



## Strategy Implementation Lead

APPLY NOW



# OUR MAIN VALUES

Over at IMO, our values are important to us in ensuring that the work environment is a fair and enjoyable place to be. Our team takes pride in representing these values through their decisions, actions and responsibilities in their day to day life. **Our values include:**



Trust



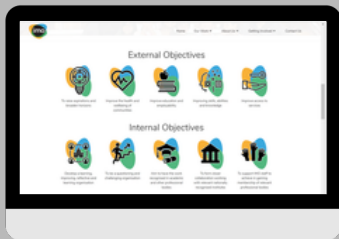
Empathy



Inclusivity



Partnership



# "Inspire, Motivate, Overcome"

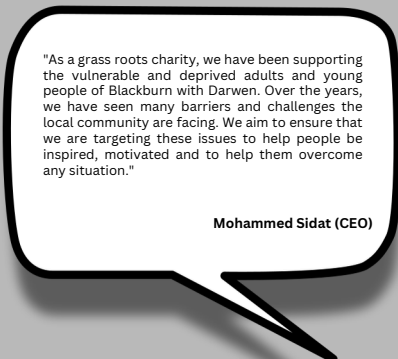
## Purpose of post

This is a rare opportunity to work directly with the CEO and Board during an exciting period of organisational growth and change.

The strategy implementation lead will be responsible for turning IMO's strategic vision into a practical, sequenced and deliverable operating plan. With the multi-year strategy already developed, you will play a key role in shaping how that strategy is delivered in the coming years, bringing structure, momentum and accountability to the implantation process.

You will act as a strategic partner to the CEO, contributing to Board level thinking while also driving practical delivery on the ground. This role requires someone who is comfortable operating at both strategic and operational levels.

You will have significant autonomy and influence in shaping how IMO evolves over the coming



"As a grass roots charity, we have been supporting the vulnerable and deprived adults and young people of Blackburn with Darwen. Over the years, we have seen many barriers and challenges the local community are facing. We aim to ensure that we are targeting these issues to help people be inspired, motivated and to help them overcome any situation."

**Mohammed Sidat (CEO)**

**Job Title:** Strategy Implementation Lead

**Salary:** £45,000 - £50,000

**Contract:** Fixed Term (12 months)

**Department:** Business Development

**Responsible to:** Chief Executive Officer

**Place of work:** Hybrid - with regular presence across IMO Charity delivery locations in Lancashire

**Hours of work:** Flexible, outcome focused working arrangements

**Annual Leave:** 25 days plus the normal 8 bank/ public holidays

**Benefits:**

- 25 days plus 8 bank holidays
- Flexible working arrangements
- Pension Scheme
- Sick pay
- Internal staff well-being group to support staff welfare
- Personal development opportunities
- Free staff parking



# Duties and responsibilities

## Strategic Implementation

Partner with the CEO to translate IMO's strategic plan into a clear organisational roadmap with defined milestones, priorities and success measures. You will work collaboratively with the CEO to agree the order in which elements of the strategy should be prioritised, before turning this into the roadmap, milestones and delivery framework.

Work with the CEO and trustees to:

- Define strategic workstreams
- Establish measurable organisational KPIs
- Identify capability gaps and development needs
- Develop a structured strategy implementation framework that enables effective delivery across the organisation.

## Operating Model Design

Partner with the CEO to co-design IMO's future operating model. This is a collaborative process, you will work closely with the CEO from the outset to shape the vision, ensuring the model reflects organisational priorities and is set up for successful implementation.

This will include:

- Programme structure and service architecture
- Governance and decision-making frameworks
- Internal processes and ways of working
- Data, reporting and impact measurement systems
- Team structures and capability requirements

Ensure the model supports sustainable growth, stronger partnerships and improved impact outcomes.

## Business Planning and Financial Modelling

Develop a clear strategic business case underpinning the new strategy. This will include:

- Financial projections
- Income pipeline modelling
- Investment requirements
- Scenario planning for growth and risk

Provide analysis and recommendations to support board-level decision making.

## **Programme & Transformation Management**

Act as programme lead for key strategic initiatives, including:

- Scaling of youth employability programmes
- Strengthening organisational infrastructure
- Development of a standalone mental health service

Develop and manage a comprehensive implementation plan, ensuring:

- Clear timelines
- Resource alignment
- Risk management
- Delivery accountability

Maintain a live transformation risk register and ensure issues are addressed proactively.

## **Stakeholder Engagement & Organisational Change**

Work closely with the CEO to support organisational alignment around the new strategy.

Responsibilities include:

- Facilitating internal workshops and planning sessions
- Supporting senior staff to translate strategy into operational delivery
- Communicating progress to trustees and key partners
- Managing organisational change and maintaining momentum

Act as a trusted advisor and sounding board to the CEO throughout the transformation process.

# PERSON SPECIFICATION

<u>Qualifications</u>	<u>Essential/ Desirable</u>
Formal project management qualification (PRINCE2, Agile or equivalent).	Desirable
<u>Experience</u>	
Proven experience leading strategy implementation, organisational transformation or operating model design.	Essential
Experience working in growing or evolving organisation where structures, systems or programmes needed to be developed or scaled.	Essential
Demonstrated success managing complex projects with multiple stakeholders and limited resources.	Essential
Experience developing business cases, strategic plans or financial models to support organisational decision making.	Essential
Strong track record of delivering initiatives from concept through to implementation.	Essential
Experience working in the charity, social enterprise or public sector environment.	Desirable
Experience working closely with CEOs, boards or senior leadership teams.	Desirable
Understanding of youth services, employability, public health or community development sectors	Desirable
<u>Skills/Attributes</u>	
Ability to translate high-level strategy into practical operational delivery.	Essential
Strong analytical and problem-solving skills.	Essential



Excellent communication and stakeholder management skills, with the ability to influence at all levels.	Essential
Highly organised and able to manage multiple workstreams simultaneously.	Essential
Comfortable operating with high levels of autonomy and responsibility.	Essential
A pragmatic, solutions-focused mindset.	Essential

### Safeguarding Recruitment:

IMO Charity is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults, and expect all staff to share this commitment. The successful applicant will be required to undertake appropriate safeguarding checks as well as providing proof of right to work in the UK. The successful applicant can expect to have their personal information entered on to a Single Central Record, which will be shared governing bodies and organisations where applicable.

The person appointed to this post will have contact with vulnerable young people and adults. Therefore, the post holder will require an enhanced Disclosure Barring Service check.

### Equality & Diversity:

As we are a diverse charity that respects differences in race, disability, gender, gender identity, sexual orientation, faith, background or personal circumstance we welcome all applications. We want everyone to feel valued and included in the IMO Charity and to achieve their full potential. IMO Charity is opposed to any form of discrimination and commits itself to the redress of any inequalities by taking positive action where appropriate.

### To Apply

Please send your CV and a cover letter to [hr@imocharity.org](mailto:hr@imocharity.org) by 11<sup>th</sup> May 2026

Your CV should include the names and contact details of two referees. It should also include your notice required from an existing employer.

You MUST read the above document before applying as this contains the person specification. Your covering note should specifically address the qualities and attributes, which are outlined in the Person Specification and linked to the duties and key responsibilities.

Please limit your CV to two sides of A4. Your cover note should also be limited to two sides of A4.

For an informal discussion, please call **Mohammed Sidat (CEO)** on **07973 860717**