



SOCIAL IMPACT MANAGER

- UK-based, pan-European focus
- Salary and working hours agreed on hiring

The Social Impact Manager will implement The Panoply Group's strategy to use the resources of the Group to improve lives through technology.

The Group's social impact focus is on diversity and inclusion, equality of opportunity, social mobility and talent development.

This is a new role, integrated across the group, and there is scope for the successful candidate to be creative and entrepreneurial as they develop the social impact work.

The Panoply has a draft strategy for social impact, which the Social Impact Manager will refine and implement over time, taking into account group companies' existing social impact programmes and extending the work to new companies as they join the group.

The Manager will need to be able to motivate and inspire the Group's employees (currently 200 and growing) and executives to engage with the social impact work alongside their other priorities.

The Panoply Group has both office-based and remote employees in several countries and the Social Impact Manager needs to be visible to all employees across the Group and in all locations. Some UK or European travel may be required.

The role will report to the CEO, and will also work with The Panoply's Non-Executive Board member responsible for the Group's social purpose.

About The Panoply

The Panoply is a world-class creative technology group built to service our clients' digital transformation needs. Configured as a lean, fluid and ego-free family of complementary tech-focused companies, we collaborate with our clients to deliver the technology outcomes they're looking for at the pace that they expect and demand.

At the same time as serving our clients well, taking care of the wellbeing of our employees and delivering financial results, we also want to be a positive force for good. The technology industry already dominates the lives of many people in the world. Our challenge is to ensure the impact is a positive one. Our approach is to ensure we balance the needs of all stakeholders; our clients, employees, investors and importantly our environment and the broader community around us.

Responsibilities

- Undertake research, design, and roll-out a plan of activities including developing relationships with tech training and workforce development organisations, with nonprofits working with people further from the workplace, and developing an apprentice programme, that meets the group's social impact objectives
- Develop short and long-term goals and KPIs using relevant frameworks and standards to drive, report on, and evaluate the work, and to identify areas for improvement
- Engage, motivate and inspire people to use their time, expertise and other resources; and develop a group of employee 'champions'
- Develop strong collaborative relationships with NGOs, employees and other stakeholders, which could include customers and partners
- Develop and work to an annual operating plan and budget
- Identify and oversee the implementation of technology to track and report on employee engagement, NGO relationships and other social impact activities
- Ensure the work is well-governed, evaluate any risks, and keep relevant policies and procedures up to date, including processes for eligibility checks on nonprofit partners
- Develop regular internal and external reports and messaging using appropriate media to inform and inspire about the Group's social impact work
- Be a strong internal and external promoter for the group's social purpose work and make use of company executives and the Board
- Create a plan for future grant-making and identify opportunities to develop pro bono or low-bono income-generation to fund social impact programmes

The person we're looking for:

- Someone who is motivated by using the resources of a company to create a positive social impact and has a good understanding of NGO collaboration and the power of technology for social good
- A passionate and persistent person who can engage people even when they are busy
- A confident communicator - from Board to grassroots level
- A big-picture person with a vision, who can see opportunities and join the dots
- A hands-on, get-things-done, person who can work at the pace of a fast-growing tech company
- A person who pays attention to detail and understands the need for governance and policy
- An organised, agile and adaptable team-player

The successful candidate is likely to be based in the UK, where the company currently has a London office.

Please send your CV, with a brief covering letter, that shows the relevant experience you have for this role to Oliver Rigby, Chief Financial Officer, The Panoply:

oliver.rigby@thepanoply.com