



Strategic Delivery Manager for Race Equity (F)

Grade	F
Type of contract	FTC 2 Years
Directorate	Infrastructure
Team	Organisational Change
Reports to	Head of Organisational Change
Responsible for	REMI Senior Engagement Officer (D), REMI Project Officer (C)
Location	Flexible – hybrid working with on average 2 days per week in Stratford/Cardiff office.
Hours	35hrs p/w

About the role

As Strategic Delivery Manager for Race Equity, you'll be responsible for leading the implementation phase of the Race Equity in Mind Initiative (REMI). This will involve ensuring the organization delivers against the Blueprint for Change approved by Board in 2021, with ongoing oversight and review of progress against objectives and outcomes.

Through our REMI work, we are aiming to challenge our internal practices, focusing not just on the outcomes of our race equity work, but on ensuring that the way that we do things challenges 'business as usual', creating space for truly transformative practice. This means anyone in this post will have responsibility for honouring the pain and trauma that accompanies work related to racial justice and will be committed to working with colleagues to create trust and safe spaces that enable deep listening and reflection.

We have only just begun our journey to race equity at Mind, this role will continue to shape and evolve our plans as we continue to learn and grow in this space. You'll work directly with the Strategic Advisor on Race Equity and other senior leaders in Mind who hold overall responsibility for REMI delivering on Mind's strategic ambition to be an antiracist organisation. You'll feed your expertise and experience into driving the delivery of REMI, shaping and evolving implementation plans to meet changing organisational need.

Mind is growing to meet the scale and complexity of mental health need in England and Wales. Our 2021 Strategy made a significant commitment to changing the way we work so that we can increase our sustainability, impact and continue to move closer to



achieving our mission. With Race Equity in Mind as a high priority change initiative, we want to be bolder, braver, more agile and responsive, evolving as an organisation to reach those who need us most. Managing the implementation of REMI across Mind is essential in translating these ambitions into tangible change, both across Mind, and ultimately in how people from racialised groups access and experience mental health support.

Fulfilling this role will require your considerable management and coordination skills. In particular, you'll be adept at building trust and rapport with Mind colleagues. You will operate with an understanding that we are accountable to our stakeholders, and we take how we communicate with, listen to and involve is vital to maintaining the integrity of this work. You'll be committed to capacity-building others across the organisation to be internal agents of change working to achieve racial equity, as well as continuing your personal development.

About the team

This role will form part of an expanding equity expert team that supports the development and delivery of Mind's strategic ambitions to address inequity within mental health, with a particular (though not exclusive) focus on race and poverty. This team is situated within Mind's Organisational Change team, which is accountable for mobilising change across our work in order to achieve our strategic ambitions and includes the organisation's Project Management Office.

Key Responsibilities

1. Provide matrix leadership of change initiatives identified through the REMI Blueprint
2. Provide strategic leadership of the development and delivery of new change initiatives not currently in plan or budget
3. Work closely with the Strategic Advisor on Race Equity and the Head of Equity Innovation to maintain a holistic approach to change focussed on improving the experiences of people from racialised communities, both within Mind and when we work within and alongside communities in the fight for mental health
4. Build deep trust with people with lived experience of racialisation, both internally and externally in order that they feel a sense of belonging over the work. Work alongside allies to ensure distributed leadership within the implementation of our blueprint for change.



5. Management and oversight of existing budget and further investments
6. Maintain a consistent approach to oversight and performance reporting, whilst also adding context and meaning, enabling the real impacts of REMI to be seen and understood
7. Provide regular performance reports to senior management
8. Provide line management to REMI Senior Engagement Officer and the REMI Project Officer
9. Act as an internal advisor on Race Equity, contributing the general upskilling of Mind staff through managing the development of the organisation's community of practise
10. Be an agent for change within Mind, driving forward continuous improvement and working closely with the wider Organisational Change team to mobilise and embed functional and cultural change

Expectations

We are committed to ensuring all our employees are treated fairly and equitably at work and promoting equity in physical and mental health for all.

Role expectations:

- Strengthen existing change practise and expertise, expanding the range of tools, theories, techniques that can be deployed in pursuit of organisational ambitions.
- To attend and contribute to supervision and appraisal process, meetings, training, and other events as required.
- To adhere to relevant legal and statutory requirements including the Data Protection Act (ensuring an appropriate level of confidentiality at all times), Health and Safety at Work Act (ensuring H&S of own and others at all times) and any other relevant/charity law.

All members of staff at Mind are expected to embody our mission, values and competencies. This includes an expectation that they will:

- Show passion for what Mind does and the changes that we are making for people with mental health problems.
- Work collaboratively across teams, departments, locations and organisations.
- Stand up for what they believe is best and trust in themselves and each other.
- Be open to others and ourselves and show a commitment to learning.



- Be open to change and respond flexibly and quickly to the changing world.
- Demonstrate organisational awareness and see the bigger picture while working towards objectives.
- Communicate effectively, ensuring their messages are understood and that they strive to understand others.
- Value diversity and treat others with respect, showing sensitivity towards differences, promoting and encouraging diversity, and building on people's different skills and talents to enhance the quality of their own and other's work.
- Take responsibility for their decisions.
- Attend and contribute to Mind staff training and any other training identified as appropriate for the post.
- Occasionally travel to meetings in England and Wales and/or work unsociable hours, which may require the need for an overnight stay, evening and weekend work.
- Ensure that all responsibilities and activities within their post are consistent with the terms and spirit of Mind's mission, vision, values, policies and procedures.
- Adhere to relevant legal and statutory requirements including the Data Protection Act, Health and Safety at Work Act and relevant charity law.
- To be prepared to work flexibly (e.g. hot-desking, home-enabled working) according to business need
- Maintain an appropriate level of confidentiality at all times.
- Contribute to making Mind a greener workplace.

Person specification

Essential criteria

1. Substantial understanding of the significance of race within predominantly white-led organisations such as Mind. In particular, the impacts on staff and on what organisations deliver/provide
2. Excellent project management skills, with significant experience of leading and managing complex, cross organisational projects. A particular focus on organisational development and/or capability improvement would be an advantage
3. Experience of successfully engaging with stakeholders with divergent experiences and perspectives at all levels across an organisation, towards improved outcomes
4. Awareness and understanding of approaches that enable organisational change towards greater racial equity



5. Excellent communication, interpersonal, facilitation and presentation skills
6. Ability and willingness to constructively challenge, be persuasive and win people over, particularly relating to potentially sensitive, challenging issues like race.
7. Ability to think creatively and strategically and see the big picture
8. Excellent workload management and prioritization skills
9. Experience of managing staff or volunteers and/or suppliers
10. Knowledge and understanding of inclusive working cultures and what this means in relation to this post and the ability to incorporate this into all aspects of work

Desirable criteria

1. Actively working in roles focused on dismantling racial privilege entrenched within organisations' systems and norms
2. Direct or indirect experience of mental health problems.
3. An understanding of Mind and its networks, or similar structures within the voluntary sector