Salford CVS
Making a difference in Salford

VCSE Strategic Lead: Health and Social Care

Recruitment pack

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Closing Date: 12 noon, Tuesday 12th May 2026

Interview Date: Friday 22nd May 2026, in person at Salford CVS' offices

Reference: (SLHSC/04/2026)

www.salfordcvs.co.uk

Welcome from our Chief Executive

Hi, thanks for considering a role at Salford CVS.

Salford CVS has a long and proud history of making a difference in Salford – we were established in 1919!

I've been in post since 2013 and during that time I have led the development and diversification of the organisation and what we do. Alongside prioritising delivery of all the key services associated with a CVS and Volunteer Centre, we also lead / participate in a wide range of other activities and programmes in Salford and across Greater Manchester.

I'm telling you all this because I'm keen to employ someone for this role who cares as much about this city, our sector, the diversity of our work and the people who live and work here as we all do.

We have a vibrant and multi-skilled team of paid staff here at Salford CVS, ably supported by our Board of Trustees and other volunteers.

Our values of Passion, Innovation, Quality, Cooperation, Diversity and Impact and associated commitments are central to everything we do.

Our team of circa 50 paid staff come from a variety of backgrounds and experiences; what unites us all are those values and our commitment to our mission of 'Making a Difference in Salford'.

Please also see our current Strategic Plan (2025 - 2028).

Thank you for your interest – and I really do hope you will consider becoming a member of the Salford CVS team. Good luck with your application!

Regards,

Alison Page

Chief Executive, Salford CVS

Contents

- Introducing Salford CVS
- Who we are and what we do
- Benefits
- Conflicts of Interest
- Information specific to the post
- Job description
- Person specification
- How to apply and selection process

Introducing Salford CVS

Thank you for your interest in the role of VCSE Strategic Lead: Health and Social Care here at Salford Community and Voluntary Services (Salford CVS). We want applicants to be able to understand who we are as an organisation and to be able to demonstrate how their skills and experience meet the requirements of the advertised role. We have provided you with information and guidance to help you through the process, but should you have any difficulties please do not hesitate to contact recruitment@salfordcvs.co.uk

The Benefits of Working for Salford CVS

- 28 days' holiday - rising to 30 days (after five years), plus Bank Holidays (pro rata for part-time)
- Enhanced company sick and maternity pay, subject to terms and conditions of service
- Pension scheme - with 7% employer contribution (and 1% mandatory employee contribution)
- Cycle to Work scheme
- Membership of the Hospital Saturday Fund via an employer subsidised scheme (optional and non-contractual)
- RHS family membership (optional and non-contractual)
- Development opportunities - we support and encourage our staff to progress in their careers (including formal training)
- A supportive working culture - we respect and support one another to do the best we can

We are an accredited Living Wage Employer, Living Hours Employer and Living Wage Funder, ensuring not just our staff are paid the real Living Wage but also that any projects we fund can do the same.

Conflicts of interest

Salford CVS staff are not permitted the volunteer for voluntary, community or social enterprise organisations based and / or active in Salford. This is to ensure that we are seen as impartial as the local infrastructure organisation for the VCSE sector in Salford and that our staff do not encounter any prejudicial conflicts of interest.

Information specific to the post

Salford CVS work strategically to strengthen the voice and influence of the Voluntary, Community and Social Enterprise (VCSE) sector as an integral part of Salford's key decision-making partnerships and boards. We also work directly with public sector funders and commissioners to influence relationships with the sector.

Our role as a sector leader has been crucial in the development of strong and productive relationships between the VCSE sector and public sector bodies in Salford. We lead on the delivery of the city's VCSE Charter and the VCSE and Volunteering Strategies for Salford which have been co-produced with VCSE Leaders, Salford City Council and NHS Greater Manchester.

About the role

We are seeking to recruit to a brand new post and are looking for an experienced and strategically minded person to strengthen Salford CVS's strategic VCSE leadership role within Salford. This role will provide strategic oversight, coordination and influence to ensure that the VCSE sector's voice, expertise and insight shape the city's health and social care priorities.

Salford CVS has a long history of championing the Voluntary, Community and Social Enterprise (VCSE) sector and ensuring it plays a meaningful, respected role in Salford's major partnerships and system-wide planning. This Strategic Lead role builds on that foundation by focusing specifically on health and social care priorities and ensuring that VCSE perspectives are embedded within the strategic discussions, governance arrangements and long-term ambitions.

We are looking for someone who:

- Enjoys working within a committed, values-driven team and is motivated by improving outcomes for Salford residents
- Can build strong, trusted and influential relationships with VCSE organisations, senior public sector partners and system-wide stakeholders
- Can confidently represent and advocate for the VCSE sector in strategic settings
- Brings experience of shaping and supporting multi-sector partnerships and influencing shared priorities
- Has an excellent understanding of the VCSE sector - ideally in Salford and Greater Manchester - and the wider policy context that shapes it
- Can help ensure that the VCSE sector has a strong, consistent and respected voice within Health and Social Care governance and decision-making

To get a fuller flavour of our work, we recommend that candidates look at our website https://www.salfordcvs.co.uk/

Full training will be provided to familiarise the post-holder with Salford CVS systems and support with professional development will be available.

If you would like to know more about the role, please email recruitment@salfordcvs.co.uk

Applications and interviews

If you would like to apply for the position of VCSE Strategic Lead: Health and Social Care**,** please submit your application via email to recruitment@salfordcvs.co.uk by **12 noon on Tuesday 12th May 2026.**

Interviews will take place in person at Salford CVS' offices in Eccles on **Friday 22nd May 2026.**

Job Description

Job Title: VCSE Strategic Lead: Health and Social Care

Salary: NJC scale point 31 (£41,771)

Hours: 37.5 hrs per week (excluding breaks)

Days: To be worked over 5 days, Monday to Friday, with core hours between 8am – 6pm

Contract: 18 month fixed-term contract in the first instance (subject to the successful completion of a 6-month probationary period)

Responsible to: Bruce Poole, Senior Strategic Lead for Wellbeing, Health and Social Care

Place of work: Based at Salford CVS' offices in Eccles, Salford, M30 0FN

Main purposes of the post

To provide strategic leadership for Salford CVS's health and social care work, ensuring the VCSE sector is influential, represented and embedded within key strategic partnerships, boards and system-wide initiatives across Salford. The postholder will work closely with the Senior Strategic Lead for Wellbeing, Health and Social Care to shape strategic agendas, strengthen cross-sector relationships and ensure VCSE voices help influence the city's long-term plans relating to Health and Social Care.

Summary role description

This new role of VCSE Strategic Lead: Health and Social Care represents a key component of the strategic work of Salford CVS in this important field.

You will work as part of Salford CVS' strategic team, in particular working with the Senior Strategic Lead for Wellbeing, Health and Social Care and the Chief Executive, to amplify the voices of the Voluntary, Community and Social Enterprise (VCSE) sector within the health and social care system in Salford. This will also include a presence in the VCSE's work as part of the Greater Manchester city region health and social care system.

The postholder will be responsible for ensuring integrated working take place on an ongoing basis between the VCSE sector and our public sector partners, for example, by:

- building mutual trust and understanding
- providing the opportunity for wider collaboration and innovation
- advocating on behalf of the VCSE sector in Salford

The postholder will ensure that the VCSE sector is central to the development and implementation of the city's plan for the integration of health and social care in Salford, which is undergoing a period of extensive transformation involving staff from across the system, including clinical and non-clinical professionals.

Specific duties

The **VCSE Strategic Lead for Health and Social Care** post-holder will work under the direction of our Senior Strategic Lead for Wellbeing, Health and Social Care to:

- Effectively represent Salford CVS and the wider VCSE sector in a senior capacity at a wide range of strategic partnership meetings and events – e.g. Salford Health and Wellbeing Board, Salford Provider Collaborative Committee, Neighbourhood Health and Care Group, and the various subgroups of the Salford Integrated Care Partnership Committee, etc.
- Build VCSE sector knowledge and skills through the interpretation and dissemination of key health and care developments, policies, strategies, and operational plans
- Ensure effective communication regarding the many roles that the VCSE sector have in delivering against health and care priorities, for example the shifts described in the recent NHS 10 Year Plan (from sickness to prevention, hospital to community, and analogue to digital) and the Adult Social Care principles of 'prevent, reduce, delay'
- Work with relevant Salford CVS colleagues to support the delivery of VOCAL, Salford's VCSE model for voice and influence – including facilitating strategic forums, workshops, round-tables and other events
- Support our VCSE representatives on the city's myriad health and social care partnerships, including facilitation of monthly reps' meetings, ensuring that reps protocols are adhered to, reporting is completed and shared with the wider sector, etc.
- Proactively engage and inform Salford CVS and wider VCSE sector colleagues regarding current strategic developments and conversations to enable participation in shaping plans for the city and city-region
- Facilitate integrated working between the VCSE sector and public sector partners in the fields of wellbeing, health and social care
- Develop and sustain positive relationships across a complex network of partnerships
- Act upon a duty and responsibility to protect and safeguard children and vulnerable adults
- To deliver your work to targets and timescales, ensuring measurable outcomes are achieved and longer-term impact is demonstrated
- To undertake monthly and quarterly monitoring, and actively contribute to annual reports, as required
- To undertake any other related duties and responsibilities commensurate with the post

Generic responsibilities (all Salford CVS staff)

- Attend and actively participate in regular staff team meetings
- Support Salford CVS's response to an emergency in Salford, for example by setting up a rest centre

- Attend and contribute to regular line management sessions with your designated line manager
- Be responsible for the completion of work as set out in an agreed action plan, ensuring targets are met and delivered to timescale
- Write and submit a detailed monthly report to the Chief Executive of Salford CVS and to your line manager
- Manage your own time and workload effectively, whilst also working as part of a wider team
- Promote the mission, vision, values, and strategic priorities of Salford CVS
- Fulfil all responsibilities in accordance with Salford CVS' policies and procedures, as set out in the Terms and Conditions of Employment and in related policy documents; and actively implement and promote Salford CVS' Equal Opportunities Policy
- Ensure adherence to all relevant Health & Safety legislation, rules and procedures at all times
- Ensure all activities comply with relevant legislation and promote good practice in relation to safeguarding and data protection
- Undertake any other duties as appropriate to the nature and grading of the post – as required by the Chief Executive of Salford CVS

This job description is intended as an outline of the general areas of activity and responsibility for the post-holder and may be amended considering the changing needs of Salford CVS.

If you have questions regarding this post, please email recruitment@salfordcvs.co.uk

Person Specification

PS Ref		Essential (E) Desirable (D)	Indicator (Application, Interview, Test)
Knowledge and Experience			
1	Awareness of the current priorities for the Voluntary, Community and Social Enterprise sector, Public Health and Social Care in Salford and Greater Manchester, as well as nationally	E	Application, Interview, Test / Presentation
2	Thorough understanding of the wider determinants of wellbeing and health, as well as the needs of disadvantaged and marginalised communities	E	Application, Interview
3	Demonstrable practical experience of working and influencing at a strategic level	E	Application, Interview
4	Experience of building organisational and partnership knowledge and skills through the interpretation of key developments, policies, strategies, and operational planning documents	E	Application, Interview
5	Excellent knowledge of VCSE organisations and communities in Salford	D	Application, Interview
6	Demonstrable experience of building and maintaining strong collaborative networks of cross-sector partners	E	Application, Interview
Skills			
7	Demonstrable effective communication, influencing and negotiation skills	E	Application, Interview, Test
9	Excellent organisational skills, including the ability to plan and deliver network meetings and events	E	Application, Interview

10	Ability to produce clear written reports, presentations, articles and blogs for a wide variety of audiences	E	Application, Interview
11	Practical IT skills for preparing reports, analysing data, producing presentations, etc.	E	Application, Interview
Approach and Attitude			
12	A thorough understanding of the need for confidentiality in all aspects of the post	E	Application, Interview
13	Ability to work as part of a team and under your own initiative, including when remote working	E	Application, Interview
14	Proven ability to work under pressure, use own initiative and multitask, prioritising workloads to meet tight deadlines	E	Test, Interview

All Staff

Willing and able to work from our office premises in Eccles, Salford, and across the city region when required	Essential	You will be asked to answer Yes or No on your application form
Able to work flexibly – including early mornings, evenings and weekends as required	Essential	
Willingness to continue personal and professional development and to undertake relevant training, as identified with your line manager	Essential	
Commitment to always adhering to all of Salford CVS' policies and procedures, including Health & Safety and Equal Opportunities	Essential	
Willingness to support emergency response activities in Salford, some of which will be outside normal working hours	Essential	
Willingness to undertake a DBS check (if necessary)	Essential	
Willingness and ability to undertake travel throughout Salford and GM for work-related meetings and events	Essential	
Willingness to undertake any other duties as appropriate to the nature and grading of the post	Essential	

How to apply and selection process

Salford CVS aims to ensure that comparison between applicants for posts is thorough, fair and in line with our equal opportunities policy. It is therefore essential that you complete the application form fully as it will be used to assess whether you are shortlisted for interview.

All applicants are advised to read fully the job description and person specification for the post before completing the application form.

The application form is separated into three parts. Part A and Part C will be separated from the application before distribution to the recruitment panel. Your application will then be assessed against the responses you provide in Part B. Please ensure you match your responses in Part B to the requirements of the person specification that are indicated for assessment in the application form and ensure you number your answers accordingly.

Salford CVS champions technical, practical and vocational education, which we believe should be valued equally with academic forms of learning. We therefore do not ask for academic or professional qualifications unless we really do believe that they are essential to the specific role.

Please do not send us a separate CV or any additional information that we have not asked for. We will only consider candidates who have completed the application form. If there is insufficient space in one or more of the boxes, you may attach supplementary sheets provided they are headed with your name and the position you are applying for.

Please use black ink or print when completing the application form. If completing electronically, please use Arial font 12.

Eligibility to Work in the UK

Salford CVS complies fully with the guidance issued by UK and Visa Immigration to ensure the prevention of illegal working in the UK. All job applicants are required to demonstrate their entitlement to work in the UK by providing one or more of the documents specified by UKVI before taking up post. The organisation does not sponsor job applicants from outside the European Economic Area. However, it may offer employment for those who hold either a Tier 4 or Tier 5 visa subject to any applicable restrictions. Those whom we employ who have been granted visas are kept under review to ensure they remain entitled to hold employment in the UK.

Deadline for receipt of applications

This vacancy closes on Tuesday 12th May 2026 at 12 noon

Structure of the Application Form

The application form consists of **three parts**:

Part A – Personal Information. This section is separated from the rest of your application before it is shared with the recruitment panel. It plays no role in shortlisting.

Part B – Supporting Information. This is the key section used to assess your suitability for the role. Your answers must directly address the criteria listed in the person specification (e.g. numbers 1-13). If you are competing a paper application form, please number your responses clearly so assessors can easily match them to the criteria.

Part C – Equalities Monitoring Form. This is separated from Part's A and B and is not shared with the panel.

Application Format

Paper (MS Word) application -

- If completing by hand: Use black ink
- If completing electronically: Use Arial, font size 12

Acknowledgement of receipt

Email applications will be acknowledged when we receive them.

Should you wish to receive an acknowledgement for a postal application, please include a stamped, self-addressed envelope with your completed application form and we will return this to you.

Interviews will be held in person on: Friday 22nd May 2026 at Salford CVS offices in Eccles.