



JOB DESCRIPTION

Post title: Business & Service Development Lead (MiH) Make it Happen project – National Lottery funded post)	Service area: Nottingham/Nottinghamshire/Derby/Leicester
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Hours of work: 37.5 hours	Starting Salary: £39,730 pa (depending on experience)
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Responsible to: Team Lead	Accountable to: Service Manager
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Job function
<p>The Business & Service Development Lead will play a key strategic role in the MiH (Make It Happen) project in shaping the future of BAC-IN services, ensuring the organisation meet the evolving needs of the communities. The postholder will drive the development of new services, enhance the organizational profile and develop new income generating services, including securing grants and contracts to strengthen organisational financial resilience and sustainability. The postholder will support the organisation to take its work into new geographical areas including the East Midlands, exploring training, consultancy and partnership working opportunities. The postholder will support the organisation to enhance its ability to evidence social impact, evaluate and promote its success. locally, regionally and nationally. The postholder will also work to advocate on behalf of the people we serve at local regional and national levels, growing our existing profile and enhancing our presence in decision-making forums.</p>

Service Description
<p>BAC-IN is an award-winning Lived Experience Recovery Organisation (LERO) that provides culturally responsive intervention that support addiction recovery, rehabilitation and wellbeing. As an ethnic-minority-led organisation, BAC-IN offers a range of culturally sensitive psycho-social, and faith-based support to individuals and families from minority ethnic communities.</p>
<p>Founded in 2003 by ethnic minority individuals in recovery, BAC-IN is deeply rooted in the principles of lived experience, transformative recovery and cultural competence. Our guiding philosophy and service delivery is based on these principles, and are what underpin our grassroots community service.</p>
<p>Our vision is for a society and systems that understand, are sensitive to and meet the needs of our</p>

diverse communities, enabling them to change their lives and realise their aspirations and goals and supporting them to make the unique contribution they bring to society. We seek to challenge the structural problems and privileges that prevent people from diverse communities getting access to the services they need, services of their choice, and place obstacles and barriers in the way of their progress and development. At BAC-IN we offer the choice of a community and peer-led alternative, led and delivered by people from diverse communities with lived experience of achieving and sustaining recovery, designed to bring about transformational change.

BAC-IN performs a distinct role in providing specialist provision in Nottingham, Nottinghamshire and across the East Midlands.

Our **MiH (Make It Happen)** project offers direct support to individuals and families experiencing severe and multiple disadvantage to encourage positive life style changes and move towards drug and alcohol free living, well-being and social integration. We work in partnership with appropriate healthcare providers, including doctors and proactively advocate on behalf of our communities locally and nationally. As a leading LERO, BAC-IN exemplifies the transformative power of culturally sensitive addiction recovery services. The organisation tirelessly advocates for the urgent need for systemic change within the treatment sector by championing the voices of those often overlooked and fighting for equitable access to care, in turn reshaping the narrative around addiction and recovery in the UK.

As a culturally specific service, BAC-IN is exempted under Section 5 (2) (d) of the Race Relation Act 1976. This exemption allows us to provide tailored support and services to individuals from diverse ethnic backgrounds.

Key Responsibilities

1. Lead the strategic development of BAC-IN services to meet the growing community needs.
2. Identify and develop new services to address the growing and changing needs of our clients, with an emphasis on specific demographics such as Black, Asian and Minority Ethnic women with addictions, family helpline and homeless individuals.
3. Explore and implement new community housing solutions for homeless clients.
4. Identify and develop new service offers, focusing on income generation and sustainability.
5. Secure funding through grants and contracts to enhance financial resilience.
6. Explore opportunities for training, consultancy, and partnership working in new geographical areas, including Derby/Derbyshire and Leicester/Leicestershire.
7. Help develop and deliver training including cultural competence in collaboration with staff team.
8. Support the organization in evidencing social impact and evaluating service effectiveness.
9. Develop and maintain monitoring and evaluation frameworks that prioritize co-production and the voices of people with lived experience.

- 10. Promote organizational impact and successes at local, regional, and national levels.
- 11. Advocate for the communities served at decision-making forums, enhancing organizational presence and influence.
- 12. Build and maintain relationships with stakeholders, policymakers, and community organizations.
- 13. Stay up-to-date with relevant research, best practices, and developments in the field of community rehabilitation and recovery, and apply this knowledge to improve service delivery.
- 14. Ensure all health and safety procedures are adhered to.
- 16. From time to time some out of hour's work will be carried out, this may include evenings and weekends.
- 16. Undertake other such duties as requested by the Team Lead/Service Manager.

Please note:

References and a DBS check will be undertaken before employment can be confirmed.

Amendments: This job description accurately reflects the position but may be subject to review and amendment following consultation

Personal Specifications

Essential:

- 1. Bachelor's degree in Business Development, Social Work, Public Administration, or a relevant professional qualification in project management, business development, or community engagement.
- 2. Proven experience in service development, project management and business growth within a community or non-profit sector.
- 3. Demonstrated ability to develop and implement income-generating initiatives.
- 4. Experience in bid writing, securing grants and contracts from various funding bodies.
- 5. Proficient networking skills to advocate effectively on behalf of the organization and the communities it serves at various levels.
- 6. Excellent communication, interpersonal, and networking skills.
- 7. Proficient in monitoring and evaluation practices, particularly those that incorporate co-production principles.
- 8. Ability to analyse data and evidence to inform decision-making and drive improvements.

9. Experience of effective report writing and ability to analyze data and evidence social impact successfully.

10. Passionate about social justice and improving the lives of marginalized communities.

11. Experience of delivering training and facilitating workshops, both face to face and online.

12. Creative and innovative thinking to identify opportunities for growth and development.

13. Strong leadership skills with the ability to inspire and motivate teams.

14. Ability to work independently and as part of a team.

Desirable:

1. Understanding of the recovery agenda.

2. Experience of delivering recovery group activities and interventions.

3. Knowledge of local community resources and support services.

4. Direct experience of supporting clients with substance challenges.