

## DIRECTOR OF OPERATIONS & STRATEGY

**Full time, fixed term contract with probation period.**

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### About us

Power to Prosper is a national community wealth building programme, delivered by the New Economics Foundation (NEF) in partnership with a network of community hubs across the UK. The programme works to build community-owned economic power and challenge racial and economic inequality.

*Power to Prosper is in the process of becoming an independent organisation and is currently being incubated within the New Economics Foundation group. During this incubation period, contracts of employment will be offered on a fixed-term basis through NEF Consulting.*

### About the role

Working alongside the Executive Director, you will help design and build almost every aspect of the organisation: governance, finance, people, operations, organisational development and compliance. Equally importantly, you will help shape how those things are done.

We expect someone who enjoys designing systems from first principles — who asks not only “what is the standard process?” but “does this process help us achieve our purpose?” Where there is a legal or regulatory requirement, we will meet it fully. Where there is simply inherited practice, we are willing to think differently if it enables us to build a healthier, fairer and more effective organisation.

This is a senior leadership role, but it is also a building role. There will be days when you are discussing governance with Trustees or developing our people strategy, and days when you are helping a colleague solve an operational problem or making sure an event runs well. Status matters less to us than contribution.

### Key responsibilities

- Lead the operational development of the organisation, including finance, governance, legal compliance, HR, technology and organisational systems
- Recruit and develop the operational capability needed to support a growing organisation
- Work with the Executive Director to establish organisational culture, values, policies and ways of working that reflect Power to Prosper's principles
- Ensure our governance is robust, proportionate and supports confident decision-making
- Build financial systems that provide both accountability and flexibility
- Create practical processes that make it easier for colleagues to do excellent work
- Work closely with programme colleagues so operations stays connected to the realities of our organising work, community hubs and partnerships, rather than becoming a separate corporate function

- Continually ask how our internal practices can better reflect the change we want to see in the world
- Line manage associates and other staff tbc

## **Person specification**

### **Essential**

- Senior operational leadership within a growing organisation
- Building or significantly redesigning organisational systems
- Governance and regulatory compliance
- Financial management and organisational planning
- Leading and developing people

### **Desirable**

- Experience establishing a new organisation or scaling one through rapid growth
- Experience working alongside communities rather than only designing systems for them
- Experience in racial justice, community wealth building, economic development or systems change
- Experience balancing innovation with good governance

## **Personal attributes & competencies (Who We Are Looking For)**

You may have worked in a charity, social enterprise, public body or another mission-driven organisation. What matters more is how you approach the work:

- You enjoy creating clarity where none exists, and improve systems because you are curious about how things could work better
- You can move comfortably between long-term organisational design and immediate practical problem-solving
- You understand that organisations are built through thousands of everyday decisions rather than a single strategy document
- You recognise that race equity is not simply a programme objective but something that should influence recruitment, governance, procurement, partnerships, organisational culture and decision-making
- You are comfortable working in ambiguity while helping others feel confident, and are as interested in building trust as you are in building systems
- You understand that some of the most important leadership work happens quietly

Above all, you are excited by the opportunity to help build an organisation whose internal practices are as ambitious as its external mission.