

A message from our CEO

Thank you for your interest in joining Age UK Gloucestershire at an exciting point in our journey.

Over the past year we have begun delivering our ambitious 2026-2028 Strategy, which will see us build on our strong foundations as a trusted provider of support for older people while becoming a stronger partner, influencer and community enabler across Gloucestershire.

The Head of Partnerships and Impact will play a key role in helping us achieve that ambition. Working alongside colleagues, trustees, volunteers and partners, you will help strengthen relationships, develop new opportunities, improve how we use insight and learning, and ensure older people's voices help shape the future of our county.

This role is about more than partnerships. It is an opportunity to help us think differently, test new ideas, make better use of data and technology, and build the resilience, collaboration and innovation needed to meet the opportunities and challenges of the years ahead.

If you are someone who enjoys bringing people together, thinking strategically, building partnerships and creating positive change, we would love to hear from you.

Alan Inman-Ward
Chief Executive Officer

Job Description

Job Title	Head of Partnerships and Impact
Team	Leadership Team
Location	Barnwood, Gloucester, and regular travel around Gloucestershire. Hybrid working supported, with the option to work from home up to two days per week.
Reports to	CEO
Responsible for	Operational Managers
Works closely with	Colleagues, partners, clients, trustees, volunteers
Salary	£45,000 FTE
Hours	37 hours per week
Contract	Permanent
Closing date	5pm Wednesday 30 th September
Interview date	W/C 19 th October 2026

Our Strategy 2026-2028

our Vision

People age well, their way

our Mission

Together, we support, educate, and influence the development of a more age-friendly Gloucestershire.



through these strategic pillars:

Support



Helping people to age well

- Everyone has someone to turn to
- People access all of their entitled benefits
- People connect socially in ways that suit them

Educate



Together we will learn to age well

- There is a greater awareness of ageism.
- People are better prepared for later life
- There is a reduced reliance on the NHS

Influence



Older voices leading change

- Society embraces ageing
- Older voices are heard and acted upon
- Policies and communities are designed for ageing well

we will work with:

2nd Age
People planning for later life

3rd Age
People building resilience for later life

4th Age
People living with frailty

Our partners across the county

and our impact will mean:

If older people have access to trusted information, support, age-friendly communities, early education, and their voices are heard. **Then** they will be better prepared, less isolated, and experience greater independence and wellbeing. **Because** empowered individuals, collaboration, and early intervention improve outcomes and reduce complexity.



we will achieve this by living our values:

We celebrate
older people

We are
inspirational

We are
curious

We value
time

We build
connections

Why this role matters

This is an opportunity to help shape how Gloucestershire responds to ageing over the next decade.

As Gloucestershire experiences significant demographic change, NHS reform, and increasing demand for preventative and community-based support, Age UK Gloucestershire is positioning itself as a leader in helping people age well, their way.

This role will help deliver that vision by strengthening partnerships, building community capacity, amplifying older voices, and developing new ways of supporting people earlier in their later life journey.

You will help shape how we use partnerships, data, technology, innovation and lived experience to reach more people, reduce inequalities, and create lasting impact across Gloucestershire.

You will ensure that the organisation remains agile, inclusive and future-focused, responding to changes in healthcare and community systems while staying anchored in our mission to help older people age well, their way.

Working closely with the CEO, Head of Fundraising and Communications, operational managers, trustees, colleagues, volunteers, partners and communities, you will help Age UK Gloucestershire to:

- Support older people to age well.
- Enable and support others to deliver.
- Increase the size and breadth of our volunteer community.
- Amplify older voices and influence systems and decision-makers.
- Demonstrate impact through data, insight and evaluation.

This role is not about directing delivery from above. It is about enabling operational managers and teams to succeed by building relationships, creating alignment, strengthening impact, and bringing people with you through change.

The role will also strengthen organisational resilience by improving forecasting, performance oversight, partnership development, quality improvement and leadership capacity. By helping the organisation anticipate emerging challenges and opportunities, the role will enable Age UK Gloucestershire to respond more effectively to a rapidly changing environment.

A sample of what our operational teams deliver

Information, Advice and Guidance

Our Help Team and volunteers provide a welcoming place for older people and those supporting them to turn. The team offers people time to talk, listen actively to their situation, and provide a range of support and impartial information to help older people lead safe and comfortable later lives.

This service can be accessed over the telephone, via out outreach locations, or through a visit to their home.

Dementia Diagnoses and Memory Support (DDMS)

Our DDMS service provides reassurance, continuity and a compassionate listening ear to people on the Dementia Assessment Pathway, or had a recent diagnosis, their family members and carers.

Home visits

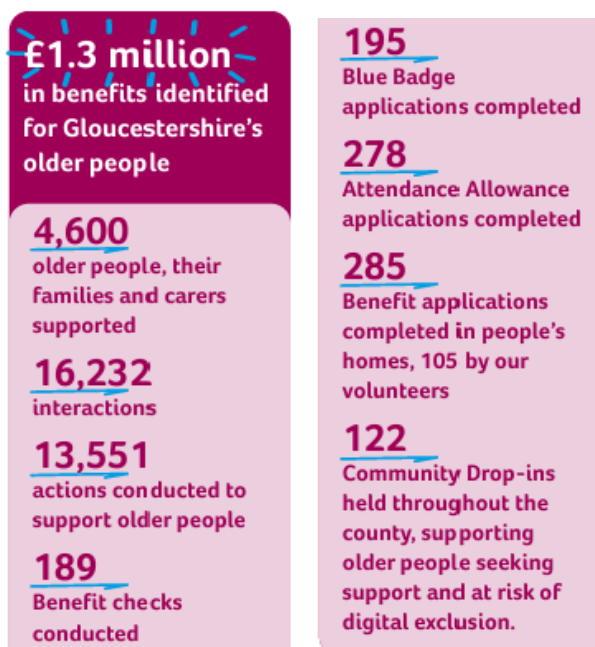
Our Help Team and volunteers visit older people in their home to help with advice, guidance and support with Blue Badge and Attendance Allowance form filling.

Physical Activity Navigator

This service aims to connect people to physical activity by working with health and support practitioners and physical activity providers to understand the barriers and identify opportunities to tailor provision accordingly, with a focus on active ageing and preventing frailty.

The difference we make

In 2025:



[See our 2025 Impact report for more](#)

Where we want to develop

Increase the number of volunteers

Increase how visible Age UK Gloucestershire within communities

Develop our approach to Equality, Diversity, Inclusion and Belonging, both internally on our culture and how we reach the people most in need.

Obtain funding to commence our preventative Proactive Care model, which brings our Information, Advice and Guidance approach in closer partnership working with the health sector.

Build on our innovative approach to the use of digital technology and AI

Who we are looking for

We are looking for a people person, who is a connector and enabler, to strengthen partnerships, improve alignment between external opportunity and internal delivery, and help Age UK Gloucestershire demonstrate impact clearly and consistently.

Internally, your role will be to support and enable operational managers to innovate and deliver better outcomes, rather than directing delivery from above.

We're looking for someone who:

- Builds strong and trusted relationships.
- Is naturally curious and willing to challenge assumptions.
- Brings people with them through change.
- Values lived experience and believes older voices should shape decisions.
- Thinks beyond today's services and is excited by future opportunities.
- Uses evidence, insight and learning to guide decisions.
- Sees partnerships as a route to greater impact, not simply a networking activity.
- Is optimistic about ageing and committed to helping people age well, their way.
- Is excited by the potential of innovation, technology and community action to improve processes, ways of working and ultimately the lives of colleagues and people we support.



What does success look like?

You will help Age UK Gloucestershire move from reacting to demand and system pressures towards anticipating them through stronger partnerships, insight, innovation, forecasting and organisational learning.

By the end of 2028 we would expect the successful candidate to have helped:

- Increase Age UK Gloucestershire's influence across Gloucestershire systems.
- Operational managers to deliver services with even greater confidence, quality and consistency.
- Contribute to securing sustainable funding and partnership opportunities.
- Increase the number of volunteers supporting older people across the county.
- Develop innovative approaches that allow more people to access support earlier.
- Play a leading role in delivering the organisation's Support, Educate and Influence ambitions.
- Embed a clear organisational approach to impact measurement, evaluation and quality improvement.
- Improve the use of insight, data and evidence to support decision-making at all levels.
- Embed a culture of continuous improvement and organisational learning.
- Improve organisational forecasting, planning and performance reporting.
- Established and strengthened strategic partnerships that increase Age UK Gloucestershire's reach, influence, sustainability and impact.
- Increase collaboration across sectors to improve outcomes for older people and communities.

Role responsibilities

If you only remember three things about this role, remember these:

The Head of Partnerships and Impact will focus on these primary areas:

Improve impact, insight and organisational delivery and learning

Strengthen how the organisation manages projects, measures outcomes, uses data, evaluates impact, learns from experience and demonstrates value.

Strengthen partnerships and influence

Building strategic relationships, amplifying voices of older people and increasing Age UK Gloucestershire's influence across systems, communities and networks

Enable sustainable growth and change

Supporting managers to deliver excellent services, identifying new opportunities, strengthening resilience, and helping the organisation become more innovative and future-focused.

While the role has broad responsibilities, success will be achieved through strong relationships, effective delegation, enabling others to succeed and focusing effort where it can have the greatest strategic impact.

These will be delivered through:

Governance, Performance and Accountability

As a member of the Leadership Team, you will help ensure that Age UK Gloucestershire remains effective, resilient and accountable. You will support strong governance, informed decision making and organisational learning by ensuring that trustees, managers and colleagues have access to the insight, information and analysis needed to understand performance, identify emerging risks and respond proactively to change.

This includes:

- Contribute as a member of the Leadership Team to the strategic leadership, planning and future development of the charity.
- Ensure Trustees, funders and partners have meaningful insight, performance information and impact reporting to support effective decision-making and accountability.
- Oversee performance, project management, safeguarding, impact, and budgets.
- Develop organisational reporting, forecasting and planning processes that improve decision-making, resilience and preparedness.
- Champion organisational learning, continuous improvement and the effective use of data, evidence and insight.
- Support organisational governance, risk management, quality standards and business continuity arrangements.

Partnerships, Influence and Community Capacity

Partnerships are central to Age UK Gloucestershire's strategy and future impact. The Head of Partnerships and Impact will help strengthen relationships, develop collaboration and create opportunities that enable more older people to age well, their way.

This includes:

- Develop and maintain strategic partnerships that strengthen Age UK Gloucestershire's reach, influence, sustainability and impact.
- Build trusted relationships with system leaders, commissioners, decision-makers, community organisations and partners across Gloucestershire.
- Represent and promote Age UK Gloucestershire within key partnerships, networks and forums, positioning the organisation as a trusted and influential voice for older people.
- Use partnerships, insight and the lived experiences of older people to influence policy, practice and service development, particularly in support of more age-friendly communities.
- Identify opportunities for collaboration, funding and shared initiatives that improve outcomes, address inequalities and build community capacity.

Organisational Insight, Resilience and Innovation

Our strategy commits Age UK Gloucestershire to being agile, innovative and future-focused.

The Head of Partnerships and Impact will help us identify and test new approaches that improve outcomes, increase efficiency, strengthen resilience and expand reach.

You will support the development of organisational resilience, capacity and sustainability through improved planning, partnership working, organisational learning and leadership development.

This includes:

- Use data, evaluation and insight to identify emerging needs, opportunities and risks, supporting forecasting, project management, planning and informed decision-making.
- Lead organisational learning and continuous improvement, ensuring evidence and feedback inform service development, partnerships and strategic priorities.
- Explore and promote innovative approaches, including the use of digital technology and AI, to improve impact, efficiency and organisational effectiveness.
- Support the development of scalable and sustainable service, volunteering and community capacity models that increase reach and resilience.
- Help ensure Age UK Gloucestershire remains responsive to future changes in society, technology, public services and the needs of older people.

People development

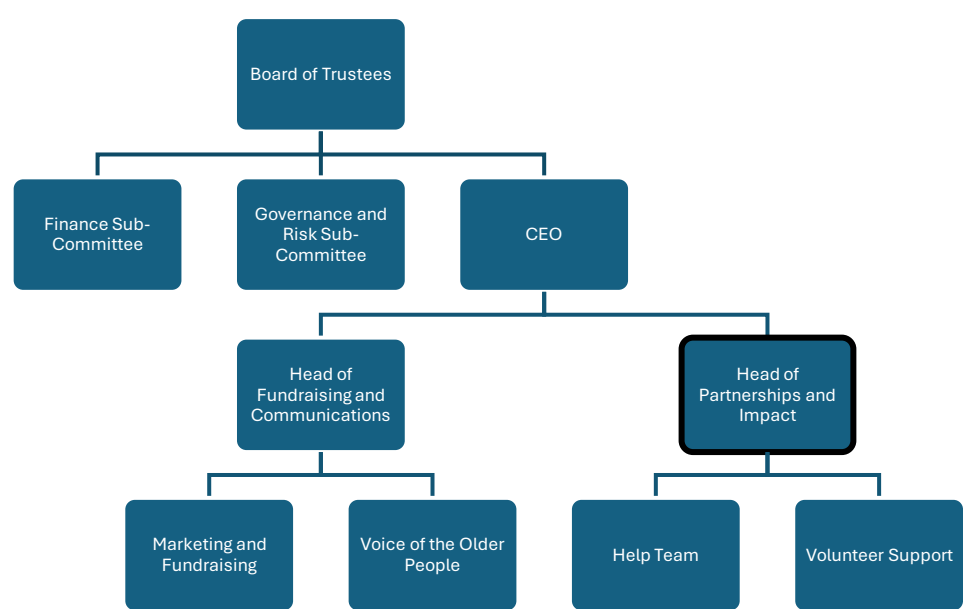
Lasting impact depends on capable, confident and supported people. This role will help create the conditions for colleagues, volunteers and managers to thrive by strengthening collaboration, encouraging innovation and supporting people through change.

Rather than directing operational delivery, you will enable and support managers to succeed by building capability, fostering learning, strengthening relationships and creating alignment across the organisation. You will help develop a culture where people feel trusted, valued and empowered to contribute to Age UK Gloucestershire's mission and ambitions.

This includes:

- Role model Age UK Gloucestershire's values and help foster a culture of collaboration, wellbeing, inclusion, learning and accountability.
- Operational management to support and coach managers to develop confident, capable teams and deliver successful outcomes.
- Lead through influence, relationship-building and collaboration, bringing people with you through periods of change.
- Strengthen cross-organisational working and leadership capacity to support sustainable growth and organisational resilience.
- Support workforce, volunteer and succession planning, reducing dependency on key individuals through effective systems, knowledge sharing and capability development.

Organisation matrix



Person Specification:

At Age UK Gloucestershire, we believe that skills can be developed, experience comes in many forms, and potential is just as important as past job titles.

We're looking for the right person rather than a perfect match to every criteria. Someone who believes in our vision, values partnership and collaboration, enjoys bringing people together, and is motivated by helping older people age well, their way.

You may not have done every aspect of this role before, and that's okay. What matters most is that you can demonstrate the ability to build relationships, think strategically, learn quickly, lead through influence and help others succeed. If you can see yourself in much of the description below, we would encourage you to apply.

We're looking for someone who will bring energy, curiosity, compassion and fresh thinking to Age UK Gloucestershire, and who is excited by the opportunity to help deliver our 2026-2028 Strategy.

Through partnership working, innovation, organisational learning and a focus on impact, you will help us move beyond simply responding to demand and towards achieving our ambition of supporting, educating and influencing the development of a more age-friendly Gloucestershire.

Experience

- Leadership experience within the voluntary, public, health, care or community sector.
- Experience of developing and maintaining strategic partnerships across multiple organisations and sectors.
- Experience of influencing decision-makers, stakeholders and partners to achieve shared outcomes.
- Experience of leading organisational change, service development, project management or transformation programmes.
- Experience of operational management, supporting managers and developing leadership capability in others.
- Experience of using data, insight, evaluation and evidence to inform decision-making.
- Experience of developing performance frameworks, impact measurement or organisational reporting.
- Experience of working with governance structures, trustees, boards or senior stakeholders.
- Experience of identifying opportunities, risks and future trends and translating these into practical action.
- Experience of working collaboratively across teams to improve organisational effectiveness and achieve strategic objectives.

Knowledge and Understanding

- Understanding of the opportunities and challenges facing older people.
- Understanding of the health, social care, voluntary and community sectors.
- Understanding of partnership working and systems leadership.
- Understanding of organisational development, continuous improvement and change management.
- Understanding of governance, risk management and organisational accountability.
- Understanding of safeguarding responsibilities, principles and best practice, and the importance of creating safe environments for older people, colleagues, volunteers and communities.
- Understanding of impact measurement, evaluation and performance management.
- Understanding of equality, diversity, inclusion and belonging principles.
- Understanding of organisational resilience, capacity planning and sustainable service development.

Skills and Abilities

- Ability to build trusted relationships with a wide range of stakeholders.
- Strong influencing, negotiation and partnership-building skills.
- Strong strategic thinking and problem-solving abilities.
- Ability to analyse complex information and identify emerging risks, opportunities and trends.
- Ability to use evidence and insight to support decision making.
- Ability to present information clearly to trustees, partners, funders and other senior stakeholders.
- Ability to manage competing priorities and work effectively in a changing environment.
- Ability to bring people with you through change and uncertainty.
- Ability to translate strategic ambition into practical action and measurable outcomes.

Personal Attributes

- A strong commitment to Age UK Gloucestershire's vision, mission and values.
- Optimistic about ageing and passionate about helping people age well, their way.
- Naturally collaborative, supportive and approachable.
- Curious, forward-thinking and open to new ideas.
- Values learning, reflection and continuous improvement.
- Inclusive and committed to ensuring diverse voices are heard.
- Demonstrates integrity, sound judgement and accountability.
- Motivated by achieving impact rather than personal recognition.

Recruitment process

1. Completion of application form
2. Completion of anonymous Equal Opportunities Monitoring survey
3. Shortlisting of applicants
4. Interview – details to be confirmed, likely to be the week commencing 19th October 2026 in person at Age UK Gloucestershire's office.

Take the next step by having a conversation with Alan Inman-Ward, CEO via ainman-ward@ageukgloucestershire.org.uk, or expressing your interest via our website <https://www.ageuk.org.uk/gloucestershire/get-involved/work-for-us/>