

# Senior Programme Manager (Resilient Communities) - North Birkenhead

October 2025



Thank you for your interest in Right to Succeed. We are excited to be recruiting a Senior Programme Manager in North Birkenhead to build on the great work the charity is doing and to help us achieve even more.

Right to Succeed supports communities in areas of high deprivation to work collectively to give children and young people the best start in life. We do this because we believe every child deserves the right to succeed, no matter where they live.

### Our Journey

Launched in 2015, Right to Succeed is a charity that supports communities in areas of high deprivation to work collectively to give children and young people the best start in life. We do this because we believe every child deserves the right to succeed, no matter where they live.

Our role is to support communities to collectively define and deliver the change they need and want for their children, young people and families, and we now serve over 50,000 children and young people across 10 communities all in the bottom 5% of the indices of multiple deprivation.

We're very proud of what these communities are achieving with our support, with major impacts across education, children's social care, post-16 destinations and engagement in wider activities across our communities. A recent evaluation by the University of Manchester has described one of our most established projects as "a potential template for community transformation nationally".

We are growing quickly, and expect that to continue for the next few years as place-based change becomes a national focus. Now is an inspiring time to join Right to Succeed and help us transform outcomes for children. We are keen to encourage applications from those with lived experience of overcoming one or more of the issues our programmes seek to address, as we understand the extra value that this brings to understanding our programmes.

We look forward to meeting you.

Yours sincerely,



Graeme Duncan, Chief Executive



## Job Details

<b>Title:</b>	Senior Programme Manager (Resilient Communities) - North Birkenhead - Cradle to Career
<b>Reports to:</b>	Regional Programme Director LCR
<b>Contract type:</b>	2-Year Fixed-Term Contract
<b>Hours:</b>	Full Time 37.5 hours per week Monday-Friday
<b>Location:</b>	Contractually based from our Liverpool office, with some flexibility to work from home, subject to business requirements and line manager approval. Travel across RTS programme delivery as required.
<b>Salary:</b>	Grade 2 £44,720 - £48,332 FTE salary, (5% employer pension contribution, Medicash and group life assurance, 27 days annual leave per annum for FTE plus bank holidays)

## Role Summary

Right to Succeed is committed to ensuring every child and young person is supported to thrive, no matter their background or circumstance. The North Birkenhead programme has been at the heart of this mission, working with local communities, partners, and systems to bring about meaningful, place-based change across the area. Now in its sixth year, the programme is entering a pivotal phase, shifting its focus from delivery to the establishment of a resilient community. This transition will ensure that the progress, partnerships, and impact developed over the past six years are not only sustained but continue to grow well beyond Right to Succeed's backbone delivery team.

We are seeking a Senior Programme Manager to lead this next phase of the journey. This role will be central in helping to embed the foundations for long-term success in supporting the community, local partners, and education teams to take shared ownership of the programme's outcomes, while ensuring the infrastructure is in place to carry forward the vision.

You will work closely with the North Birkenhead community (including residents, delivery partners, schools, the local authority, and voluntary sector organisations) to ensure the plans for sustainability are embedded in place based change principals, community-led, and aligned with existing local assets and structures.

This is a unique opportunity to embed learning into the policies, practices, and systems that shape children's lives. The role requires someone with strong relationship-building skills, strategic thinking, comfortable navigating complexity and a deep commitment to community led change within a programme that has built a solid foundation of trust, collaboration, and evidence of impact.

As this is a new role within Right to Succeed, we are looking for someone who is adaptable, open-minded, and comfortable working in an evolving context. You will bring curiosity and creativity to shaping the role, and be excited to help define and design a new direction for our work

You will work the Regional Programme Director, Programme Managers in North Birkenhead and wider Right to Succeed team to ensure the delivery of an effective sustainability programme:

## Key Responsibilities

The Senior Programme Manager will be responsible for delivering on the long-term sustainability and local ownership of the North Birkenhead Cradle to Career programmes.

You will do this by:

- Leading on the continuation of the development and delivery of a comprehensive legacy/ sustainability strategy and plans, ensuring alignment with community priorities, programme outcomes, and wider local system changes
- Facilitate co-production with local stakeholders including residents, young people, delivery partners, and statutory agencies, Right to Succeed Team to all support continuation of the programme and how this will be achieved
- Strengthen local capacity and infrastructure to take forward programme outcomes, including supporting the continued development of community-led governance, ownership pathways, and long term funding
- Build on and maintain existing strong, collaborative partnerships with key local stakeholders ( including Wirral Council, Educational sector , Voluntary organisations, youth delivery and localised MDT ), fostering joint ownership and integrated delivery of legacy priorities.
- Continue to support delivery partners transitioning into place based partnerships operating models, that have been aligned during the last 6 years
- Champion and embed a culture of learning, working with Right to Succeed in evaluation to understand what has worked and how this learning can inform future models.
- Lead the production of legacy documentation and communications, including case studies, blueprints & toolkits, and strategic communication that articulate the programme's impact and value.
- Act as the programme advocate for North Birkenhead, representing it locally and across the Liverpool City Region to influence policy and practice on place-based change and community-led approaches, while maintaining strategic relationships with the local authority, combined authority, and learning and evaluation partners
- Work with the Regional Director and RtS Senior Leadership Team to implement a sustainable future programme plan for NB C2C, supporting fundraising and commissioning to extend its impact, while collaborating with Right to Succeed teams to refine the delivery model and provide insights that shape wider organisational work
- Work with RTS Senior Leadership Team to create ownership of learning from across the UK of place based learning and how to adapt and transform this knowledge across RTS programmes as they are reaching for collective long term models

## Other responsibilities

### Ensure the programme is delivered to a high standard

- Work with stakeholders to ensure effective planning, timescales, partnerships, interventions, data collection and measurement frameworks for the programme.
- Design and develop processes that will provide clarity around accountability for programme targets and key areas of activity, including governance oversight of existing Steering Group
- Oversee the monitoring of performance at a local level, ensuring that the programme is performing as expected and highlighting areas of performance concern.
- Help shape the culture, infrastructure and systems of local programme partners to inform the iterative development of the programme.
- Facilitate the sharing of best practice and learning across the local partners in your area.

### Build partnerships & managing relationships

- Oversee relationships with local partners, ensuring the right relationships are in place and managed to the highest levels of care.
- With support build and manage local level partnerships with best practice deliverers, influencers, schools, and commissioners in your area.

### Communication and representation

- Work with Right to Succeed and regional contacts to build awareness of the Cradle to Career Project in your region.
- Act as an ambassador for Right to Succeed and the Place Projects at a local level and work with the Regional Programme Director and Programme Managers to identify opportunities whereby key thematic learning can be shared both locally and nationally.

### Support the wider team to:

- Identify partnerships that could lead to further funding for the charity's work in this area.
- Understand the opportunities to replicate and scale the programme and ensure that the processes and procedures behind the programme support this.
- Ensure learning from both external research and operational practice is reported back in order to enhance organisational learning and improve future practice and programme design.
- Ensure robust and efficient feedback and reporting mechanisms to funders and trustees.
- Identify the CPD requirements, tools and resources required to enable high-quality delivery of our projects and provide support in their design and delivery where required.
- Work more collectively with other areas of the organisation, through the early identification and communication of potential opportunities for collaboration.



## Travel

This role will require significant local travel between schools and other agencies in North Birkenhead wider Merseyside area and occasional travel to Right to Succeed's Manchester and Liverpool offices. It is essential that the post-holder has access to a car or excellent transport systems in order to travel efficiently between locations.

Please note that the critical responsibilities of this role are described above. They may be subject to reasonable changes from time to time in line with business needs.

## Person Specification

### Experience (*essential*)

- At least 3 years' experience in the not-for-profit or public sector
- Be able to demonstrate an ability to be open to change and positive about moving forward in a new direction
- Proven experience of managing relationships with a range of senior stakeholders - including senior leaders of local agencies and services working with children and young people
- A track record of leading successful initiatives targeting improved child outcomes or tackling inequality
- A track record of working with organisations to enable them to more effectively support the children, young people and families they work with
- A track record of facilitating effective conversations between the community and local services
- A track record of youth and/or community work
- Able to actively share learning across an organisation and support other colleagues in best practices

### Experience (*desirable*)

- Experience of leading engaging and interactive meetings and workshops with a range of stakeholders
- Experience of delivering cultural change within an organisation
- Experience of translating analytical research into practical recommendations and concrete actions
- An understanding of research led practice
- An understanding of collective impact approaches
- An understanding of North Birkenhead

### Skills (*essential*)

- Proven organisational and project management skills
- Ability to influence, inspire and to initiate change

- Ability to adapt style to work within the Right to Succeed programme management structure
- Ability to manage conflict
- Excellent relationship management skills and ability to work with a wide variety of stakeholders
- Strong problem-solving skills and ability to draw up practical and effective solutions
- Ability to work independently and as part of a team working on a larger project
- Effective communication skills including strong written English skills (report writing, research and presentation)
- Sound ICT skills
- Numerate with the ability to analyse and interpret data from a range of sources
- Ability to work on multiple tasks at the same time and to plan effectively to meet programme deadlines
- Ability to be highly self-motivated, flexible and effective as a professional who shall largely make deliverables away from the Programme office. Must be confident in creating new ways of working

#### Skills (*desirable*)

- Research skills with desk top analysis
- Public speaking and story sharing skills

#### Knowledge (*essential*)

- Ability to represent the charity and project credibly with local stakeholders and partners
- A developing understanding of the evidence base around children's outcomes
- A developing knowledge of effective community engagement

#### Knowledge (*desirable*)

- Understanding of the local voluntary, community and social enterprise landscape in Liverpool and Liverpool City Region

Our Values	Key Competency 1	Key Competency 2
<b>Commitment</b>	Deliver excellent service to our schools and partners	<i>Work as part of a team committed to delivering a mission</i>
<b>Integrity</b>	Uphold principles and values	Following through on responsibilities
<b>Humility</b>	Approach our work with professional curiosity	Demonstrate learning and the application of your learning
<b>Collaboration</b>	Building effective relationships	Influence and negotiate the conditions to create impact
<b>Curiosity</b>	<i>Willingness to positively question operating norms</i>	<i>Passion for identifying and trialling innovative solutions</i>

## Equal Opportunities

Right to Succeed is an Equal Opportunities Employer and is committed to ensuring no candidate or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, religion or belief, sex or sexual orientation.

Diversity and Inclusion is critical to our success and we actively seek to recruit, develop and retain talented people from a diverse candidate pool.

We particularly encourage applications from those candidates with lived experience of the issues our programmes seek to address as we recognise the value this adds to the delivery of our services.

As a Disability Confident employer we would encourage any applicants who need assistance or alternative versions of our recruitment pack to get in touch so that we can help.

We're proud to be an organisation that is aligned to the 'happy to talk flexible working' campaign and will positively consider all applicants who wish to discuss flexible working arrangements.



## Background checks

Due to the nature of the role and the work Right to Succeed carries out we will ask the successful candidate to complete an Enhanced DBS check and any offer of employment will be subject to this background check, along with references from previous employers and checks on their right to work in the UK.

As an equal opportunity employer Right to Succeed does not discriminate against those with criminal records and any information disclosed on the background check will only be considered against the risk that could be posed to our staff members or the recipients of our work, and we comply in principle with the DBS Code of Practice.

## How to Apply

To apply for this position, please submit a CV and a supporting statement including your motivation for applying and how you meet the criteria for the role to [recruit@righttosucceed.org.uk](mailto:recruit@righttosucceed.org.uk) by **9:00am on Friday 14th November 2025**.

Your supporting statement must not exceed two pages and should cover your motivation for applying for the role and how your skills and experience meet the criteria outlined in the Person Specification. This is also your opportunity to evidence the written communication skills that will be necessary for the role.



Unfortunately, we can't consider any candidates who do not submit a supporting statement.

Right to Succeed reserves the right to close this vacancy earlier without prior notice. This decision may be made for various reasons, including but not limited to changes in business needs or the identification of a suitable candidate. Candidates are advised to apply as early as possible.

If you need any advice or guidance on the application process, please contact [recruit@righttosucceed.org.uk](mailto:recruit@righttosucceed.org.uk)

## Timetable

Applications invited by 9:00am on Friday 14th November 2025

**First Stage Interviews:** Wednesday 19th November & Thursday 20th November (Online)

**Second Stage Interviews:** Tuesday 25th November (In Person)

This will be a two-stage interview process with a task to be prepared for stage 2.

These dates may be subject to change.

## Queries

For queries about the role or, for additional information, please contact: [recruit@righttosucceed.org.uk](mailto:recruit@righttosucceed.org.uk)