

Role Description

Chapter Member – GPS



Strategy Lead

This role sits within the GPS Chapter and is supported by the Chapter Lead.

Salary range: £55,274- £60,000
Step D, Chapter Member Main

Hours: Full time hours

Location: Home-Based

Contract: Permanent

Disclosure Level: Basic

About the Governance, Planning and Strategy (GPS) Chapter

The GPS Chapter links organisational strategy to the work of our chapters, guiding colleagues through governance and planning frameworks to help us reach all deaf children and families in need. We coordinate our planning cycles, oversee governance, quality, risk, and compliance, including safeguarding, data protection, and health and safety, and work across the organisation to embed equality, diversity, and inclusion for our customers and our people.

About the role

As a chapter member at the National Deaf Children's Society, you will join a group of like-minded, skilled colleagues. Chapters are self-organising, with every member playing a vital role by sharing their skills, knowledge, and experience while learning and growing together. Led by the chapter lead, all members value and respect one another's contributions, fostering collaborative development.

This role exists to play a leading specialist role in supporting the development of NDCS's next organisational strategic plan, bringing together insight, ambition, and priorities into a clear long-term direction for the whole charity. You will provide the coordination, analysis, and facilitation needed to help shape a strategy that reflects the needs of deaf children and families and supports informed decision-making by senior leaders and Trustees.

You will coordinate and support the process for creating the plan, ensuring it is evidence-based, inclusive, time-bound and practical. This includes helping to define the approach, bringing together internal and external insight, engaging colleagues,

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leaders, and stakeholders across the organisation, and translating emerging themes into draft strategic frameworks, options, and measures that inform decision-making.

By providing strategic coordination, analysis, and drafting support for the development of the next strategic plan, the role will integrate internal performance, external trends, stakeholder voices, organisational capacity, and governance expectations into a coherent narrative. This will support stronger Board and executive discussion, clearer prioritisation across the charity, and better alignment between long-term ambition, annual planning, and day-to-day delivery.

Ultimately, this role will provide dedicated capacity and expertise to help NDCS develop a strategic plan that is ambitious, realistic, and useful across the charity as a whole. It will help ensure that the strategy is well-developed, clearly articulated, and effectively connected to planning, performance, governance, and assurance processes.

What a day in the life of the Strategy Lead might look like:

- Support and facilitate strategy development sessions with Trustees, the C-suite, and senior leaders to test emerging priorities and build shared understanding of NDCS's next strategic plan.
- Review insight from performance data, external trends, policy developments, and stakeholder feedback to inform the content of the next strategic plan.
- Work with planning and performance colleagues to develop the strategic outcomes, measures, and planning assumptions that will underpin the new strategy.
- Prepare strategic papers, draft recommendations, and options for discussion with Trustees and senior leaders, supporting decisions about priorities, trade-offs, and areas of focus for the next planning period.
- Engage colleagues across NDCS to ensure the next strategic plan reflects the full breadth of the charity's work and builds shared understanding across services, fundraising, marcomms, finance, and enabling functions.
- Design and facilitate inclusive engagement with staff, families, and external stakeholders so the strategy is shaped by evidence, lived experience, and diverse perspectives.

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- Translate emerging strategic priorities into a practical roadmap, identifying where further work, sequencing, or choices are needed before the plan is finalised.
- Work with governance and risk colleagues to ensure strategic risks, opportunities, assumptions, dependencies, and assurance needs are understood and reflected in the plan.
- Bring in external insight and examples from across the sector to challenge thinking, identify opportunities, and strengthen the quality of NDCS's strategic choices.
- Provide ad hoc strategic advice on emerging issues, opportunities, or risks to help leaders think through “what this means for us” in real time
- Prepare concise recommendations and draft content that move the strategic planning process forward and support decision-making at key points in the development of the plan.

Who are you?

You're someone who sees the bigger picture while understanding the details, and you're able to connect different strands of activity into a clear and compelling direction. You're curious, inquisitive, forward-thinking, and comfortable navigating ambiguity, with a natural ability to turn complex information into practical, strategic insight.

You're confident working with senior leaders, facilitating discussions, and constructively challenging assumptions where needed. You can balance long-term thinking with immediate organisational needs, helping to inform priorities and support decision-making in a complex environment.

You enjoy bringing people together around a shared vision, making strategy accessible and meaningful across the organisation. You are motivated by helping NDCS make the best possible choices to maximise its impact for deaf children and families.

Above all, you care about clarity and impact. You take pride in shaping direction, enabling alignment, and ensuring that strategy is not just a document, but a tool that guides decisions and drives outcomes.

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What will you bring?

- Strong ability to synthesise complex information, identifying patterns, risks, and opportunities across organisational and external data.
- Experience in organisational strategy development, planning, or transformation.
- Confidence facilitating senior-level discussions and influencing decision-making.
- Ability to translate strategic concepts into clear, actionable plans, objectives, and measures.
- Strong stakeholder engagement skills, with experience working across teams and functions.
- Experience using data and insight to inform strategic thinking and prioritisation.
- Ability to apply systems thinking, recognising interdependencies and ensuring strategic choices are aligned across the organisation.
- Strong judgement and decision-framing skills, able to structure complex problems and guide senior leaders towards clear, evidence-based choices.
- Strong communication skills, able to convey complex ideas clearly to a range of audiences.
- Curiosity, integrity, and a commitment to improving organisational impact.
- Strong digital skills (including Microsoft 365 and data/insight tools).
- Enthusiasm for continuous improvement and learning
- Ability to learn from mistakes and unafraid of failure
- Enthusiasm for giving and receiving continual feedback
- Passion for continuous improvement – reflecting on progress and performance
- Knowledge of deafness would be an advantage; full training will be given

Person Specification

Strategy Lead

Essential Criteria		How it is measured
<i>A – Application I – Interview T – Test or Presentation Q – Qualification</i>		
1.	Strong analytical skills with the ability to interpret complex data, trends, and insights to inform strategic direction.	A / I
2.	Proven experience leading or contributing significantly to the development of organisational strategy or strategic plans.	A / I
3.	Excellent communication skills, with the ability to translate complex ideas into clear and compelling narratives.	A / I / P
4.	Ability to influence and facilitate discussions with senior stakeholders, and to support effective conversations with Trustees, C-suite, or equivalent.	I
5.	Experience working across teams or functions, building organisation-wide alignment and shared understanding.	A / I / P
6.	Ability to develop a strategic framework and translate high-level priorities into actionable plans, outcomes, and measures.	A / I / P

Desirable Criteria		How it is measured
<i>A – Application I – Interview T – Test or Presentation Q – Qualification</i>		
1.	Experience of working in the charity or public sector.	I
2.	Understanding of governance, trustee responsibilities, and how to support effective Board-level discussion and assurance processes.	I
3.	Experience of OKRs, QBR, or performance and reporting frameworks.	A / I
4.	Experience of facilitating inclusive engagement with stakeholders (e.g. staff, service users, partners).	A / I
5.	Understanding of external trends, policy, or sector developments relevant to NDCS.	A / I
6.	Understanding and experience of deafness and British Sign Language skills or a willingness to learn.	I / Q