

Job title:**Community Investment
Lead – Reading & Oxford****Line manager:****Community Investment Manager****Grade (if applicable):****3****Direct reports:****Local teams, Partners & Volunteers
(where relevant)**

Peabody are recruiting a Community Investment Lead, to continue delivering our strategy. You will play a pivotal role in shaping and delivering high impact, place based investment plans that drive positive change in the communities we serve.

This is a highly visible, in person role that requires active engagement within the local community. You will build strong relationships, represent Peabody at events, and maintain a consistent presence with key stakeholders.

This role will focus on our work in **Dee Park, Reading** with some additional coordination at **Blackbird Leys, Oxford**, as part of the wider North Counties regional Community Investment team.

Role purpose:

Responsible for the regional coordination of our community investment activity in **Reading & Oxford**, you will work with colleagues across Peabody to ensure our local area strategies and community programmes respond to the needs and aspirations of our residents, communities, and the wider business. You will provide leadership to ensure high-impact community programmes deliver lasting benefit to people living in our priority neighbourhoods.

Facilitation and relationship building is central to this role. You will

- Work with residents and local partners to understand priorities
- Support residents to create and deliver their own solutions and co-create with them
- Develop partnerships to respond to priorities
- Work with internal colleagues to maximise our impact for instance use of our community centres or supporting partners to fundraise.

You will also understand the context you are operating in and use your knowledge and relationships to; build strategic relationships with partners, develop high-quality proposals, secure funding, source opportunities for co-commissioning and act as an ambassador for Peabody Community Foundation (PCF) across your region.

Using Peabody systems and processes, you will capture and communicate the impact achieved in **Reading & Oxford**.

Budget management and oversight up to £1m, ensuring financial sustainability and value for money.

Key results:

- Design and implement ambitious community investment plans specific to localities.
- Use community insight, data, and customer feedback to plan and deliver place-based community programmes that reflect local identified priorities and the strategic objectives of PCF.
- Devise approaches which effectively appraise the viability of ideas and projects in relation to Peabody's delivery within a locality.
- Develop and grow strategic partnerships; with the local authority and other anchor institutions (e.g., schools, colleges, CVS, health services etc), identify shared objectives and ways of working.
- Maintain effective partnerships with community and voluntary organisations to coordinate delivery and maximise impact for customers and communities.
- Facilitate meetings, workshops and community events that support stakeholders to contribute to the development of local area plans.
- Manage any staff and/or partners as required to deliver services identified through the plan.

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- Manage the delivery of projects and workstreams, ensuring milestones are achieved, impact is delivered, and evaluation informs future practice.
- Commission external services where budgets and priorities have been identified; agree service level agreements, establish referral routes; and set up monitoring and review processes.
- Deliver an excellent customer experience by maintaining connectivity between our landlord and community services and collaborating effectively with other teams across the business.
- Manage spend against allocated local area budgets, ensuring spend contributes to impactful delivery and Peabody procurement policies are adhered to.
- Implement reporting and evaluation mechanisms that clearly demonstrate impact, value for money, and capture the data and feedback needed to drive continuous improvement.
- Provide accurate, timely and relevant information to support performance reporting and feed into PCF communications including digital channels.
- Set up, attend and engage in local forums, resident groups and network meetings to build productive relationships and raise Peabody's profile locally.

Success metrics:

- Community investment plans are relevant, implemented and delivering quantifiable social impact.
- Measurable benefit to Peabody customers and the wider community.
- Positive feedback from partners about working with Peabody.
- Timely, considerate, and professional communication with colleagues and customers.
- Clear, accurate and high-quality written reports and project proposals
- Programmes and projects implemented are on track and effectively delivering outcomes.
- Area contributions are collated, reviewed, and submitted in line with reporting deadlines.
- Demonstrable commitment to Peabody's values.

Reading:

- **Deliver through partnership working a full weekly and holiday programme of activities for children and young people.**
- **Establish Dee Space as a cultural and artistic hub for the local community, hosting weekly arts activities, exhibitions and performances.**
- **Work with partners to tackle health inequalities including food insecurity programmes, tackling physical inactivity, reducing isolation and general wellbeing demonstrating positive changes in those engaged.**

Oxford:

- **Establish a local play and green place strategy with regular intergenerational opportunities for play, volunteer led programmes and establishing after school activities with partners.**
- **Work with the VCSE sector to secure the future of children, youth and older persons activities across the Leys inc. daily activities for Peabody communities through coordination of a local partnership network.**
- **Support Peabody colleagues in the s106 opportunities created through the regeneration taking place.**

About you

We're seeking a dynamic, charismatic strategic community leader with a passion for social impact and community development.

You will be:

- Passionate about addressing social inequality and working with communities.
- An inquisitive and active learner, motivated by working with others to identify innovative approaches.

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- Ambitious for your projects, team, and self; you are an autonomous, resilient, self-starter that enjoys making decisions and being responsible and accountable for project and their results.
- An effective and creative project manager, you deliver results and meet milestones. You swiftly identify, respond, and adapt to changes in the environment to ensure you achieve desired outcomes and objectives.
- Able to understand, analyse, contextualise, and explore a range of data, performance metrics and outcomes to generate hypotheses and reach conclusions.
- Able to design and conduct qualitative research to generate data and insight.
- An exceptional relationship manager able to effectively network, connect and build partnerships and work with a range of private, public, and voluntary sector organisations and individuals.
- A capable self-starter, able to use your initiative, prioritise tasks and meet agreed targets.
- Able to use IT systems to collect performance information, produce written information.
- Available to work some evenings and weekends.
- Totally committed to delivering excellent customer experience – you will embody and champion our values whilst fulfilling our service promises every day in the way you deal with customers and colleagues.

You will have:

- High levels of literacy and numeracy; you can prepare a variety of written materials including partnership agreements; project proposals and plans; newsletter content; funding applications; and evaluation reports for a range of stakeholders.
- Excellent communication skills; you're able to inform and influence at all levels. You adapt your verbal and written style to meet the needs of the audience in both preparation and delivery.
- In-depth knowledge and demonstrable experience of a wide range of community investment areas such as youth work, community development, environmental projects, volunteering, community sporting activity, health and wellbeing, events and meanwhile use.
- Strong facilitation and group working skills, you can bring people together to share observations, generate insights and make decisions.
- Experience of designing and managing a range of services for the benefit of others, with creativity and flair
- Experience of managing budgets and finance processes.
- A strong commitment to the principles of equality, diversity, and inclusion.

Why Join Us?

At Peabody, we are committed to creating strong, sustainable communities where people can be healthier, wealthier and happier. As one of our Community Investment Leads, you will have the opportunity to shape impactful programmes, work with a talented team, and collaborate with influential partners to drive real change.

If you're ready to make a difference and take community investment to the next level, we'd love to hear from you.

