

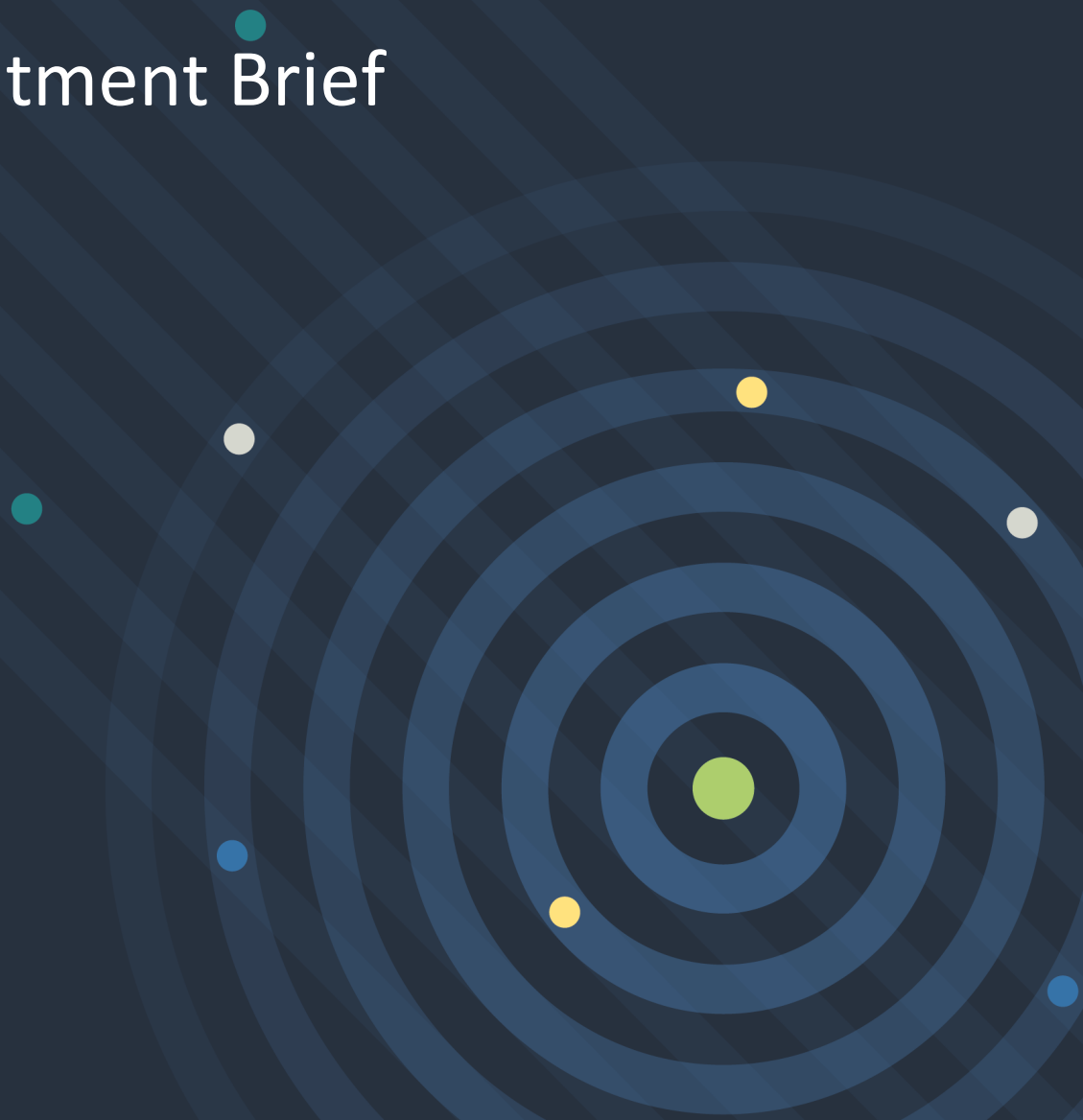
Attenti

Executive Recruitment Services

SFJ Awards

Managing Director

Appointment Brief



Introduction

SFJ Awards is a leading organisation in the awards and qualifications arena, currently specialising in the Policing, Fire & Rescue, Justice, Security, Local Authorities and Healthcare sectors. We are a regulated awarding body offering a wide range of regulated qualifications alongside “Custom Certification Services” and end point assessment of apprenticeships.

We operate as a division of the Workforce Development Trust (WDT) which is a group of sector specialists with over 50 years’ experience supporting workforce development, incorporating Skills for Health, Skills for Justice and People 1st International.

We are now seeking to recruit a Managing Director to grow the business, further our strategic goals and increase our impact.

To be successful, you will have a proven track record of driving growth and devising innovative and commercially viable products and services. You will have significant experience of driving a customer acquisition strategy, building and sustaining relationships and partnerships, and have high level communication and influencing skills. An understanding of the UK skills marketplace as a contributor to economic growth and knowledge of the education/learning sector including compliance, regulation and awarding would be an advantage.

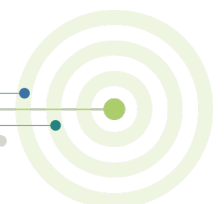
This is a wonderful opportunity to join a highly successful, not-for-profit group, whilst helping grow and increase the impact of an organisation which adds significant value to a wide range of employers in critical sectors. If you feel you have the drive, skills and experience to lead our highly impactful organisation, then we would love to hear from you.



Erika Bannerman
Chair SFJ Awards



John Rogers
Chief Executive, WDT



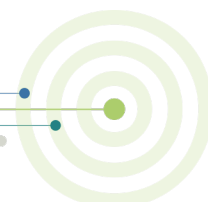
SFJ Awards

SFJ Awards is a leading specialist in providing nationally recognised awarding and assessment services that enhance the effectiveness of the protective services workforce. We support employers and training providers to deliver world-class learning and development solutions predominantly across the Policing, Fire & Rescue, Justice, Security, Local Authorities and Healthcare sectors.

We are a nationally recognised and regulated Awarding Organisation, an approved apprenticeships End-Point Assessment Organisation (EPAO) and a Custom Certification Services provider. Our industry-leading team add value and impact to the development of workforce skills, flexibility, and jobs.

We work with employers and training providers to help people working across a range of industries, to deliver meaningful learning and development outcomes, that improve skills, provide flexibility and enhance jobs. For further information about our core services including End point Assessment, Qualifications, Custom Certification and Quality Assurance please follow this [link](#)

SFJ Awards was born out of Skills for Justice, the UK Sector Skills Council for Justice, as an independent entity. We operate as a division of the [Workforce Development Trust](#) which is home to a group of like-minded organisations who help employers deliver better services. We do this through enhancing the skills of workforces across a range of vital workforces and sectors in the UK and Internationally - incorporating [Skills for Health](#), [Skills for Justice](#) and [People 1st International](#). These organisations, recognisable as trusted brands within their sectors, support workforce development, skills and learning strategies for governments, employers, training providers, public and private sector organisations alike. As the only not-for-profit organisation of our kind, our core values and charitable aims connect us as a group, and guide how we operate.



Our Impact

Ask anyone in our organisation and they'll tell you that one of the things they love about working here is the opportunity to make a meaningful impact in the sectors we work with.

- Defining workforce trends, skills needs and challenges

Our expert researchers have worked on projects nationally and internationally to deliver data-driven insights that give organisations the confidence to make informed decisions to overcome workforce challenges.

- Increasing opportunities and promoting equity, diversity and inclusion

The skills standards, frameworks, programmes, and models we have developed have supported our sectors in offering a range of quality opportunities and provided tools to help foster equity, diversity, and social inclusion.

- Building workforce capability

As organisations compete for skilled talent, our consultancy services and skills solutions have helped develop the capabilities and expertise our sectors need now and into the future, improving performance and productivity.

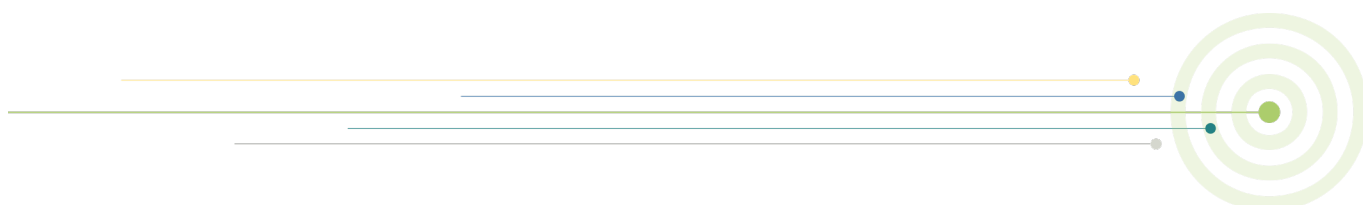
- Evolving workforce practices & efficiency savings

Our services and solutions have created optimal learning experiences, assessed critical workforce skills, and simplified and standardised processes, helping to build skilled and compliant workforces and ensure safe, effective, and efficient working practices.

- Transforming workforce skills

The robust workforce development programmes and qualifications we have developed, reviewed, and assessed have empowered individuals with the future skills to thrive in an ever-changing work environment, and have helped organisations to develop a productive, highly skilled, cost-effective workforce.

Find out more about our impacts in our latest annual [WDT Impact Report](#)



Our Awards

Since 2016, together with the WDT we have been recognising and celebrating the fantastic contributions of the sectors we work with through our national flagship awards. These awards are a great illustration of how we bring our values of Passion, Integrity, Respect, and Innovation to life.

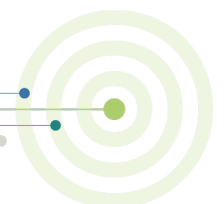
Health Heroes

Our Health Heroes was created to champion real people, who are at the heart of our healthcare system. From porters and cleaners to receptionists, gardeners, and security guards, these often-unsung heroes make up roughly 40% of the NHS's million strong workforce. Our Health Heroes is a national celebration of their achievements and an opportunity to give thanks for the important role that they play in keeping our health service functioning. Have a look at some of the [highlights](#)



Inspire Justice

Our second, highly successful Inspire Justice Awards in 2023 recognised the outstanding achievements of workers in the justice sector and staff in policing. Skills for Justice is a vocal champion of the community safety and criminal justice workforce and we launched these awards to say 'thank you' to all those who have gone above and beyond to make a difference. At the ceremony, attendees heard a keynote speech from the Secretary of State for Justice and award presentations were made by leading representatives, CEOs and chairs of

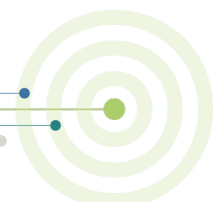


Managing Director - Role Description

The Managing Director leads the organisation as an operating division of the Workforce Development Trust. As a member of the WDT group leadership team, the Managing Director reports to the SFJ Awards Board and the Chief Executive of WDT and works within the WDT's corporate governance framework.

Key Responsibilities

- Develop and implement strategic plans for SFJ Awards to maintain strategic growth and impact, that aligns with the Workforce Development Trust's vision, strategic objectives and values
- To ensure growth and financial sustainability of SFJ Awards through effective strategic and tactical resource management
- Lead and inspire a team of professionals to achieve excellence in service delivery through a values-based approach
- Foster a culture of continuous improvement and innovation within the organisation
- Directly lead on developing and maintaining the image and reputation of SFJ Award as a leading and high-quality awarding body
- As member of the Workforce Development Trust group leadership team, contribute to the wider success of the group and ensure effective synergies across the divisions



Managing Director - Person Specification

Within your supporting statement, you should demonstrate and provide evidence of the criteria listed in Part One. These will be tested further throughout the process formally and informally, along with the criteria listed under Part Two:

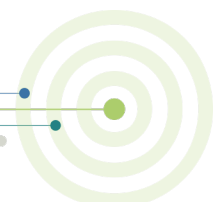
The successful candidate will give evidence of the following:

Part One

- A demonstrable track record of leading significant organisational growth
- Experience of devising innovative and commercially viable products and services
- Significant experience of driving a customer acquisition strategy
- Demonstrable experience of building and sustaining relationships and developing and maintaining successful collaborations and partnerships
- Significant experience of building, shaping, and motivating a high performing multi-disciplinary leadership team
- Significant and successful corporate management experience
- High level communication and influencing skills
- An understanding of governance and significant experience of working effectively with Trustees/Non Executive Directors
- Significant financial literacy and proven commercial acumen
- Knowledge of the education/learning sector including compliance, regulation and awarding
- An understanding of the UK skills marketplace as a contributor to economic growth

Part Two

- A high level of emotional intelligence and the ability to engage at all levels
- Evidence of successfully leading values-based services
- Experience of embedding a culture of quality and continuous improvement
- Personal integrity and authenticity
- A commitment to improving Equality, Diversity and Inclusion

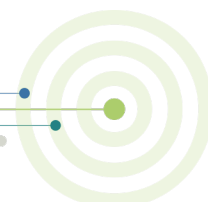


Terms and Conditions

- This is a full time role with hybrid working (a mix of homeworking, attendance at the Sheffield Head Office and regular national travel including attending group leadership meetings in Bristol)
- Competitive salary circa £100K PA
- Up to 28 days holiday
- Up to 6% matched contributions pension
- Buy Leave and Cycle to Work schemes
- Generous professional development policy
- Enhanced maternity and paternity leave
- Staff benefits with Perkbox
- Mental health first aiders and Employee Assistance Programme
- Our SFJ Awards, Head Office is based within Consult House, 4 Hayland Street, Sheffield, S9 1BY, located close to Meadowhall Shopping Centre, the leading shopping and leisure centre in Sheffield. These offices enjoy on-site parking and exceptional transport links across the region.
- All applicants must have an existing Right to Work in the UK.

Timetable

Closing date for all applicants	Monday 26th February 2024
Preliminary conversations at Attenti and with members of the WDT Executive Team	w/c 4 th March
Final panel interviews	w/c 11 th March



How to Apply

If you are interested in applying to lead SFJ Awards, please do so via the Attenti website:

www.attenti.co.uk/MDSFJ

Please ensure you provide the following:

- A comprehensive CV (no more than 3 pages) including details of your achievements in each role
- A written supporting statement. Outlining your motivation and suitability. This should clearly set out how you meet each of the key criteria set out in the person specification
- Details of two referees, one of whom should be your current employer. Referees will not be contacted without your prior consent

Please ensure that you indicate in your application any dates when you will not be available, or where we might have difficulty in contacting you.

All applications will be acknowledged. Please note CV's submitted without a supporting statement will not be assessed. Attenti will respect the privacy of any initial approach or expression of interest in this role, whether formal or informal.

Please let us know of any accessibility accommodations you may require.

Closing date for all applications is **Monday 26th February 2024**

For an informal and confidential discussion, after having read the appointment brief, please contact our advising consultants:

Anita Denton on 07725 554 802, Anita.Denton@attenti.co.uk or
David Fielding on 07810 507 235, David.Fielding@attenti.co.uk

