

Associate Director of Commercial and Partnerships

Job description

It will take a society to beat dementia. Alzheimer's Society.



Who we are

Dementia is the UK's biggest killer. One in three people born in the UK today will develop dementia in their lifetime.

At Alzheimer's Society, we're the UK's leading dementia charity and the only one to tackle all aspects of dementia by giving help and hope to people living with dementia today and in the future. We give vital support to people facing the most frightening times of their lives, while also funding groundbreaking research and campaigning to make dementia the priority it should be.

Together with our supporters, we're working towards a world where dementia no longer devastates lives.

Our values

Our values tell everyone who we are as an organisation.

Our values make sure that our focus is clear for the challenges and opportunities ahead and remind us of what we all stand for.

Our values are evident in everything we do, how we do it and how we work together.

These are not just words on a wall, we live these every day in all our work. We are determined to make a difference when and where it matters most, by being passionate, focussed and making a lasting impact for people affected by dementia.



Determined to make a difference

We're passionate, we're focused and we make a lasting impact for everyone living with dementia.



Trusted expert

We're listening, we're learning and we use experience and evidence.



Better together

We're open, we combine our strengths and we achieve more together.



Compassionate

We're kind, we're honest and we don't shy away from challenges.

Through our values we will make the greatest difference for people affected by dementia. Whether you are someone living with dementia, a family member or carer, a supporter, a donor, a colleague from another organisation, an employee or a volunteer, these four values will shape your experience with Alzheimer's Society.

Associate Director of Commercial and Partnerships

Position in the organisation

Reports to the Executive Director of Dementia Support and Partnerships

Line Manages as required

Member of our Senior Leadership team (SLT)

Part of our Dementia Support and Partnerships directorate.

Purpose of this role

At Alzheimer's Society we are advisors, supporters, fundraisers, researchers, influencers, communicators, technical specialists and so much more. We are volunteers, we are employees, and together we are here to make a difference to the lives of people with dementia and their carers.

As the Associate Director of Commercial and Partnerships within the Dementia Support and Partnerships Directorate, you will be the driving force behind the organisation's service income growth and diversification. Your role is to translate the organisations strategic vision into impact focused services – ensuring the greatest possible outcomes for people living with and affected by dementia.

You will develop strong mutually beneficial partnerships with other organisations, managing relationships with senior stakeholders to ensure that Alzheimer's Society is best placed to deliver dementia support services in the current health and social care landscape. You will demonstrate systems leadership, working across organisational boundaries, to ensure our services are integrated, innovative and future focused.

As a senior leader you have corporate accountability for the operational, day-to-day success of the organisation and its continued growth and development through innovation and collaboration at every level.

Acting as a role model you will drive forward an inclusive and high-performance culture making sure that our values and expected standards are embedded across the entire organisation, as well as in your own teams.

We are looking for someone who exemplifies our values, someone who is: Determined to make a difference when and where it matters most. A trusted expert who believes in working Better together and demonstrates true Compassion.

Key accountabilities and responsibilities

Strategic and Professional Leadership

- **Develop key partnerships:** identify key external organisations to partner with and manage relationships with senior stakeholders across health and social care, ensuring Alzheimer's Society is best placed to deliver dementia support services now and into the future.
- **Commercial training, education and consultancy:** oversee the scaling of our training and education suite (including Time for Dementia) to ensure it is aligned with Alzheimer's Society policy positions, evidence and strategic priorities. Set and achieve ambitious sales targets to create a robust, diversified income stream that reduces reliance on statutory funding.
- **Strategic innovation:** work with peers to implement the local services strategy and income diversification plans. This will include social outcomes contracts, corporate partnerships and new, emerging opportunities as disease modifying treatments are approved. Continue

alignment of Society's innovation portfolio with service delivery opportunities to maximise cost effectiveness and impact of our services.

- **Insight driven change and improvement:** Use evidence and insight to identify which projects demonstrate the most significant outcomes and how they can be scaled. Embed effective organisation principles within your teams so that internal processes are efficient and add the most value. Ensure that organisational resources are focused on improvements that offer the highest strategic return on investment.
- **Leadership:** Contribute directly to the overarching strategic vision of the charity as a key member of the senior leadership team (SLT). Foster a culture of commercial awareness blended with deep empathy for the dementia communities we serve; and quantify the strategic impact of our services to bolster future bids and income generation opportunities.

People Leadership

- Drive a culture of accountability, collaboration, compassionate leadership and inclusion using goal setting, coaching and providing strong feedback, identifying and implementing opportunities to improve ways of working.
- Work with Directorate leadership team and People Business Partner to develop people plans that address the skills, capabilities and resources needed to deliver our ambitions.
- Modelling a collaborative and influencing style of working, joining forces with others across directorates and externally to achieve the best outcomes for people affected by dementia.
- Lead, support and inspire a dispersed team, fostering a culture of innovation and continuous improvement.
- Cultivate a volunteering culture as a key enabler.

Relationships & Collaboration

- Build and sustain strong, trusted relationships with internal and external stakeholders, including the Executive Leadership Team (ELT), SLT peers, Board of Trustees, and senior leaders across sectors.
- Act as a key ambassador for the Society, influencing and negotiating at senior levels to support our strategic objectives.
- Act as a spokesperson for the Society including media appearances as required.
- Facilitate effective cross-functional working and alignment across departments, fostering a shared sense of purpose and joined-up delivery.
- Develop strategic partnerships that drive innovation, growth, and long-term impact.

Equity, Diversity, Inclusion and Belonging

- Lead and promote co-production and user engagement to ensure the voices of people by dementia shape the way we act and think so our services are inclusive, person-centred, and relevant.
- Drive a culture of inclusion and high-performance, through clear objectives, behaviours, feedback and communication.
- Ensure that you are constantly acting on the principles of equality, diversity and inclusion in your work and that they are understood and actively applied in the delivery of all aspects of your work.

We are looking for someone who can...

- Adhere to all the Society's service standards, policies and procedures.
- Comply with the data protection regulations, ensuring that information on clients remains confidential.
- Be responsible for personal learning and development, to support the learning and development of others and the whole organisation.
- Work in a manner that facilitates inclusion, particularly of people with dementia.
- Implement the Society's health and safety policy and procedures, ensuring that all practices and procedures are undertaken in accordance with a healthy and safe working environment and that all staff and volunteers for whom you may be responsible are aware of their responsibilities in respect of their role, monitoring data and recommending action as required.
- Administrate and organise own work to ensure that it is accurate and meets quality targets, reasonable deadlines, and reporting requirements.
- Follow the Society's management information guidelines and requirements, including ensuring appropriate monthly measures on service usage levels are collected and submitted on the services database or other systems in accordance with deadlines.

Person specification and selection criteria

Skills & knowledge	Application (A) or Interview (I)
Demonstrates sustained success in delivering business development growth within health, social care, voluntary or related commercial environments.	A/I
Brings experience of leading and delivering change and improvement initiatives that are clearly aligned to the organisational strategy and designed around the needs and experiences of service users and stakeholders.	A/I
Ability to convert complex or high-level strategic objectives into clear, actionable and measurable plans. Uses insight, data and evidence to define priorities, set realistic targets, allocate resources effectively	I
Highly skilled in negotiating, influencing and presenting at senior level, communicating with credibility and confidence.	I
Demonstrates strong analytical capability and professional judgement in using quantitative and qualitative data to assess performance, impact and value. Confident in making evidence-based decisions to continue, adapt or discontinue initiatives where appropriate.	A/I
Track record of effective leadership, including the ability to engage, inspire and motivate teams to deliver measurable results in line with our <i>Leadership Success Profiles</i> .	A/I

Outstanding relationship management skills, and ability to address complex strategic issues and practical challenges working with and through others.	A
Able to process complex information, including doing so quickly and 'replay' it appropriately and succinctly.	I
Effective and persuasive communicator, with a high degree of personal credibility and experience of establishing and maintaining effective relationships with stakeholders and colleagues, both internally and externally.	A/I
A relentless drive to improve and deliver results through new, innovative, and more effective ways of working.	A
Strong team player – collaborative and empowering by nature, able to role model the Society's culture attributes, values, and ways of working and uses a coaching style of communication.	A/I

Competencies & personal attributes	Application (A) or interview (I)
Be a team player, supporting colleagues when there are deadlines, and who knows when to ask for help themselves.	A/I
Be a self-starter and incredibly motivated.	A/I
Excellent organisational and timekeeping skills.	A/I
Excellent attention to detail.	A/I
Non-judgemental communication	A/I
Commitment to and understanding of equal opportunities	A/I
Understanding of the inclusion agenda and its relevance within a diverse society	A/I

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Criminal Record Check

This post may be subject to a satisfactory Criminal Records Check, from either the Disclosure and Barring Service (England & Wales), Disclosure Scotland Check (Scotland) or AccessNI (Northern Ireland). Please select the level of Check required for this role:

Basic

Enhanced

Not Applicable

Candidates - If you require further information regarding Criminal Records Check, then please contact: [**careers@alzheimers.org.uk**](mailto:careers@alzheimers.org.uk)

Hiring Managers - If you require further information regarding Criminal Records Check for this role, then please contact: [**Employeesupport@alzheimers.org.uk**](mailto:Employeesupport@alzheimers.org.uk)

Our benefits



Financial Security

- Group Personal Pension Plan with Scottish Widows – with up to 8% employer contributions rate
- Life Assurance Scheme – two times your annual salary
- Society Plus and Smart Spending App – giving you unbeatable savings at hundreds of retailers



Health & Wellbeing

- Health Cash Plan
- 24/7 Employee Assistance Programme including online and face to face cooselling
- Discounted gym membership with Society Plus
- Lived Experience Networks
- Mental health app and unlimited therapy



Personal Development

- Apprenticeships
- Leadership development programme
- Financial support towards relevant professional qualifications



Family & Dependants

- Enhanced family leave - 16 weeks paid for all parents
- Paid time off work for fertility treatments for both partners
- Paid carers leave
- Paid dependants leave
- Paid compassionate and bereavement leave
- Paid time off work to support those transitioning



Recognition

- Annual people awards
- Long service awards
- Thank you eCards
- Values Hero and Society Legend Awards



Work Life Balance

- Annual leave of 27 days increasing to 30, plus bank holidays
- Career breaks of up to 3 months
- Flexible working
- Wellbeing leave