

It starts with community

The National Lottery Community Fund
Role Profile



Innovation Manager

Directorate: Funding Strategy, Innovation and UK

Department: Innovation Team

Role/Competency level: Level 3

Reports to: Head of Innovation



Role Profile: Innovation Manager

Role purpose

In this particular role, you'll be part of a newly created Innovation Team, providing expert input to explore how innovation can further the Fund's goals and ambition across our four missions. You will help us ensure that as we deliver our Strategy through to 2030, we are continually pushing ourselves to consider new approaches and ways of improving our impact.

Your primary role will be to provide policy directions and partnership building for this new approach, both internally and externally, supporting portfolios to identify where innovation can be used within each mission area of our work.

Your role will be to support the monitoring and evaluation of this work, using evidence to cultivate policy positions for the Fund that enables us to work more effectively with development partners. You will evaluate how innovation can facilitate an equitybased approach to addressing inequality in our funding, supporting the development of new funding practices and community led solutions.

You will communicate effectively across all portfolios in the Fund (where possible, using international best practice to influence our work) and establish the Fund's presence as an innovative funder.

You will maintain an understanding of UK and international policy debates and funding practice relevant to our four missions.



Role Profile: Innovation Manager

Key responsibilities

- Support the use of innovation in strategy delivery by aligning new approaches with organisational priorities and measurable outcomes.
- Encourage and embed new approaches that advance organisational goals and drive equitable social impact.
- Lead projects and test & learn initiatives, to pilot, evaluate, and scale promising solutions.
- Proactively engage and co-design with historically underserved communities ensuring innovation approaches are inclusive, equitable, and address systemic barriers to change.
- Create and champion a culture of innovation, fostering curiosity, experimentation, and continuous learning across teams.
- Build internal and external partnerships to support the testing and embedding of new ways of working
- Develop futures and foresight capability, to inform innovation priorities and anticipate emerging trends.



Role Profile: Innovation Manager

Knowledge, skills and experience

- Significant experience of developing new approaches and models, working with others to identify need and embed ways of working
- Practical experience of delivering development projects with experience of participatory approaches and strong communications skills that are matched to audiences
- Extensive experience in convening knowledge sharing events and issue based roundtables, facilitating and coaching
- Advanced analytical, and written and verbal communication skills
- Knowledge and experience of a range of innovation methods and models
- Knowledge and appreciation of the role of futures and foresight in innovation work.
- If the role is based in Wales, or supports customers or colleagues in Wales, an understanding of Welsh language legislation and the Welsh Language Standards of the Fund is required.



Role Profile: Innovation Manager

Role competencies: Level 3

- **Strategic direction**
Understands and communicates how own work and work of the team, supports wider objectives and meets the diverse needs of stakeholders. Aligns own actions with directorate and organisational goals.
- **Leading our culture**
Recognises and values individual contributions and puts in place support for well-being of individuals within the team, including consideration of own needs.
- **Working together**
Designs team processes to remove silos and nurture a culture of mutual support, driving higher performance across interconnected teams. Adjusts personal work styles and practices accordingly.
- **Delivering quality results**
Clearly communicates desired results and ensures individuals are supported and feel motivated to achieve what is expected.
- **Diligence and control**
Manages teams and own duties in line with set expectations and policy and/or regulatory considerations. Ensures corrective action is taken where necessary.
- **Developing self and other**
Takes time for own personal and professional development as well as supporting development needs of team members. Ensures self and team members have a Personal Development Plan to help achieve goals.

Our Values



We are inclusive

We know that communities and organisations are stronger when everyone can participate and work to increase inclusion.



We are ambitious

We believe in the power of community and connection and are ambitious for its potential. We support people and communities to shape the future and lead change.



We are impact focused

We are inspired by communities and learn with them. We listen, reflect and use evidence to improve knowledge, inform action and increase impact.



We are adaptable

We welcome and embrace new ideas and ways of working.



We are compassionate

We work with care consideration and humility.