

Job title:	Development Manager
Reports to:	Head of Threshold
Location:	Cavendish 249
Corporate behaviours, qualities and Values	<p>All Threshold staff have a responsibility for demonstrating behaviours which are:</p> <ul style="list-style-type: none"> • Manages expectations • Genuinely cares • Values differences • Builds trust and empathy • Enjoys work • Thinks innovatively • Challenges and learns • Makes things happen
Purpose of role	Leading on the ' Developing new business ' strand of the Threshold strategy.
Key accountabilities	<p>New business – idea generation, harvesting, incubating and acceleration.</p> <p>Operationalising new projects to test phase</p> <p>Replication and scale up of new services/ models such as Alliance working, Early Help, Housing First, Critical Time intervention.</p> <p>Reputation – currency and relevance.</p> <p>Budget - Income generation</p> <p>Feasibility for new projects (for example Social lettings)</p> <p>Developing and improving our employability offer.</p>
Key relationships (internal and external) Representing the Group/ customer care	<p>Regional and local relationships</p> <p>Landlords</p> <p>Stakeholders</p> <p>Investors</p> <p>Operations Manager</p>

	<p>New contacts, speculative approaches, early exploration of ideas.</p> <p>Potential for new business.</p>
<p>Responsibility for employees</p> <p>Motivation, guidance and line management of staff.</p>	<p>BME development Worker</p> <p>Volunteer Co-ordinator</p> <p>(Housing First Manager)</p>
<p>Summary of tasks/ functions</p> <p>Main job activities</p>	<p>Development of a plan which demonstrates how Threshold will approach/ meet our strategic objectives with respect to growth.</p> <p>Owner of the Fundraising strategy workstream</p> <p>Owner of the new business/ growth workstream</p> <p>Innovation – generation, harvesting, incubating and accelerating new ideas.</p> <p>Developing a plan to meet growth targets and income targets.</p> <p>Exploring new partnerships, new delivery models, new funding streams with a view to diversification of funding and reduction of risk.</p> <p>Ensuring Threshold remains current, relevant and competitive.</p> <p>Striving for delighted customers.</p> <p>Driving continuous improvements.</p> <p>NB. This is not an exhaustive list; it is an indication of the nature of tasks to be undertaken</p>
<p>Competencies</p> <p>Knowledge/ skills/ experience</p>	<p>An appropriate qualification and experience such that you can demonstrate transferable skills to meet the demands of the role</p> <p>Innovation - Experience of, and ability to apply ideas/ ways of working to new contexts.</p> <p>Creative thinking – ability to design new ways of working which apply theory to practice and achieve outcomes based on latest learning or research.</p> <p>Ability to analyse current delivery programmes, draw conclusions about 'what works' and apply this learning to new, more efficient or effective models.</p>
<p>Financial control</p>	<p>Contribute to budget setting process based on your team/ service delivery plan.</p> <p>Responsible for managing the approved spend as per the delivery plan.</p> <p>Reporting variances and forecasts</p>

	<p>Delegated financial authority up to £10k</p> <p>Responsible for meeting income generation targets</p>
Responsibility for non-financial assets	
Continuous improvement/ innovation	<p>This role leads on driving design and continuous improvement so as to ensure the organisation remains current, relevant, and competitive as a provider.</p> <p>The focus of this role is innovation.</p>
Judgement/ decision making	<p>Infrequent direction from line manager. The line manager would be consulted about decisions which affect the future direction of the organisation, a risk to the organisation, or which involve a significant change to the financial position such as a change to the staffing establishment, or a new business opportunity.</p> <p>Typical decisions for this role affect the design, management and improvement of the operational delivery across processes, quality, capacity, assets and people (HR).</p>
Other	