



## **Organisational Development and Impact Lead for The Dusty Knuckle Training CIC**

**Job title:** *Organisational Development and Impact Lead*

**Location:** *London, Dalston E8 3DL.*

**Contract:** *Permanent, 32 hours*

**Salary:** *£50k FTE – 40 hrs; This is a 32 hr/wk post at pro-rata salary of £40k*

**Application closing date:** *09:00am Tuesday 23<sup>rd</sup> April*

**Interview dates:** *6<sup>th</sup>-7<sup>th</sup> May*

### **Who are we?**

The Dusty Knuckle Bakery is a purpose driven business which operates busy cafes and restaurants, serving very high quality food and drinks whilst also distributing bread and pastry to other businesses.

TDK runs a youth training programme. We provide work-based mentorship/support, training, and employment opportunities to young people undergoing lifestyle change; mainly those with offending histories. Our social impact program is embedded within the bakery, kitchen, and café operations.

The youth training programme is operated by the Dusty Knuckle Training CIC, a separate company to the Dusty Knuckle Bakery, with overlapping management structures.

### **Why work for us?**

TDK is at an exciting time in its growth. We have two busy retail sites and plan to add further sites soon. We also now operate a Community Interest Company and have plans underway to further scale our youth training program.

The Dusty Knuckle is a truly unique workplace. Join our team and you will:

- be part of an expert, purpose driven crew with a detailed understanding of baking, cooking, hospitality, coffee, social impact and business management
- have opportunities for career progression in a diverse and growing organisation with ambitions
- be given paid training opportunities

Enjoy our staff perks; At TDK, we offer:

- Paid training days
- Enhanced Maternity and Paternity pay
- Additional day's holiday for every year worked
- Regular inhouse massages for staff

- Free staff food, coffee, bread and pastries every day
- Cycle to Work scheme
- Employee support and specialist third party wellbeing service
- Free use of our Campervan (if over 25 and a clean UK license)

## **What will you be doing?**

You are responsible for delivering on the impact, finance and organisational growth strategy of the youth training program at The Dusty Knuckle Training CIC. The CIC falls within the management of The Dusty Knuckle Bakery group.

You will work closely alongside the Managing Director, Founding Directors and Training Program Manager to execute a values-driven growth strategy in the Dusty Knuckle Training CIC that utilizes a mixed revenue model including trade, donation and grant.

You will be instrumental in building the reputation of the Dusty Knuckle as a pioneering provider of employability training to young people undergoing a lifestyle change, delivering an overall strategy that a) maintains clear segmentation and program structure for different beneficiary groups, b) maximizes impact, c) develops a mixed revenue model that grows the organization, d) utilizes meaningful relationships with the correct partners and e) galvanizes team members around the vision.

You will report directly to the Managing Director and founding Directors' board, and report regularly in a variety of mediums.

### **To achieve this, you will:**

- Take overall responsibility for developing and delivering the organisational strategy of the Dusty Knuckle Training CIC as set by founding directors.
- Develop and uphold dashboard data KPIs for key organisational areas including but not limited to impact, finance, staff wellbeing, reputation, ensuring robust systems for data capture on all the above.
- Develop and execute the overall revenue strategy to the CIC, with a particular strategic focus on traded revenue streams, achieving annual growth in topline revenue.
- Lead on income generation via funding bids, subcontracting where necessary, and assist MD with ongoing engagement with specialist fundraising committee.
- Lead on the building of partnership networks that optimise program delivery.
- Work closely with the Training Program Manager to ensure all new materials, program iterations and policies complement the overall strategy and mitigate organizational risk.
- Live DKs values, modelling positive leadership, energy and quality standards at all times. Ensure adequate stakeholder engagement (staff, trainees, directors, partners, funders) is conducted during all strategic milestones
- Have overall accountability for risk mitigation processes in the organisation, including adequate supervisory structures are in place for any staff involved in casework.

## **Is this job for you?**

This is the perfect role for somebody with a proven track record in an impact driven organisation who wishes to make a significant, early-stage impact in an organisation that is growing fast.

You will be expected to work in a largely independent fashion, showing tonnes of energy and initiative in order to develop the value proposition and strategy of the organisation as it grows. You will need exceptional people and leadership skills alongside sound financial management capabilities and writing skills.

The right candidate will also be comfortable and proficient in a revenue-seeking capacity, prepared to sell, enthused by sales and entrepreneurship, and driven to generate revenue and maximise financial efficiency. This is not a third sector role; at DK we believe in the principle of profit for purpose and we organise ourselves accordingly. We believe this post holds a fascinating mix of responsibilities in a vibrant, person-centred company with a strong and genuine social purpose.

**PERSON SPEC - We are looking for someone who has a demonstrable track record in:**

1. Exceptional people skills – stakeholder engagement and leadership
2. Project management
3. Strategic leadership and organizational skills – KPIs, strategy, prioritization/time-management and business as usual vs project delegation
4. Financial management
5. Exceptional writing skills – tone, audience, attention to detail, editing, proposal writing.
6. Data analysis and critical thinking – bid writing and impact reporting.
7. Pitching and sales – entrepreneurial and solution focused, a keen eye for optimizing products and services
8. Exceptional Digital proficiency – learn new software fast
9. Handling criticism and providing feedback

**To apply for this position please follow the instructions below.**

**Please send the following to [max@thedustyknuckle.com](mailto:max@thedustyknuckle.com) with the email title *Organisational Development and Impact Lead*. If you do not use this title your email might be missed.**

1. Your CV
2. A cover note explaining why a) you want this job and b) you think you're the right person for it with evidence of your demonstrable track record for each of the 9 points in the person spec above.

Please clearly order these 1-9 and write no more than 200 words per point. In total your cover note can be up to 2,000 words.

3. Where you saw this role advertised.

**Diversity and Inclusion**

The Dusty Knuckle is committed to creating diverse, inclusive and equitable working environments. With this in mind we encourage candidates from minoritised groups to apply.

We would also particularly welcome a candidate that has lived, professional or community experience with young people and issues of youth justice/marginalisation.