agile approach.

This is an exciting and high profile role which offers a fantastic opportunity to make a real difference to the work of Sands.

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.

CVs and supporting statements should be sent as attachments to an email in either Word or PDF format. The title of the attachments should be your first name, surname and either CV or supporting statement e.g. "Name CV"

Please also complete the Diversity and Equality Monitoring Form and send this with your application.

Closing date for applications : 18th June 2025

Interview Date: w/c 30th June 2025

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

Job Description

Job Title:	Technology Business Partner
Responsible to:	Head of Technology, Data and Insight
Location:	Working at home
Contract:	Fixed Term for 12 months
Hours:	Full Time – 35 Hours per Week
Salary:	£43,642 per annum plus £312 Home Worker Allowance per annum

Purpose of Job:

The **Technology Business Partner** plays a pivotal role in driving modern Ways of Working and fostering technology adoption across the organisation. This hybrid position blends the responsibilities of a Business Analyst, Solutions Architect, Technical Trainer, and Mentor. Acting as a vital link between technical teams and end users, the Technology Business Partner ensures that technology solutions are not only implemented effectively but are also embraced and utilised to their full potential.

Key Responsibilities:

- Collaborate closely with users at a comfortable and supportive pace, taking time to understand their unique workflows, capabilities, and deliverables.
- Deliver general application training and tailored coaching to teams and individuals, aligning with their specific roles, processes, and objectives.
- Work closely with the wider Technology/Data team, often thinking outside the box, to design and implement fit-for-purpose technology solutions that empower teams to achieve their goals efficiently and effectively.
- Serve as a trusted advisor and change agent, bridging the gap between technical capabilities and user needs.
- Leverage a broad skill set and experience to guide teams through digital transformation and continuous improvement initiatives.
- Keeping abreast of technology trends within AI and user productivity.
- Project accountability and ownership to ensure projects maintain focus and project deliverables are actively managed. This includes effective management of scope, cost, actions, dependencies and risks to ensure delivery aligns with strategic objectives, budget and timeline.

- Provide regular progress reports on an agreed cycle with key stakeholders and management team.
- Take responsibility for leading project meetings, agendas and minutes.
- Liaise with suppliers, developers, key stakeholders and management team to ensure manageable workloads and phased deliverables.
- Ensure solutions meet users' needs, prioritised against business goals and limiting scope creep.

You will be supporting the Head of Technology, Data and Insight implement the Transformation Programme by identifying and defining requirements across the organisation. You will assist with and oversee product selection, pilot, implementation and evaluation of technology solutions. You will be involved in the full project lifecycle from writing the Business Case to UAT and hand over to the business once projects have gone live.

You will assist the Head of Technology, Data and Insight and the wider Data Team to review and document the income processing workflow/processes enabling continuous improvement.

You will have the ability to understand technical requirements and dependencies. Previous experience in delivering IT projects would be advantageous.

General

- To work flexibly and proactively with stakeholders.
- Follow agreed processes for filing, storing and destroying paperwork.
- Maintain the security and confidentiality as required at all times.
- Maintain an up to date knowledge of current activities within Sands and be an advocate of the Sands brand at all times.
- Undertake all mandatory training as required and abide by all Sands Policies and Procedures.
- Participate in periodic appraisal and personal development review.
- The post holder must familiarise themselves with matters relating to Health & Safety Management, as affecting themselves, their department and the organisation as a whole.

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

Person Specification

Importance	Criteria	Assessment
Essential	Project management and related experience in established project methodologies (Prince2/Agile/Scum/Waterfall etc) or proven industry experience	Application and interview
Essential	Experienced in eliciting business requirements and documenting requirements	Application and interview
Essential	Proven experience of building and managing relationships with stakeholders, providing ad-hoc/planned training and individual/team mentoring	Application and interview
Essential	Ability to think outside of the box and be agile in approach	Application and interview
Essential	Proven experience of understanding and prioritising user needs against agreed criteria	Application and interview
Essential	Make decisions that constructively influence the success of the projects	Application and interview
Essential	Excellent communication skills, using good listening skills, curiosity, empathy, tact to build positive relationships	Application and interview
Essential	Strong IT skills including the use of project management tools e.g. ClickUp, MS Project etc	Application and interview
Essential	Empathy with Sands' aims, and comfortable working within a bereavement environment and talking to bereaved people	Application and interview
Essential	Ability to cope with demanding situations and work to tight deadlines	Application and interview
Essential	Maintain a high level of confidentiality regarding sensitive and confidential information	Application & interview
Desirable	Experience of working in a charity with a strong local group or branch structure, understanding of working within the charity sector	Application

Core Competencies

Importance	Criteria	Assessment
Essential	Effective verbal communication both on the telephone and in person	Application and interview
Essential	Ability to cope with demanding situations, work to tight deadlines, manage multiple high priority work streams simultaneously and problem solving skills	Application and interview
Essential	Ability to solve problems creatively	Application and interview
Essential	Good interpersonal skills including team working, negotiation and leadership skills	Application and interview
Essential	Strong organisational skills, budget management and numerical analysis	Application and interview
Essential	Commercial awareness, supplier and agency management	Application and interview
Essential	Ability to monitor and maintain own standards	Application and interview