

Cross-Regional Strategic Lead Candidate Pack



20 years



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Introduction from the Chief Executive

Thank you for your interest in the role of Cross Regional Strategic Lead for Inclusion North.

Before you explore the detail in this pack, I wanted to personally introduce the role and the context behind it.

Inclusion North is rooted in equal partnership between people with lived experience of a learning disability, autism, and family carers, and those who bring professional experience of making inclusion a reality. This is written into our governing documents and embedded in how we work, lead and make decisions. Our values shape everything we do.

Like many in our sector, we've faced financial pressures and have made bold decisions about where we invest our resources. This role is part of that shift – created through a recent restructure to help us strengthen our presence in Yorkshire and Humber, while continuing to support and influence across both Yorkshire and Humber and the North East regions. We are prioritising strategic leadership, sustainability, and system change.

Looking ahead, we know what we need to focus on. We want to grow and diversify our membership, creating more opportunities for organisations to work with us in meaningful ways. We want to build stronger, more collaborative relationships across the sector, acting as a trusted regional partner in system improvement. Most importantly, we want to ensure that people with lived experience are not just involved in shaping systems but are resourced and supported to lead that work.

As Chief Executive, I'm based in the Northeast, and I'm excited to stay actively involved in Yorkshire and Humber. But we also know that to grow our impact there, we need someone who is already plugged into the landscape; someone who brings existing relationships, local knowledge, and a feel for how things work in

the region.

You'll work alongside me and other senior colleagues as part of the Leadership Team, helping to steer the organisation's direction, strengthen our regional presence, and contribute to strategic decision-making. Your focus will be on building relationships, amplifying lived experience, and making Inclusion North visible as a trusted partner in the Yorkshire and Humber region.

You'll also represent the organisation externally at strategic events and meetings when I cannot be present, ensuring our influence and values are carried into those spaces.

I joined Inclusion North because I believe in the power of lived experience to challenge and change systems. We're now looking for someone who shares that belief and brings the strategic thinking, relationship-building, and curiosity to help shape our next chapter.

We are proud of what we're continually building on; trusted relationships, committed members, and work that genuinely makes a difference. But we know we cannot stand still. This role is about building on our strengths while opening new doors for influence, connection and impact.

You'll find more in this pack about what it's like to work here, our expectations of this role, and the support you can expect. We are a small, values-led team that puts people first. You will be welcomed, supported and encouraged to lead in your own style.

If this sounds like the kind of challenge and culture you're looking for and if you share our commitment to inclusion, lived experience and meaningful change I'd love to hear from you.

All the best,

Hannah Tough
Chief Executive



About us and our values

Inclusion North is a Community Interest Company and for the last 20 years we exist to make inclusion a reality for all people with a learning disability, autistic people, and their families. We are a values-led organisation, believing in equality, rights, justice and inclusion for all.

We work with people with lived experience, their families, partner organisations and our communities. We challenge things we think are wrong and help find solutions. We speak up for what we believe in. We work together to change society so that everybody can have a good life and be a valued member of their communities.

Our work raises awareness of the barriers to inclusion and works to remove them. We pride ourselves on thinking differently and doing things creatively.

We are led by a Board of Directors who are supported by an Advisory Council. Our governing documents enshrine inclusion in our practice, by stipulating that half our Board of Directors and half our Advisory Council must be people with lived experience of learning disability or autism. Our governance practice is fully inclusive and accessible.



Our work

Inclusion North works across the Northeast, North Cumbria, Yorkshire, Humber and Derbyshire, with national and international reach through our networks and partnerships. We use our knowledge, creativity and experience to drive systemic change so that people with a learning disability, autistic people, and their families can live full, equal and meaningful lives.

No two days are the same. Our work is dynamic, responsive and often bold and led by the issues that matter most to those with lived experience of learning disability, autism and family carers. We are proud to lead ambitious, values-led projects that challenge systems, champion human rights and open up new possibilities for inclusion.

We are currently developing our new strategy, which will guide the next phase of Inclusion North's work. Our emerging priorities focus on:

- **Sustainability** – financial, organisational and relational
- **Systemic impact** – ensuring our work leads to lasting and meaningful change
- **Voice and influence** – making sure people with lived experience are shaping systems and decisions in ways that matter to them
- **Meaningful co-production** – rooted in equity, challenge and mutual respect

We are clear that Inclusion North must evolve – not just to survive but to thrive. This role is central to that journey.

Our work currently spans four key areas:

- A growing membership offer for Local Authorities and Integrated Care Boards, focused on strategic support, co-production, and system improvement.
- Bespoke projects for clients who approach us to help address specific issues or create change.
- Our hub of lived experience Experts, who contribute to Care, Education and Treatment Reviews and wider NHS and co-production work.
- Various training programmes and workshops, alongside some funded development work when aligned with our mission.

We work with integrity and in equal partnership – putting lived experience at the heart of all we do. Our team are supported to work with creativity, initiative and care.



Job description

Overview

This is a new senior leadership role created through Inclusion North's restructure. It is central to how we rebuild our strategic presence in Yorkshire and Humber while ensuring strong, joined-up working across the Northeast.

You will lead high-level engagement across both regions, with a particular focus on Yorkshire and Humber. In this region, you will help Inclusion North reconnect, build strategic partnerships, and become a visible and valued voice in system-level spaces.

You will take a lead in representing Inclusion North across a range of regional spaces, including Communities of Practice, local authority-led forums, and, where appropriate, ICB-related groups. This means helping shape change, influence commissioning, and ensure that the voices of people with a learning disability, autistic people, and family carers are heard where decisions are made. You will also be expected to challenge constructively when systems fall short of inclusion, equity, or lived experience leadership.

You will line manage the Innovation and Impact Manager and the Good Life Collaborative Programme Lead. This includes overseeing how our delivery connects to system priorities, responds to emerging opportunities, and contributes to our financial sustainability. You will also provide strategic insight to support planning, funding, and future direction.

This is a leadership role for someone who can build trust, speak with credibility, and stand firm in their values. You will need the insight to understand how systems work, and the confidence to push for change when they do not work for the people they are meant to serve.

The Cross-regional Strategic Lead holds

senior responsibility for regional engagement, system influence, and delivery oversight at a strategic level.

The role is anchored in Yorkshire and Humber, where you will need to be well-connected and regularly present. You will also work across the Northeast as part of a joined-up, cross-regional team.

Hours and contract period

Full time, 37.5 hours per week. (Candidates can request flexible working). The post is offered on a permanent contract with a 6-month probationary period. An offer of employment will be subject to a Disclosure and Barring Service check and satisfactory references.

Location

Home-based. The successful candidate would be located Yorkshire or Humber.

The role requires some travel across the areas in which we work including across the Northeast, Yorkshire and Humber and occasionally nationally. Travel costs are reimbursed through our Expenses Policy.

Candidates must be eligible to work in the UK.

Inclusion North will provide key equipment for the postholder to fulfil their responsibilities, including a laptop and mobile phone, plus other items that may be required following a workstation risk assessment.

Key benefits

- 27 days paid holiday plus bank holidays pro rata per year, with 3 additional gifted days over the Christmas period.
- A personalised development and wellbeing budget.
- A 6% matched contribution pension scheme.
- Flexible working around the needs of the business and managing your own diary.

Salary

£45,000 per annum. This will be reviewed annually under the Pay Review Policy.

Reporting to

The Chief Executive.

We are a Disability Confident Employer.



The reality of being a Cross Regional Strategic Lead at Inclusion North

This is a senior role that comes with both influence and responsibility. Inclusion North is rebuilding its presence in Yorkshire and Humber, and there is real work to do in developing relationships and strengthening our position in the region. Some connections are already in place, but others will need to be built from the ground up. You will need to do this with curiosity, respect and care.

This is not a behind-the-scenes role. It requires a consistent face-to-face presence across Yorkshire and Humber. You will be out and about in communities and system spaces, building relationships in person, attending meetings, and showing up where it matters. While you will work flexibly, this is not a role that can be done solely behind a screen.

As Chief Executive, I remain actively involved across both regions, including Yorkshire and Humber. This role will provide dedicated senior presence in that region, building partnerships, opening doors, and ensuring lived experience is influencing change on the ground. You'll represent Inclusion North in strategic spaces where it makes sense for you to lead, and you'll know when to bring me in to support deeper conversations or collective decisions.



We'll work closely together, alongside other senior colleagues, to ensure our presence and influence are strong across both regions.

You will be part of our senior leadership team, contributing to Inclusion North's strategic direction while working within a co-produced vision. That means you will need a deep understanding of co-production, not just as a method but as a mindset.

You will be confident working alongside people with lived experience and willing to challenge system partners when inclusion is not being considered or done well. This is about influencing change with integrity, evidence and respect, while keeping our values at the centre of every conversation.

You will line manage our Innovation and Impact Manager and the Good Life Collaborative Oliver McGowan Programme Lead. Supporting them means ensuring our delivery remains values-led, strategic and sustainable.

This role suits someone with a strong background in learning disability or autism work, who understands the wider system and the barriers people face. It needs someone who can build trust, use influence well, and hold a steady course when things are complex.

You will not be on your own. We are a small and committed team who support one another and take pride in what we do. What matters most is that you come with integrity, purpose and a commitment to inclusion in practice - not just in principle.

Key tasks and responsibilities of the role

- Leading the team, delegating tasks, empowering them to act independently, regularly meeting and connecting to communicate the vision and values.
- Upholding the values and culture of the organisation, leading by example.
- Ensuring that the work we do stays true to our mission, is of high quality and has an impact.
- Supporting the organisation to respond to the ever-changing context our work exists in to ensure we remain relevant.
- Promoting a culture where everyone is encouraged to learn, through one to ones, annual reviews, peer feedback, whole organisational development days and use of personalised development and well-being budgets.
- Representing the organisation at external meetings and events.
- Represent Inclusion North in Integrated Care Boards (ICBs), local authorities, and key regional forums to influence policy and commissioning.
- Develop and maintain high-trust partnerships with senior system leaders and commissioners.
- Line manage the Innovation & Impact Manager and Good Life Collaborative Programme Lead, ensuring strategic alignment across all delivery work.
- You may also provide line management to additional strategic delivery posts as the organisation grows.
- Lead on regional planning, helping Inclusion North stay credible, visible, and well-positioned.
- Spot and shape new opportunities for funding, innovation, and strategic partnership.
- Support Inclusion North's cross-regional membership growth and income generation by identifying potential new members, promoting the value of membership, and using system connections to strengthen our reach and influence.
- Provide insight and advice to the CEO and Board on regional trends, opportunities, and risks.
- Champion the voice of people with lived experience in system-facing spaces and decision-making forums.
- Ensure all work reflects Inclusion North's values of equity, inclusion, and collaboration.
- Ensure safeguarding and safety responsibilities are upheld in strategic partnerships and delivery oversight.

Person specification

Person specification: shortlisting is based on the applicant's ability to demonstrate how fully they meet all criteria on the person specification, giving examples that relate to the requirements of the job description. Those that are essential are marked with (E) and those that are desirable are marked with (D).

Personal qualities

- Strong personal values of inclusion, equity, and justice
- Able to be flexible, patient, empathetic and approachable
- Confident to challenge constructively and uphold organisational values
- Able to work independently while collaborating effectively with others

Essential Skills and Abilities

- Able to get the best out of people by working in partnership
- Strategic thinking and confident decision-making
- Accessible and professional communication skills, both written and verbal
- Co-production and inclusive leadership skills
- Able to manage others effectively and lead with purpose
- Skilled in building and maintaining relationships with senior stakeholders
- Able to use initiative and manage your own workload
- Plan and manage time effectively and meet deadlines

- Able to stick to your values and principles even when under pressure
- Confident using Microsoft Office, email and video conferencing tools (Zoom, Teams)
- Research and presentation skills to inform strategy and planning
- Administration and documentation skills, including accessible recording of information
- Understanding of governance and reporting in strategic roles
- Experience of working alongside people with a learning disability, autistic people and family carers
- Experience of working in or influencing health, social care or voluntary sector systems at a senior level

The Knowledge and experience you need

- Knowledge of Integrated Care Boards (ICBs), local authority systems, and regional planning structures
- Experience of building senior partnerships and influencing decision-making
- Understanding of the key issues affecting people with a learning disability, autistic people and their families
- Experience of assessing risk and implementing safeguarding and safety procedures

Desirable Knowledge and Experience

- Experience of contributing to or leading strategic funding bids or tenders
- Knowledge of regional health inequalities and system change approaches
- Experience of working across multiple regions or organisations simultaneously

Other important things about the job

- Ability to travel regularly across Yorkshire & Humber and the North East, and occasionally nationally.
- Occasional overnight stays away from home and flexibility to work outside normal hours if required
- Commitment to the vision and values of Inclusion North



How to apply and recruitment timetable

For an informal opportunity to find out more about the role, you can arrange to speak to the Chief Executive please email hannah.tough@inclusionnorth.org to arrange a convenient time.

To apply, please complete the application form that is part of the job pack.

DO NOT send your CV. We will only consider applicants who have submitted an application form.

You can find the job pack on our website <https://inclusionnorth.org/cross-regional-strategic-lead-vacancy/>

Send completed applications to: Johanna.Selmon@inclusionnorth.org

Closing date for applications: 9.30 am, Monday 2nd February 2026

Recruitment timetable

Deadline for applications	9.30am Monday 2 nd February 2026
First stage interviews - online	Monday 16 th February 2026
Second stage interviews – candidates will be required to attend a face to face interview in York	Monday 23 rd February 2026
Anticipated start date	April 2026 depending on the successful applicant's notice period.



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